Two faculty charge unfair labor practices

Faculty ranks high

Disturbance report on Council agenda

After two days and some 10 hours of testimony, the charging parties rested their case. The defense called no witnesses. The trial examiner closed the hearing.

The defense: Michigan State University and its agent, Emanuel Hackel, chairman of the Department of Natural Science.

The charging parties: Eileen R. Van Tasell and Bertram G. Murray Jr., assistant professors of natural science.

The charge: Violation of Act 336, Public Acts of 1947 as amended (Public Employment Relations Act), unfair labor practices within the meaning of Section 10(a), 10(b) and 10(c) of that act.

The trial examiner: James P. Kurtz, Detroit attorney, for the Employment Relations Commission of the Michigan Department of Labor.

**SECTION 10 of the Public Employment Relations Act states: "It shall be unlawful for a public employer or an officer or agent of a public employer (a) to interfere with, restrain or coerce public employees in the exercise of their rights guaranteed in section 9; (b) to initiate, create, dominate, contribute to or interfere with the formation or administration of any labor organization; Provided, That a public employer shall not be prohibited from permitting employees to confer with it during working hours without loss of time or pay; (c) to discriminate in regard to hire, terms or other conditions of employment in order to encourage or discourage membership in a labor organization."

Section 9 states: "It shall be lawful for public employees to organize together or to form, join or assist in labor organizations, to engage in lawful concerted activities for the purpose of..."

(Continued on page 4)

**Faculty bylaw amendments that will accommodate increased student participation in academic government and reconsideration of the report on "policies and procedures on campus disturbances" are major items for today's meeting of the Academic Council at 3:15 p.m. in the Con Con Room of the International Center.

The proposed bylaws - based on recommendations contained in the McKee Report on Student Participation on Academic Government - were prepared by an ad hoc committee headed by Sam S. Baskett, professor of English. The McKee Report was passed by the Faculty in Fall 1969.

The policy statement includes four sections in which are spelled out the responsibility of the entire "University community" for resolving internal conflict; the need to protect and preserve life and limb, justice and educational excellence; and the pledge to "apply knowledge and reason to man's problems."

The fourth, controversial section (point D) acknowledges that protest and dissent may be part of change and committees; added representation for minority student groups; creation of a University Committee on Academic Governance; extension of voting privileges to all members of the Council except the presiding officer.

If approved by the Council, the bylaw amendments will go to the Academic Senate for consideration at its May 20 meeting.

(Continued on page 3)
According to survey

Faculty are rated liberal -- politically

Initial findings from a nationwide survey of more than 60,000 faculty members reveal that they are more likely to characterize themselves as liberal (41.5 per cent) than either middle of the road (24.9 per cent) or moderately conservative (22.2 per cent).

Disapprove (by 54.1 per cent to 43.4 per cent) of the "emergence of radical student activism in recent years."

Supported Hubert Humphrey (50.1 per cent) over Richard Nixon (29.8 per cent) and George Wallace (0.8 per cent) in 1968.

Tend to favor encouragement of a coalition government in Vietnam (42.1 per cent) rather than "reducing commitment but preventing a Communist takeover" (29.1 per cent) or immediate withdrawal (19 per cent).

Were largely raised as Protestants (64 per cent) and have tended to remain so (45.3 per cent).

Generally, the survey showed, faculty members take a liberal position on national or international affairs but assume a more conservative stance in campus matters that affect them or their interests directly.

They agree that "students who disrupt functioning of a college campus should be expelled or suspended" (76.7 per cent) and that campus demonstrations are threats to academic freedom (80.1 per cent).

THE YET-UNPUBLISHED survey was done as part of a project of the Carnegie Commission on Higher Education and was reported in the Chronicle of Higher Education.

The results are now being analyzed by Seymour P. Lipset, professor of social relations at Harvard University; Martin A. Trow, sociologist, University of California, Berkeley; and Everett C. Ladd, political scientist, University of Connecticut.

The researchers point out that the data are still raw, and that a waiting period is needed to see if the findings can be applied to all faculty.

A total of 60,447 faculty responded to the survey in 1968-69. They included 82.2 per cent males, 94.4 per cent whites, 1.4 per cent blacks and 1.7 per cent Orientals.

Full professors made up 26.9 per cent of the total; associate professors, 22.1 per cent; assistant professors, 28.8 per cent; instructors, 13.8 per cent.

POLITICALLY, the most liberal respondents were in the social sciences and humanities, the least liberal in the natural sciences and professions.

About 35 per cent of the respondents in sociology, anthropology and social work favored immediate withdrawal from Vietnam, while only 12.8 per cent in geology and 11.3 per cent in engineering favored withdrawal.

Those in social sciences and humanities were also more favorable toward radical student activism. More than 60 per cent both in English and in history agreed (48.3 per cent) of the emergence of activism, but that percentage was below 30 in business, in home economics and in agriculture.

THE SURVEY also revealed that:

- More than half (52.9 per cent) agreed that most undergraduates are mature enough to be given responsibility for their lives; and that most undergraduates are "basically satisfied" with the education they are getting.

- More than half agreed that any institution with a substantial number of black students should "offer black studies if they wish," but only 41 per cent agreed that more minority students should be admitted "even if it means relaxing academic standards."

- About 45 per cent agreed that faculty unions have a divisive effect on academic life (46.4 per cent disagreed), and 42 per cent agreed that collective bargaining by faculty has "no place in a college or university" (while 54 per cent disagreed with this statement).

- Fifty-six per cent agreed that "respect for the academic profession has declined over the past 20 years."

- About 68 per cent agreed that undergraduate education would be improved "if course work were more relevant to contemporary life."

- Forty-eight per cent agreed that most colleges "reward conformity and crush student creativity" (48.3 per cent disagreed).

Medical complex planned

The University's proposed health sciences complex on the south campus is designed to increase medical education capabilities and to provide expanded health care. The artist's rendering shows two wings of the Life Sciences I. Building (left and center), the health center (right), and Life Sciences II (upper left, behind Life Sciences I).

Life Sciences I, under construction and scheduled for completion in 1971, will enable MSU to expand entering medical classes to 64 students each (down to 30 this year) and to graduate more nurses annually.

The planned Life Sciences II and the health center would provide this (in 1972) for 534 - bed hospital and a large outpatient center. MSU is eligible for an estimated $27.4 million in federal funds for the two buildings, provided such funds are available for medical school construction, and provided there are matching state and private funds.

Letter

Campus buses: Is there an alternative?

(The Faculty News welcomes letters. They should be sent, with the writer's name, to Room 296-G, Hannah Administration Building. We reserve the right to edit letters, when necessary, to meet space and other requirements.)

To the Editor:

I can remember the good old days as a student on this campus when walking was still in vogue and even considered beneficial for one's health. Bicycles, although invented then, were rarely seen.

Things have changed now. The campus is larger and people prefer sitting or standing while looking at the landscape through tinted, dusty, glass windows. Twenty minutes is just not long enough to walk or paddle between classes, even on a nice spring day. Large municipal - type buses have become a necessary commodity in the process of higher education.

Anyone who has walked close to or driven behind one of these behemoths of modern day transportation will, I am sure, agree that their contribution to environmental purity is at most negligible if not an actual health hazard. It is surprising that such a paradox between ideals and reality exists in an academic institution such as this. It seems more than logical to me as we crush student creativity that public transportation on our campus is at the rate of 30 per cent.

Michigan State's first Nobel Prize laureate, Alfred D. Hershey, will be honored at a series of special events this week.

Hershey will give a lecture on genetics at 3 p.m. Thursday in Fairchild Theatre under sponsorship of the MSU chapter of Sigma Xi.

He will receive a doctor of medical science degree in a convocation Friday at 3 p.m. in the Kellogg Center.

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Hershey to be honored

Auditorium. Both events are open to the public.

Speakers at the convocation will be Milton E. Mayered, dean of the School of Advanced Graduate Studies and Walter L. Mallmann, professor emeritus of microbiology and one of Hershey's former teachers.

Other events at which Hershey will appear include a Thursday luncheon hosted by President and Mrs. Clayton R. Wharton Jr., the Sigma Xi banquet Thursday, and a reception and banquet Friday at Kellogg Center.

Hershey, who received bachelor's (1930) and Ph.D. (1934) degrees from MSU, shares the 1969 Nobel Prize for physiology or medicine.

French lecture

Jean Degas, French cultural attaché for the Midwest, will lecture next Tuesday (May 12) at 4 p.m. in the Green Room of the Union. His topic: "Le cinema francés aujourd'hui." His lecture is sponsored by the Department of Romance Languages.
The report on disturbances: Point D arouses controversy

(Part D of the policy statement in the student affairs committee's report on "polices and procedures on campus disturbances" has been the focus of growing concern in the Student Affairs Committee. Following is the text of part D, and rationale from both the committee and ASMSU.)

"D. Finally, the University community recognizes that protest and dissent may be a part of campus life. The student affairs committee, under ASMSU's leadership, will advocate for a University policy that allows the maximum freedom of action while assuring the minimum freedom of action. The Student Affairs Committee and ASMSU believe that the minimum freedom of action can be achieved through the following policies:

1. Freedom of speech: The University will not suppress speech, regardless of its content, in any manner that is not necessary to take reasonable steps to maintain order or to protect the rights of others.
2. Freedom of assembly: The University will not suppress the right of any group to assemble, regardless of its content, in any manner that is not necessary to take reasonable steps to maintain order or to protect the rights of others.
3. Freedom of association: The University will not suppress the right of any group to associate, regardless of its content, in any manner that is not necessary to take reasonable steps to maintain order or to protect the rights of others.
4. Freedom of research: The University will not suppress the right of any individual to engage in research, regardless of its content, in any manner that is not necessary to take reasonable steps to maintain order or to protect the rights of others.
5. Freedom of publication: The University will not suppress the right of any group to publish, regardless of its content, in any manner that is not necessary to take reasonable steps to maintain order or to protect the rights of others.
6. Freedom of education: The University will not suppress the right of any individual to receive education, regardless of its content, in any manner that is not necessary to take reasonable steps to maintain order or to protect the rights of others.

The Student Affairs Committee and ASMSU will work together to ensure that these policies are implemented in a manner that is consistent with the principles of the First Amendment to the Constitution of the United States.

**NEW RULE BEGINNS FOR WITHHOLDING**

Wages paid after May 1 to employees who receive no Federal income tax liability -- such as students or other part-time employees -- cannot be withheld except from Federal tax withholding.

All that is necessary to take advantage of this withholding feature of the Tax Reform Act of 1969 is to have on file in the payroll division office (350 Hannan Administration Building) a withholding exemption certificate stating that the signers have no taxes for 1969 and expects none this year.

Anyone signing the certificate can rescind the document in the payroll division if he or she later anticipates that earnings will create a tax liability.

Under 1970 rates, a single person who makes less than $1,725 owes no tax, based on a personal exemption of $2,625 and the $1,100 low-income allowance.

Students paid under the graduate student payroll must have the exemption certificate on file in the payroll division office (350 Hannan Administration Building) to have the exemption certificate filed before the next payroll in order to have tax deductions reflected on their next check.

**ISRAELI DAY SET**

A leading Israeli folk singer, Osnat Paz, will perform here Thursday evening, May 7, in the Israeli Independence Day celebration in the Union Parlor.

The event begins at 8:30 p.m. Also scheduled are speeches by August G. Benson, foreign student advisor, and Micheline J. Harrison, professors of physics, plus singing and dancing led by accordionist Abe Knmianski.

**FESTIVAL SCHEDULED FOR SATURDAY**

The 26th annual International Festival, "It's a Small World," will be staged Saturday, May 9, from 9 a.m. to 10 p.m. in the University Auditorium.

The event is sponsored by the Office of International Programs and the World Affairs Council. Curated by the Department of World Affairs, the event will feature educational programs, international food, music, dance, and free entertainment.
Unfair labor practices charged ...

(Continued from page 1)

collective negotiation or bargaining or other mutual aid and protection, or to negotiate with their public employers through representatives of their own free choice.

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THE CHARGE specifies: the charging parties and several other employees having similar duties became concerned about wages and other conditions of employment within the department. In an attempt to improve working conditions and to avoid discriminating against employees, the charging parties petitioned asking that criteria for promotion be established and clarified, and that the practice of having a department-wide common final exam be discontinued. The charging parties also ran for a position on the departmental advisory committee and/or urged others to run for such a position and actively supported candidates.

Because of the activity of the charging parties and several others, Mr. Donald Emanuel Hackel, chairman of the Department of Natural Science and an agent of the employer, undertook a course of action in an attempt to interfere with, restrain and coerce the charging parties and other employees in the exercise of their rights guaranteed under the Public Employment Relations Act; domiciling with, and interfering with the administration of the Department Advisory Committee, a labor organization; and discriminated in employment in order to discourage those activities.

Among the other unlawful acts, Emanuel Hackel did the following: "(2) Threatened and warned the charging parties in the availability of money for travel.

"(3) Gave the charging parties no committee assignment or less desirable committee assignments."

"(4) On or less - desirable committee assignments: Murray testified that he was on no committees except the employee committee, to which all faculty members belong; Miss Van Tassell said that she was a member of the department and lounge committees. The lounge committee is primarily responsible for having coffee in the lounge; the library committee handles magazine subscriptions, he said. Hackel said that committee assignments are made by him "in the name of the advisory committee" and sometimes the "labor relations committee. Committee assignments are a factor in reappointment.

"(5) Active campaigning against certain candidates to the department's advisory committee and false charges about some candidates: Miss Van Tassell testified that she had been accused of intimidating members of the department concerning the election and that she allegedly threatened to call in the Students for a Democratic Society; she said she did not know any SDS members at that time, and she denied the intimidation accusation. She said she was concerned about her candidates supported by her and others in the department had lost because of "unfair" treatment and violations that were "circuit"ed. The rumors, she said, were attributed to the department chairman, Hackel, and others.

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THE TRANSCRIPT of the hearing is expected to be prepared in two or three weeks. The transcript will be submitted by the two attorneys and the trial examiner will make a recommendation to the Employment Relations Commission. Because of a backlog of cases, this may take some time.

BEVERLY TWITCHELL

Faculty salary survey ...

(Continued from page 1)

three residential colleges and various no college departments (e.g., a faculty on their staff), low with 19 assistant professors averaging $12,853.

Instructors, 10-month: Social science, high with 14 instructors averaging $11,885; social science, low with 40 instructors averaging $8,676.

Instructors, 12-month: Education, high with 36 instructors averaging $11,885; social science, low with 59 instructors averaging $10,554. (No data was shown for subgroups with fewer than four members.)

Frequency distribution of salaries for early fall 1969 as listed in the following table:

<table>
<thead>
<tr>
<th>Salary Range</th>
<th>Number of Professors</th>
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</thead>
<tbody>
<tr>
<td>$11,366</td>
<td>401 assistant professors on a 10-month basis; $13,554</td>
</tr>
<tr>
<td>$12,969</td>
<td>assistant professors on a 12-month basis; $9,246 for 189 instructors on a 10-month basis; and</td>
</tr>
<tr>
<td>$13,246</td>
<td>for 76 instructors on a 12-month basis.</td>
</tr>
<tr>
<td>$14,600</td>
<td>High and low college professors:</td>
</tr>
<tr>
<td>$19,165</td>
<td>Business, high with 47 professors averaging</td>
</tr>
<tr>
<td>$16,303</td>
<td>Business, high with nine professors averaging</td>
</tr>
</tbody>
</table>
| $18,761 | Associate professor, 10-month: Business, high with 13 associate professors averaging $14,600; arts and letters, high with 12 associate professors averaging $12,426.

Associate professors, 12-month: Engineering, high with four associate professors averaging $18,087; home economics, high with four associate professors averaging $15,144.

Assistant professors, 10-month: Business, high with seven assistant professors averaging $13,109; arts and letters, low with six assistant professors averaging $10,801.

Assistant professors, 12-month: Education, high with 16 assistant professors averaging $13,992; separately organized departments (including the