MEA unit distributes cards; other groups might follow

At least three groups might enter the campaign to represent MSU faculty in collective negotiations.

One group, the MSU Faculty Associates (an affiliate of the Michigan Education Association) is distributing authorization cards to faculty and librarians. The group announced its intention to organize faculty last week, and spokespersons said they are aiming for 1,500 signed cards.

Their target date is March 20. The Faculty Associates group has created a task force to "facilitate distribution of authorization cards" and to "build an effective and autonomous structure" to represent faculty in negotiations.

Two other organizations — the MSU Chapter of the American Association of University Professors and the Faculty for Collective Negotiations — are deciding whether to follow suit.

The AAUP will discuss collective bargaining at its open meeting Thursday for negotiations.

In the meantime, please extend to Dr. Rowland the warmest appreciation and sometimes sentimental, attachment you have our assurance that we shall review our decision.

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Board approves committee on faculty compensation

Two new standing committees — including the University Committee on Faculty Affairs and Faculty Compensation — were created with the faculty bylaw amendments approved last Friday by the Board of Trustees. Also okayed was formation of a new University Committee on Buildings, Lands and Planning.

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The faculty affairs and faculty compensation committee is the result of changes made by the Academic Council after initial bylaw amendments creating a committee on faculty compensation and academic budget were rejected by the Board last October.

The new committee will have such duties as making recommendations on faculty salaries and other benefits, reviewing all policies on faculty rights and responsibilities, making recommendations on personnel policies other than tenure, and developing procedures for adjudicating faculty grievances.

It was approved by a vote of four (Patricia Carrigan, Frank Hartman, Blanche Martin, Don Stevens) to three (Warren Huff, Frank Merriman, Clair White). Kenneth Thompson was absent.

Present John Cantlon, in proposing the compensation committee proposal to the Board, said the provisions are very close to what we are doing now.

Major objections came from Huff, who said he saw it as a constraint on the Board, because of a "moral commitment not to act until we get their recommendations." Clair White objected to the proposal as an "anti-union method.

Cantlon said the committee would not necessarily be a constraint on the Board, because it would be advisory to him, and its recommendations come during formulation of the University's budget request, not after legislative appropriations are made, when time becomes an important factor for the trustees.

And Thomas Greer, professor of humanities and member of the Faculty Steering Committee, said that the compensation committee has no relation to collective bargaining, and if faculty should choose to unionize, the committee would go "out the window."

The new committee on buildings, lands and planning will be responsible for studying and making recommendations on: Building priorities, land use, ecological implications of land use and building priorities, traffic planning, appearance and location of buildings. Its advice will not be binding on the administration or trustees. It is now being considered.

TAYLOR REPORT

A subcommittee of three Trustees (Carrigan, Merriman and Huff) was appointed to identify areas of concern and to delineate matters for voting next month on student participation in academic governance (the Taylor Report).

The report was a discussion item on this month's agenda.

The Trustees heard presentations and comments from ASMSU, the State News, Thomas Greene for the Faculty Steering Committee, Charles

(Continued on page 3)

The ransom of campus chief: Not at today's prices

If a university president were ever kidnapped by a band of conspirators (Heaven forbid!), the ransom note might create serious problems for those left in charge. The following "answer," printed in the Chronicle of Higher Education, was suggested by James M. Shaia, vice president for university relations at Temple University, during a regional meeting of the American College Public Relations Association:

TO: The East Coast Conspiracy to Kidnap University Presidents

FROM: Trustees of Typical University

GENTLEMEN:

Thank you very much for your note of Jan. 25th in which you request funding in the amount of $100,000 by tomorrow evening to insure against the permanent absence from the campus of Dr. Rowland, the university president.

The vital questions raised in your communication have been discussed fully by the president's cabinet, the executive committee of the board of trustees, as well as the ransom committee of the faculty senate.

As you know, all requests for funds must go first to the finance committee of the board, then to the full board which meets next on April 28th.

If you and your co-conspirators have had an opportunity to read the Carnegie Commission report on financing higher education, you will know that most schools and colleges are experiencing fiscal difficulty. Our university is no exception. (For your information, a copy of this valuable report is enclosed.)

Despite the long hours and hard work by the trustees and administration to cut costs, the university still faces a sizable deficit this fiscal year.

Because of recent fiscal reverses, the board feels its responsibility to balance the budget far exceeds the real, and sometimes sentimental, attachment it has for employees.

Dr. Rowland has been president for 10 years and is now two years from retirement. During his tenure, he has given the university thoughtful and able leadership.

The various university constituencies have hopefully felt that in light of the university's present fiscal crisis, we cannot fund your group in the amount requested. For the record, however, the executive committee of the board of trustees does want Dr. Rowland to know that it unanimously approved a motion to continue the University's contribution to his Blue Cross and major medical plans.

If the fiscal picture should improve in the near future, you have our assurance that we shall review our decision via, of course, the appropriate constituent committees.

In the meantime, please extend to Dr. Rowland the warmest regards of the trustees, faculty, students and staff.

The speaker at today's Faculty Club luncheon will be Robert Harrington, photographer for the Michigan Department of Natural Resources. His topic: "Elephant Control."
The schools cannot do the job alone

Following are excerpts from a speech— "Organizational Change in Urban Education: Is It Really Needed?"—delivered by Herbert C. Rudman, professor of administration at Michigan State University, who has spent four months teaching in an inner-city fourth grade. He made his remarks at the Feb. 2 meeting of the Faculty Club.

Our professional as well as our social language move and more and more contains such adjectival phrases as Black American, urban education, Mexican-American culture, Jewish voting patterns, white middle-class values. Our social polarities dominate our thoughts and our behavior. For one thing the question of this. Can we ever become one nation, one people if we continue to emphasize our differences and ignore that which unites us?

It is fashionable today to speak of urban education and think, "inner-city." But are we viewing the city as a whole? Are we accepting the goal that the goals of large city-education become entangled with the needs of deprived youngsters, and as a consequence these goals become narrow and specialized? The need is for a more representative representation of the city's population to speak of urban education to speak of American education to analyze the educational problems of the big city to probe the educational process of a nation's civilization.

We L U L ourselves into a mindless crooning of slogans if we believe that there are such things as Black values and American Indian frustrations, and a desire on the part of all poor people to follow the dictates of the slogan: "Power to the People.

Instead, we find Black fathers who cry for the lost lives of their policeman sons, killed by Black militants who declare themselves the spokesman for all Black people who work diligently day-by-day, hoping to leave their crime-ridden environments for the relative peace of the suburbs we so fashionably shun today. Instead, we find Black elementary school principals who struggle to motivate others to higher learning, to greater standards of material living and material wealth.

Instead of Black values we find human values, in the place of Mexican-American frustrations; in the place of curricular development of the proposed new credit committee.Let us make a curriculum that enriches human life. For to follow the aeron of algebraic education is to provide the road to an atomized society which loses coherence and common purpose.

Does this concern for a unified social system mean that I shun all diversity? Does it reflect the desire to mould all men into some great White Anglo-Saxon mold that denies the richness of living that diversity can bring to a society? Oh so, far from it.

To make all urban living and reawakening to all segments of the city's population is a challenge not only to the schools but to every resident of the city. The schools can never wholly do the job alone. They can provide the teachers, the educational facilities, and the curriculum that will help make the unequipped and unemployed socially productive, but it is the responsibility of the businesses, the trade unions, the industries, and the small entrepreneurs of the community to provide the graduates of the schools with opportunities for employment.

The schools can develop the attitudes that lead to cooperative living among diverse peoples, but it will take the real estate companies, the big White and the big Black to give such attitudes the climate in which they can blossom and grow.

Credit committee change proposed for CU meeting

A proposal to change the composition and operation of the MSU Credit Union's credit committee has drawn opposition from members of the present credit committee.

But the proposed bylaw amendment — to be voted on at an annual meeting next Monday (March 1) at 8 p.m. in the Auditorium — has been endorsed by the CU's board of directors and by its manager.

The bylaw change would reduce the credit committee's membership from five to three and would stipulate that each member be elected by the board of directors.

Credit committee members are now chosen by a general election at annual meetings. The committee reviews loan applications, has the power to approve or deny loans and may hear appeals on any loan decisions.

The committee is composed of four members chosen by the other four members oppose the bylaw change because it would shift the committee's direct accountability from the general membership to the CU's board of directors and credit union management. He urges that selection of committee members be left to the general membership.

Zindel, professor and chairman of poultry science, said MSU's credit union is "the best in the nation — bar none," but he added that the bylaw change represents an erosion of membership authority. He also said the committee opposed the fact that all four nominees for two current vacancies on the committee were "hired stuff of the credit union."

The vacancies will be filled at Monday's meeting.

The present credit committee members are: Zindel; Jack Ostrander, assistant manager of the Union Building; John H. Reinoehl, professor of economics; Howard Smith, shop superintendent in physical plant; and Ted Smith, an assistant manager in residence halls.

Ostrander and Howard Smith will step down from the committee March 1, and their replacements will be elected next Monday. If the bylaw amendment passes, Zindel, Reinoehl and Ted Smith would serve out their terms before the committee is reduced to three members.

The present credit committee suggests that the nominations for the three committee vacancies be offered from the floor next Monday.

The CU board of directors recommends passage of the bylaw amendment.

One of the directors, Robert Shackleton, director of alumni relations, said the change has been under study for two years and that it "will effect the present credit union in Michigan."

Placing the credit committee responsibilities with full-time employees in the credit union, he said, insures that decisions on loans can be made immediately.

CU manager Frances Leminski pointed out that the size of MSU's credit union (14,000 members and 1,100 loan applications each month) and the complexities of modern credit make it now unfeasible to have a volunteer committee handle the growing volume of loan requests.

"We're in a highly competitive situation," she said, "and we need to be able to match the fast loan service offered by banks and other lending agencies. Unless we can give better service, we won't be here in five years."

PBK to meet

The Lansing — East Lansing Association of Phi Beta Kappa will hold its annual meeting at 7:30 p.m. Thursday (Feb. 25) in the Conference Room of the Physics-Astrophysics Building. The program will feature a discussion of "Americans in East Asia: The Past, Present and Future" by Paul Varg and Warren Cohen of the history department.

She also contended that placing the credit committee’s responsibilities with full-time employees in the credit union means that the committee will still be responsible to the membership, but the directors are chosen by direct election.

Both Shackleton and Vern Severson, (manager of general stores), president of the board of directors, pointed out that the proposed new credit committee makeup would also mean more complete accountability of confidentiality of each member's personal records.

'Boys in the Band'

The New Players' production of "The Boys in the Band" will be staged Thursday, Friday and Saturday (Feb. 25-27) at the McDonel Knox, Thursday and Friday performances start at 8:30 p.m., and Saturday performances are at 7:30 and 10 p.m.
Providing Ph.D.s with 'survival training'

A funny thing is happening to a group of MSU students on their way to the Ph.D. - they're getting survival training.

At least that's the intent of the University's new offering in ecological psychology, labeled by its developers "a Ph.D. program aimed at survival."

George M. Fairweather, professor of psychology and chief architect of the program, hopes that persons who complete the degree will be better prepared for social change, ready to help steer us away from three impending ecological calamities: population squeeze, environmental decay and man's inability to get along with his fellows.

Fairweather contends that the time is past when psychologists - or any scientists - can afford to view human problems with academic detachment. His aim is to train and educate graduates with strong moral commitments who will not only seek solutions to problems, but who will try to implement those solutions as well.

The alternatives, he says, are that research findings will go unused or that they will be distorted and misused.

WHILE HE was a mental health specialist at Stanford University, Fairweather acquired deep concern about environmental issues. And three too he became convinced that too many young Ph.D.'s were all prepared for problems that lay outside the incubation of the laboratory.

"They convinced me of the need to relate scientists on their way to the Ph.D.," he says. "And this sometimes meant dropping old notions, unlearning something the usual idiom.

After a stay at Portland State in Oregon, Fairweather joined the MSU faculty in the fall of 1969. He helped launch the ecological psychology program this fall.

FAIRWEATHER SAYS the program is different because it requires a great deal of motivation among its participants. An apparently helpful background for the program, he says, is previous involvement in community or public service, such as the Peace Corps. That kind of experience seems to be a better indicator of success than a person's record in traditional academic areas, he adds.

"But we're not too attractive to the social activist who wants to do something immediately and who wants to use only certain methods. This person is not as open to alternatives, and to setting up models to see how successful alternative approaches will be."

The goal of such programs as MSU's, Fairweather says, is to develop a "mechanism to create continuous change as society requires it." The ultimate would be to perfect a means to anticipate problems 5 or 10, or even 50 or 100 years before they occur, and then work to avert them.

Although Fairweather says he is optimistic by nature, he adds: "To be realistic, one also has to be pessimistic about man's future. Man has so far not demonstrated much ability either to change or to take corrective action when it's necessary."

OTHER MEMBERS of the ecological psychology interest group are Lawrence I. O'Kally, professor and chairman of psychology; Lucy R. Ferguson, John R. Hurley, Eugene H. Jacobson, Albert I. Rabin and Charles F. Wrigley, all professors; David H. Sanders and Docter W. Thornton, associate professors; Ralph L. Levine, assistant professor; and Louis G. Tomalty, research associate.

George Fairweather: Removina academic detachment. - Photo by Dick Wesley

Other actions

The College of Human Medicine will have a Department of Surgery, effective June 1, with Edward Coppola as its chairman, and the dairy department will become the Department of Dairy Science on July 1.

William B. Hawley, professor and associate dean of education, will become dean of education on April 1 and will serve until a permanent successor to John I. Evey is found.

The medical staff bylaws of Olin Health Center will be changed to establish an accreditation committee, a recommendation made by the national accrediting body.

Isabelle K. Payne was named director of the School of Nursing. She had been acting director since Dec. 31.

Papandreou here

Exiled Greek government official Andreas Papandreou will speak Friday at 2 p.m. in the Auditorium under sponsorship of ASMSU's Great Issue Series. He is a son of the former Greek prime minister and was a member of his country's federal cabinet before the government was overthrown in 1967.

Archaeology talk

The Rev. Raymond V. Schoder, professor of classical literature and archaeology at Loyala University, will lecture on "Roman North Africa" at 8 p.m. Friday (Feb. 26) in the main gallery of Kresge Art Center.
Faculty ask questions about bargaining

Questions on collective bargaining dominated last week's meeting of the Electrical and Biological Engineering faculty, according to Groty. Fielding the questions was C. Keith Groty, assistant professor of labor and industrial relations, and administration and higher education.

Groty, who has been following collective bargaining since 1965, has negotiated for both public school teachers and school boards, and is now a state fact finder and arbitrator.

Collective bargaining is an "very formative" stages, he said, though "it is becoming very like K - 12." He cited the few universities which have chosen collective bargaining: The City University of New York (CUNY), which has two contracts; Central Michigan University (CMU); Oakland University; and the State University of New York (SUNY), which chose collective bargaining earlier this month.

Groty helped establish (in "very formative") stages, he said, though "it is becoming very like K - 12." He cited the few universities which have chosen collective bargaining: The City University of New York (CUNY), which has two contracts; Central Michigan University (CMU); Oakland University; and the State University of New York (SUNY), which chose collective bargaining earlier this month.

"They Went That A Way." by Groty said, and is affiliated with the National Education Association.

In Michigan, he reported, CMU is now bargaining its second contract, an extension of the first contract, and Michigan (hearing are now underway), an election has been called at Wayne State University. SUNY is moving for bargaining at Lawrence Institute of Technology.

GROTY reviewed the recent interest by several groups in collective bargaining at MSU, and he offered a series of questions that faculty here should raise when they consider collective bargaining. Those questions included:

- What would become of the present system of academic governance? What kind of a relationship would academic governance have with the administration under collective bargaining? What about "strategic" governance?
- Would the merit system of compensation and the promotion system on which it is based continue, or would they be functioned in "the true collective bargaining way?"
- Would the university remain at a central level? Would all parts of the University have to conform? Could some bargaining remain at the college level?
- Could the Academic Council or the Academic Senate become the bargaining unit? What are the issues? Would the interests be economic only? Who would be included in the bargaining unit? Would department chairmen be included? How would bargaining affect tenure and academic freedom?
- Would collective bargaining affect the relationship which exists between the administrative and legislative agents of state government? Would faculty go directly to these agents in the sources of financial aid?

Flower show set

The seventh annual Flower and Bridal Show, sponsored by MSU's School of Forestry and Horticulture Forum, it features thousands of dollars' worth of fresh flowers in bridal fashions and new ideas. Tickets ($1 for seniors, $1.25 for others) are available in 109 Horticulture Building and at the door.

HERE ARE some questions raised by council members and summaries of Groty's replies:

What are the procedures for obtaining recognition as a collective bargaining unit?

An organization determines who will be included in its unit, then collects cards signed by individuals who authorize the organization to bargain for them. Signed cards must come from at least 30 percent of the unit as defined. It then seeks the Michigan Employment Relations Commission (MERC) to call an election. MERC decides first whether the unit is an appropriate one and then conducts a hearing. If the original organization has collected signatures from more than 50 percent of the unit, it can seek recognition without an election by consent from the Board of Trustees.

Any organization can get on the ballot by collecting signatures of a separate 10 percent of those in the unit who already have signed cards. A chance to reject collective bargaining is offered automatically on the first ballot. If MERC then conducts a hearing. If the original organization has collected signatures from more than 50 percent of the unit, it can seek recognition without an election by consent from the Board of Trustees.

In an election, the organization receiving a simple majority of the vote cast becomes agent for the total unit. If no organization gets a simple majority, a runoff election is held between the two top vote getters.

Who decides what constitutes a bargaining unit?

The Michigan Employment Relations Commission, a three - member appointed board, which follows the Michigan Employment Relations Relations Board. This board would seek agreement among the parties (the organizations seeking recognition and the Board of Trustees.) If the parties do not agree to recognize the bargaining unit, the board can seek recognition by a public hearing. This board would then conduct a public hearing. This board would then conduct a public hearing. The board, which is composed of state factfinder and arbitrator.

Are there any figures to show a trend of faculty away from schools with collective bargaining?

The figures are few and far between. The only one that Groty knew offhand was a study of the Michigan Agricultural College, which showed that faculty migration was down from 1930 to 1970, but not from 1970 to 1972. The study was done by professors of labor and industrial relations, and it was sponsored by the Florticulture Foundation. Groty said, and is affiliated with the National Education Association.

How many years of data are available?

The earliest contract was signed at CUNY in 1968. That was a three-year contract and is still in effect.

How many institutions have medical centers?

Yes, SUNY. But I don't know how far it cuts — how bargaining is offered. Medical faculty would be included if and only if they don't know about internists and residents.

What are the procedures for obtaining bargaining unit status?

The Michigan Employment Relations Relations Board (MERC) must be a show of interest in the unit. If MERC decides first whether the unit is an appropriate one and then conducts a hearing. If the original organization has collected signatures from more than 50 percent of the unit, it can seek recognition without an election by consent from the Board of Trustees.

Are the lines of distinction between bargaining unit and nonbargaining unit clear? Can an organization be an agency shop?

It is possible, but it is not clear. The Michigan Employment Relations Relations Board (MERC) must be a show of interest in the unit. If MERC decides first whether the unit is an appropriate one and then conducts a hearing. If the original organization has collected signatures from more than 50 percent of the unit, it can seek recognition without an election by consent from the Board of Trustees.

What happens if a related union goes on strike — would the faculty organization be obligated to have a sympathy strike?

There are no figures to show a trend of faculty away from schools with collective bargaining.

In higher education, no, because of the governance system, by courtesy, which is good managerial philosophy. But the administration is still free to act unilaterally. That is not completely possible with collective bargaining.

As of yet, MSU internal or external?

I can't say it's coming totally from the outside, and it would be inaccurate to say it's coming totally from the inside. There have been financing and reporting demands from outside sources, but outside sources can't force people to do it — it becomes "too - touchy" after a while some groups are totally local.

Can we get more information — a pro - con list, for example, or information on the various groups active on the campus, from the Faculty, the Labor and Industrial Relations or the Academic Council or the steering committees?

If the Academic Council or something like it, using University (management) time and facilities, publications information, it could be constructed as administrative meddling and lead to an unfair labor suit. A faculty organization like the AUP, could do it. But the structure fostered by the administration could be used.

The organizations do have literature, and articles have been written, but I know of no specific list of pros and cons. And if it's done, I'm not sure what you'd have, because the nature of the process is not totally an intellectual exercise.

Cards distributed . . .

(Concluded from page 1)

He said that collective bargaining "is a place in higher education today," but he is hopeful that if any teacher comes into being on the campus, it would do so "in a professional manner."

He added that it is now premature for any organization to ask the faculty to accept it as a sole bargaining agent "without first subjecting itself to public scrutiny."