Trustees weigh bias procedures

The Board of Trustees heard a report Friday from Wilbur Brookover, professor of education and chairman of the committee which established the now nine-month-old Committee Against Discrimination (CAD) and the Anti-Discrimination Judicial Board.

Brookover's report and one by Robert Perrin, vice president for university relations, were in response to Trustee Warren Huff's proposal that the original Brookover committee consider changing its policy and procedure report to allow others other than the "aggravated" (or "friends of the court") to ask the CAD to investigate alleged discrimination.

"Under the current working of the Brookover document," Huff said in a letter to President Wharton which was distributed to the trustees, "a person having knowledge of discrimination but not personally aggrieved, has no remedy."

Both Brookover and Perrin pointed out that this is implicit, if not explicitly, already provided for in the procedures of the CAD.

The Education Committee, in its report, said, "it is the committee's function to investigate broad areas or patterns of possible discrimination which no personal complaint has been filed. Initiation of complaints to be investigated may come from anyone.

One investigation was completed by CAD, another is underway and two more are about to be undertaken and all were initiated by complaints from non-aggrieved persons, Perrin said.

"I put a lot of trust in Brookover but he did not object, however, to including Huff's recommendation in the policies and procedures for further clarification.

Huff's suggestion was referred by the Board to the Bureau of Higher Education.

Fund loss won't cut salaries or increase student fees

The $600,000 reduction in state-appropriated funds which MSU has been directed to absorb during the remainder of the 1970-71 fiscal year has raised a number of questions regarding the possible effects.

Students have asked whether the reduction means a commensurate increase in fees for the winter and spring terms, and faculty and staff have inquired whether salary cuts may be necessary.

The answer to these questions is "no."

While the University has not completed its plans for complying with the reduction order, it is expected that administration is never used to include the Board of Trustees, but refers to the administrative officers of the University.

The proposed preamble states that "the Council feels that the Board's action must be ascribed to a misunderstanding regarding the intentions of the Council and the Senate in adopting these amendments."

The amendments, the preamble states, "are designed to clarify and improve the relationship between the faculty and the administration, as represented by the President and the Provost of the University. . . . It was not the Council's intention to infringe in any way on the authority and prerogatives of the Board of Trustees as they relate to the subjects dealt with by these amendments."

"The Council recognizes that the Board has final authority on all matters pertaining to the budget of the University, faculty compensation and faculty tenure. Nothing in these amendments detracts from this authority."

ERWIN BETTINGHAUS, assistant dean of communication arts, offered four amendments to the proposed bylaw changes:

- Change the name of the proposed University Committee on Faculty Compensation and Academic Budget to the University Faculty Affairs Committee.
- Substitute references to the provost or his office for the term administration.
- Make the chairman of the committee a voting member of the Elected Faculty Council.
- Add a section to the committee's charge to include review, proposal and amendment procedures for the two sections of the Academic Freedom Report dealing with faculty rights and responsibilities.

The amendments were designed to make it clear that "we do not want a confrontation situation with the Board of Trustees," Bettinghaus said. The faculty affairs committee (of which he is chairman) now includes almost all of the original members proposed by the Council; administration is never used to include the Board of Trustees."

Nothing is being proposed, he said, and the title as originally proposed is a "semantic trap."

Bradley Greenberg, associate professor of communication and chairman of the University Faculty Senate, offered an amendment to the proposals concerning that commitment. His amendment would read that "decisions of the (committee) cannot be overruled except by the Board of Trustees."

The proposed rule now reads: that such decisions "shall be binding on the administration and the faculty member concerned."

Faculty being surveyed for report to state

"It is the intent of the legislature that each faculty member who is paid wholly by the line item instruction will teach a minimum of not less than 10 classroom contact hours (per week) . . ."

- Enrolled Senate Bill No. 1179
- July, 1970

Backlash from campus unrest? An attempt to require accountability for public funds? An effort to reduce university autonomy?

Whatever their intentions, those few lines from the legislature's 1970-71 Higher Education Appropriations Act they have caused a flurry of activity among Michigan's colleges and universities in and the state's Bureau of Higher Education.

At Michigan State, specialists in the Office of Institutional Research (OIR) have spent several months writing and rewriting an eight-page report form that will be the basis for the University's report to the Bureau of Higher Education.

Copies of the MSU form are or soon will be in the hands of some 5,000
Letters

Retirement fund is questioned

To the Editor:

Warned by previous experiences that one should always, particularly in America, read the fine print. I have been carefully perusing the finely printed "editor's note" of some issues back issues of the Michigan State University newsletter that sought to explain the factors which were considered when the Powers at MSU decided, on the night of Friday, last summer, to increase the pension of non-TIAA faculty from $3,000 to $3,300. I had pointed out in my letter to the editor of the MSU newsletter, two months ago, that the increase should be, at the minimum (some 12 years having elapsed since the $3,000 figure was set), $4,500. I am, unfortunately, not a financial specialist, but my political philosophical expertise reacts to the Editor's Note as follows:

1. You mentioned that the faculty now constitute a "minority in the University." Is your comment that increasing the retirement salary in the noncontributory plan "involves a normal (nonfaculty) as well as faculty," and that "the increased benefits must be drawn from the special retirement fund that is separate from the University's annual state appropriation." I reply: We should not be so confused with and without nonfaculty employees as well as faculty. The same Consumer Price Index applies to both (see Actuarial Summary). In other words, price goes up for all concerned.

2. In the explanation, "according to Mr. Terry, assistant vice president for business and finance," I find much that should be questioned . . . If, as the editor's note indicates, he said that the University actually funds per cent of the salary of each non-TIAA faculty member and that the rest was "actuarially sound," that is, its investments must perform well. But if that is the plan to cover the non-TIAA faculty member, how does a person have to select age 65 as the retirement option? This selection is forced upon the individual five years ahead of the implementation for most, and eight years ahead for many. If the plan were "actuarially sound," it wouldn't make any difference, would it?

4. You state that according to Mr. Terry, "an increase beyond the $3,500 figure would be agreed to by the non-TIAA faculty.

The special Panel Report on Student Participation in Academic Governance was approved by the Academic Council last week and will be forwarded to the Academic Senate for consideration Jan.

The Council's unanimous vote came despite student opposition to the charge that the executive committee of the Council of Graduate Students which feels, he said, "that the Council is inadequate in the area of research and public relations" and that the student membership be increased. The report on the "general student participation in the selection of these faculty members by the Committee on Academic Freedom, which outlines amendments for that document.

The story said that such a call "costs 80 cents for the first minute and 30 cents for each minute thereafter, plus a special service fee and a $2.45 constant service charge is INCLUDED in the toll for the first minute. But Michigan Bell officials point out that it is still less expensive for campus callers to direct-dial their calls.

Student participation report passes with some changes

The Nov. 17 Faculty News story concerning the telephone rate increase contained an erroneous report on the charge for a daytime person-to-person call to Traver City. The story said that such a call would cost 80 cents for the first minute and 30 cents for each minute thereafter, plus a special service charge of $2.45. The constant service charge is included in the toll for the first minute. But Michigan Bell officials point out that it is still less expensive for campus callers to direct-dial their calls.

OTHER COUNCIL action on the budget:

Defeat of a motion to lower the percentage of votes required to refer a proposal to the Senate from 51 percent to 40 percent.

Contingent approval of a proposed constitutional amendment to the Academic Freedom Report, which outlines amendments for that document.

Reconsideration of procedures to be used in selecting faculty members to the student affairs and public safety committees.

Bylaws were amended to provide a vote for the vice president for student affairs to and remove voting privileges from the ombudsman, at his request.

A move to reconsider Section Two of the document, which refers to faculty prerogatives, was defeated. Graduate student David Wright had planned to offer an amendment to that section to provide graduate students a vote in areas where graduate students "assume the responsibilities of faculty."

BEVERLY TWITCHELL
Visitors laud collective bargaining

About 80 members of the MSU chapter of the American Association of University Professors met Thursday night to hear representatives of two other Michigan universities discuss—favorably—the unionization of their faculties.

But first on the agenda was a report on MSU faculty salaries from Eavan Harden, professor of religious education.

The report is made annually and sent to the national AAUP, but Harden said the survey would not provide information regarding salaries by rank and college, unlike the internal one.

The guest speakers referred frequently to that situation as one which would not be found in a collective bargaining situation.

PROFESSORS Tom Brite (business) and Bob Clason (mathematics) of Central Michigan University discussed the CMU situation.

The faculty there voted in September, 1969, to be represented by a local union if membership fell below 51 percent.

The faculty there voted in September, 1969, to be represented by a local union if membership fell below 51 percent.

"Until we have a "status quo clause" written in our own view is that you can over-negotiate," by saying that every faculty member has to understand the negotiation process and that he's practically punching a timeclock.

So "we let the usual channels take care of this."

\* \* \*

COGS says it will stay "Council"

The Council of Graduate Students voted Thursday to continue sending graduate student representatives to the Academic Senate in spite of changes in the committees, regardless of voting privileges.

The move came despite the organization's opposition to the Academic Council's denial of full voting privileges to student representatives, as recommended in the Specific Panel Report on Student Participation.

That opposition was expressed in a resolution also passed by COGS to protest the denial of full voting privileges to graduate students in the Council and the teaching boards.

Discussion of whether to continue sending representatives was spurred by a request of new Wright, COGS Council representative.

Wright said that "It is unlikely that any faculty member will "4 A-P job descriptions will be made. All A-P job descriptions will be updated as a result of the current survey, O'Connor added.

A-P emplyees describe jobs

\* \* \*

MSU/Faculty News, Nov. 4, 1970

Faculty workload survey

(Concluded from page 1)

facultymembers and graduate assistants.

Using data from the survey, the OIR will report to the state by late February, 1971.

After the Bureau of Higher Education has processed and analyzed data from all 37 campuses, a draft of the final report will be reviewed next summer by each school. The final report to the legislature is due by the end of September.

ALTHOUGH the legislative rider specifies that "each full - time faculty member is to teach at least 10 classroom contact hours a week, OR assistant director from the State University System told the Council that the system was introduced in 1961.

He said that one problem with the state's requirement for 10 classroom contact hours is that "it really doesn't reflect the magnitude of the workload of providing classroom instruction in a major university."

Some have questioned whether it is even appropriate for the legislature to request such information from a major university.

Both Freeman and Peltier acknowledge that the OIR approach emphasizes quantity and input. But Freeman pointed out that measuring input is a "minor problem" compared with trying to measure educational output: Knowledge learned, graduates, books, papers, services.

Freeman also noted that the survey asks faculty to elaborate on their activities: "Is this fall quarter really "equivalent" of your workload and activities?"

And he emphasized that the OIR plans to review the survey results with department heads and deans before they are reported to the state.

"WE COULD take a hard line, tell the
They really started something!

A prizewinning new book written by a Michigan State faculty member describes attempts by radical critics of education to reshape university curricula and to make them more relevant.

And it points out that the radicals' attempts to destroy existing structures really centered on replacing them with better ones.

But the book's setting is not the American college campus of the 1970's; it is Puritan England of the mid-17th century. For his work, "The Puritan Revolution and Educational Thought," Richard L. Greaves last week received the Walter D. Low Memorial Prize for the best book on British history written in 1969-70. Greaves, an assistant professor of humanities, received the prize at the Conference on British Studies in Wilmington, Del.

EDUCATIONAL REFORMS sought during 1640 - 1660 in England closely parallel many of the changes requested today, says Greaves.

In his book, Greaves argues that sectaries - the radical reformers among English Puritans - sought "a deeper religious experience, a more relevant education and universal knowledge in law and medicine."

For those who contend that today's students and educational critics are pioneers in seeking fundamental change, Greaves points out that the present marks "probably the third time in modern Western civilization" for major educational reform to be espoused.

The events of 300 years ago recalled in his book, Greaves says, helped form "the fountainhead of the land - grant idea," which constituted the second major push for educational reform in modern Western history.

Even in 17th-century England, he says, radical reformers were promoting agricultural schools, trying to expand education and calling for more emphasis on technological and practical knowledge.

GREAVES WRITES in his book that critics of the Puritan reformers tried to dismiss them as enemies of education and knowledge. But he adds that "the real foe of the sectarian reformers was only an educational system steeped in tradition and dedicated to the propagation of exotic knowledge to the initiated."

"In attacking this behemoth, the sectaries began to pave the way for the development of an educational system more responsive to the needs of society and more inclusive of the people within that society."

Then, as later, some voices were calling for universal education, Greaves' book says:

"Because education (in the form advocated by sectaries) was utilitarian in nature and because it could benefit the poor, most sectaries contended that it should be extended to all children."

Some urged expansion of the system of colleges to allow more people a chance for higher education:

"If such a program of education was established (the sectaries said), parents could keep their children at home while they were attending school, and thus reduce educational expenses. The practical effect of such a program would be the extension of higher education to academically capable children of parents with lower incomes."

The sectaries also wanted an educational system to uplift the poor:

"(They) realized that a primary key to the permanent betterment of the lower classes was education. The first step was to revise the curriculum of the schools to provide practical training rather than gentlemanly refinement ... The second step was to expand the educational system to provide training for all children, and to decentralize it at all levels in order to make school less expensive and schools more accessible."

The final step ... was the establishment of new fellowship and scholarship programs to aid deserving and needy students to obtain a university education.

THE "ESTABLISHMENT" in Puritan England was much more closed - minded about the prospect of reform than is society today, Greaves observes. "Most people are more willing to listen today."

Even now, though, many ignore the lessons of history, he says, and fail to recall that many of today's demands for change have been with us throughout history.

Even worse than overreacting to reformers, Greaves says, is remaining complacent about the issues they raise.

GREAVES' book, which took him three years to write, was completed while he was on the faculty at Eastern Washington State College. He was supported partially by a postdoctoral research fellowship from the National Endowment for the Humanities. The book is published by the Rutgers University Press.

Greaves has been a member of the MSU faculty since September of 1969.

- GENE RIETTORS

Board recognizes COGS . . .

(Concluded from page 1)

Board to the Brookover committee for consideration and whatever disposition it chooses.

Huff expressed further concern about the "sense of urgency" which he said had apparently been lost since February.

"Nine months have passed since the president called an emergency meeting of the Board to act on the Brookover report," he said. "In July, the Board was told a task force would be formed to study discrimination. To my knowledge, no study has been undertaken by the Committee Against Discrimination, and no task force has been formed."

In a report concerned about two areas: Employment of faculty and graduate assistants, and placement of graduates in good jobs.

"I'd like to recapture that (February) sense of urgency and concern," he said. "We have quietly slipped into a bureaucratic approach."

He suggested to President Wharton that action be taken through administrative channels in two areas:

- Ask the President to express to departments and colleges the Board's concern that policies prohibiting any discrimination in employment be carefully followed, and that the provost's office scrutinize hiring with these policies in mind before recommending such hirings to the trustees.

- Recognizing that there is widespread bias in business and industry against the employment of many minorities, including women, the president is requested to consult with the Placement Office to provide special services to help place graduates who are having difficulty because they are members of minority groups.

Regarding the sense of urgency, Perrin said that discrimination is "easy to charge and difficult to prove. Speed is not always available to us."

He said the Office of Economic Opportunities (OEO) has presented guidelines on nondiscrimination in hiring to the trustees. There will also be visits by OEO staff members.

The COUNCIL of Graduate Students was recognized by the trustees as the official organization representing the graduate students at MSU.

Because the Graduate Council endorses the COGS tax referendum held at full term registration as "having been a legitimate action by a legitimate and representative student organization," and because COGS plans to hold a University-wide referendum on its revised constitution during the academic year, the Graduate Council had requested the official trustee recognition of COGS.

The Council further suggested interim recognition until the proposed constitutional referendum is held, as long as that occurs no later than the end of spring term, 1971.

The resolution, which has been approved unanimously by the Graduate Council Oct. 26, was approved unanimously by the trustees.

Official recognition by the trustees means that the COGS tax on graduate students will be collected winter term registration.

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FUND DRIVE

The voluntary fund drive among University employees has raised $6,655 as of mid-November for the MSU Development Fund.

Emery G. Foster, assistant vice president for business operations and chairman of the all-University Development Fund Campaign Committee, said he is encouraged by the response thus far.

"The voluntary campaign is a boost to the University among its employees and is expected to become an annual part of the Development Program." Foster said.

He expressed belief that a show of support for the University among its employees will have a favorable effect on the taxpayers and the State Legislature.

It is the first campaign of its type at Michigan State and is expected to become an annual part of the Development Program.

Foster said that a boost to the campaign is a new Michigan tax law which makes it possible to contribute at a very low net cost to the donor. The law provides a tax credit for charitable contributions to institutions of higher learning in Michigan, provided the contribution is for the general fund or the general support of the institution.