

## 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 spokesmen 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 night (Feb. 25) at 7:30 in Room 35 of the Union.

A poll of AAUP members indicates that "an overwhelming number" of faculty in the MSU chapter wish the AAUP to act the agent if bargaining should come, reported Sigmund Nosow, chapter president.

Nosow, a professor of labor and

industrial relations, said that the AAUP council is urging faculty not to sign any authorization cards "until alternative organizations have been considered."

The chairman of the Faculty for Collective Negotiations (FCN) Matthew A. Medick, said his group — an independent organization — might be distributing authorization cards soon.

But Medick, professor of mechanical engineering, said that faculty needed

more time to explore collective bargaining "from a rational viewpoint," and he said the Faculty Associates action was "intemperate."

The FCN also has attempted to poll faculty members, and Medick said that preliminary results of the survey indicate that respondents are strongly in favor of collective bargaining.

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# MISU Faculty News

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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.

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 compensation, 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.

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

Major objection 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 passed by four votes (Carrigan, Martin, Stevens, White) to three (Hartman, Huff, Merriman).

### TAYLOR REPORT

A subcommittee of three Trustees (Carrigan, Merriman and Huff) was established 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 Greer for the Faculty Steering Committee, Charles

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## Campus polling places set

Planners hope for a large turnout for the first all-campus MSU Opinion Poll to be conducted this morning and Wednesday.

Voting today from 10 a.m. to 2 p.m. will be in 25 buildings: Administration, Ag Hall, Anthony, Baker, Berkey, Bessey, Biochemistry, Brody, Central Services, Engineering, Eppley Center, Erickson, Food Stores, Horticulture, Kedzie, Library, Men's I.M., Morrill, Natural Resources, Natural Science, Physical Plant, Stores I, Student Services, Union, Wells.

Wednesday's balloting, from 3 to 7 p.m., will be in: Administration (until 5 p.m.), Akers, Berkey, Bessey, Brody, Case, Chemistry, Computer Center, Erickson, Fee, Gilchrist, Holden, Holmes, Hubbard, Kedzie, Kellogg Center, Laundry (until 5), Library, Mason - Abbot, McDonel, Owen, Shaw, Snyder - Phillips, Wilson, Women's I.M., Wonders.

Faculty and staff will need "voter permit cards" in order to vote. Persons who haven't received cards may contact Helen Evans in payroll, 5-5013.

## 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 unusual problems for those left in charge. The following "answer," printed in the Chronicle of Higher Education, was suggested by James M. Shea, 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 here regretfully feel 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.



## Faculty Club

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 and higher education who has just finished 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 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. I for one question the wisdom 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 this myopic view of the city leads us into accepting false assumptions. The goals of large-city education become entangled with the needs of deprived youngsters, and as a consequence these goals become narrow and specialized.

In truth, the American city is, in many ways, a microcosmic representation of its parent society; to speak of urban education is to speak of American education; to analyze the educational problems of the big city is to probe the educational problems of the country as a whole . . .

WE LULL ourselves into a mindless crooning of slogans if we believe that there are such things as Black values and Chicano aspirations 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. Instead, we find poor 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 Chicano elementary school principals who fervently desire a chance 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 aspirations we find human aspirations; in the place of curriculums that are proposed to appeal to a narrow segment of our population, we must find a curriculum that enriches human life. For to follow the siren song of adjectival education is to follow the road to an atomized society which loses cohesiveness and common purpose.

Does this concern for a unified social system mean that I shun all diversity? Does it reflect a desire to mold all men into some great White Anglo-Saxon mold that denies the richness of living that diversity can bring to a society? Oh no, far from it! . . .

TO MAKE urban life satisfying and rewarding 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 uneducated and unskilled employable, 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 bigoted White and the racist Black to give such attitudes the climate in which they can blossom and grow . . .

TO WHAT ends shall we reorganize education? Is it to grant greater power to identifiable pressure groups? Is there any reason to suppose with the limited, albeit powerful, experiences we have had with community control that these groups will rule more wisely and well than those groups which have an all-city orientation?

What good will it do us to reorganize the schools so that their power is diluted, if power remains diluted in the hands of a few in city hall, or in the councils that guide trade unions? And what of the purposes, the values espoused by the social agencies of a community or of a nation?

If the hedonistic philosophy of Playboy is reflected in the mass media that also shape the attitudes and values of our people, can we expect our schools to teach the older values of concern for others, delayed satisfaction of immediate wants, and a respect for the rights of others to speak out even if they hold differing views?

How can we teach respect for authority in the schools if our prevailing behavior reflects a contempt for all kinds of restraint? If we seek a unified nation, can we afford the luxury of the hedonistic cult of the individual?

If we seek a more democratic voice in the governance of our schools can we get it by demanding strict neighborhood control that ignores the needs of bordering attendance areas? In short, to reorganize the schools is first to reorganize ourselves. We need to make consistent our modes of behavior with our ideological utterances . . .

SOMEHOW, AN overemphasis and an overreliance upon what the school can do to the exclusion of other agencies in the society leads us into the mistaken notion that the schools are society's only hope. I must take issue with that notion. Education may well be society's only hope, but its schools are but one weapon in its fight for its social health.

It is naive, to say the kindest, to believe that given good schools in a run-down neighborhood, middle-class children will flock to that school and ease the problem of integration . . .

It is blatantly incorrect to say . . . that the responsibility for learning rests with the school rather than with the child or with his family. The school can teach, but only the child can learn. Inner-city teachers today can present only the barest shadow of knowledge, attitudes, concepts and values because the largest proportion of their day is spent just in keeping some semblance of order so that the student can concentrate on learning . . . Where at one time the authority of the school could function in the vacuum left by the child's home, today that home, his peers, the movies he attends, the television he sees, the newspaper reports he reads, all shout: "Pay that teacher no mind. Do your own thing." . . .

We need a school system organized to improve the instructional behavior of teachers. We need a school system that can accept the inputs of a concerned citizenry while at the same time maintaining a system-wide perspective that will consider the needs of all of its clientele. We need a school system that reserves central control for such factors as quality control, economy and articulation of fundamental, common goals. We need a school system that decentralizes control over such factors as differential needs of children and educational experiences.

In short, we need a school system that reestablishes a symbiotic relationship with political institutions, with religious institutions, and with those communications media with play such a vital role in the shaping of our minds . . .

## Credit committee change proposed for CU meeting

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

But the proposed bylaw amendment — up for approval at the credit union's 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 CREDIT committee's chairman, Howard Zindel, said he and the other four members oppose the bylaw change because it would shift the committee's direct accountability from the general membership to the 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 are "hired staff of the credit union." The vacancies will be filled at Monday's meeting.

Present committee members are Zindel; Jack Ostrander, assistant manager of the Union Building; John H. Reinoehl, professor of humanities; 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 nominations for the 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 represents the direction of "every major credit union in Michigan."

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

CU manager Frances Lesniewski 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. "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 - Astronomy 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 under the board of directors means that the committee will still be responsible to the membership, since the directors are chosen by direct election.

Both Shackleton and Vern Severance, (manager of general stores), president of the board of directors, pointed out that the proposed new credit committee makeup would also mean more complete assurance 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) in the McDonel Kiva. Thursday and Friday performances start at 8:30 p.m., and Saturday performances are at 7:30 and 10 p.m.

## MSU Faculty News

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# 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 agents for social change, ready to help steer us away from three impending ecological calamities: The 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 not only seek solutions to problems, but who 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 there too he became convinced that too many young Ph.D.'s were ill prepared for problems that lay outside the insulation of the laboratory.

"They convinced me of the need to retrain scientists on their way to the Ph.D.," he says. "And this sometimes meant dropping old notions, unlearning some well-learned ideas."

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.

WITH AN "anchor" in psychology ("I'm just enough of a chauvinist to believe that the experimental concepts and methods of psychology are best suited to the task," Fairweather admits), students build graduate programs that are "multidisciplinary, problem-solving and action-oriented."

Fairweather stresses three characteristics when considering applicants:

- \* They must be concerned about humanitarian values.

- \* They must be willing to work in the community in "action situations."

- \* They must be solid, well-trained scientists.

Eleven students are now in the program, pursuing a range of aims and interests.

Two are interested in population control, taking courses in such areas as the physiology of reproduction and the historical use of contraceptives; two are studying social change processes and working with an area health planning organization; two are focusing on racial discrimination in schools and in housing; one is concerned about the preservation of natural resources.

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,



George Fairweather: Removing academic detachment.

— Photo by Dick Wesley

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'Kelly, 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 Dozier W. Thornton, associate professors; Ralph I. Levine, assistant professor; and Louis G. Tornatzky, research associate.

## Trustees have a busy session . . .

(Concluded from page 1)

Killingsworth of the Academic Council, and John F. A. Taylor, Chairman of the panel which prepared the student participation report (final version).

Major items of concern were: The section (2.5.7.2) regarding faculty prerogative in "maintaining the intellectual authority" of the University; section 3.6.3 (binding the report on all University levels) which would, State News editor George Bullard said, stifle any potential experimentation from any unit which might expand upon what the Academic Council and Senate have already decided.

Mrs. Carrigan also expressed concern about the election of minority representatives in at-large student body elections.

### ANTIDISCRIMINATION POLICY

Two resolutions to the MSU antidiscrimination policy were approved. Based on a proposal offered in November by Huff, the resolutions allow those "having knowledge of prohibited discrimination, but without a personal grievance," to file a complaint with the Committee Against Discrimination.

### SUPERVISOR'S GROUP

The Board voted to recognize the MSU Supervisor's Association as representative for labor payroll supervisory employees. The association,

representing 136 persons in dormitories and food services, and physical plant, had first sought recognition in December.

### HOUSING PLAN

The trustees moved to have the office of student affairs "move with reasonable speed" to develop a campus-wide housing plan based on six guidelines. The guidelines include two living options not now in existence: Living space where "no members of the opposite sex are permitted at any time," and space where "men and women occupy alternating rooms, apartments or suites" (an option existing on two floors of Owen Graduate Hall). The latter option is reserved for those over 21 or who have parental consent.

A move to delete the latter option was defeated by a vote of four (Carrigan, Hartman, Martin, Stevens) to three (Huff, Merriman, White).

### FEE WAIVER

The \$10 application fee will be waived for all students whose family incomes indicate "total need" as defined by the College Scholarship Service's statistical studies.

### STUDENT TRAVEL

A section in the Academic Handbook will be changed to make clear that the cost of field trips required for organized courses "must be borne by the

participating students" and is in addition to usual course fees.

### STATE NEWS

Although incorporation of the State News was to be discussed for informational purposes only, the Trustees unanimously approved the incorporation, effective July 1.

University Attorney Leland W. Carr Jr. spoke in favor of the incorporation. He said he saw no disadvantages to the move and listed two advantages: The freedom of the State News to act as it feels it should; and the insulation of the Board of Trustees from possible legal or financial liability for the paper.

The Board also approved the amendment of article six of the Academic Freedom Report, previously approved by the Academic Council and Senate.

### STUDENT TRUSTEES

The Trustees nearly approved student membership on the Board, as proposed last October by ASMSU, but a motion to approve was tabled after President Wharton pointed out that the central administrators had not had an opportunity to discuss implications of the student membership.

The motion was tabled with the understanding that it would be brought back to the Board at its March meeting in bylaw form so that, if passed, it would then be incorporated into the Trustees' bylaws.

### 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 acting dean of education on April 1 and will serve until a permanent successor to John E. Ivey 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 Loyola 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 Elected Faculty Council. Fielding the questions was C. Keith Grotz, assistant professor of labor and industrial relations, and administration and higher education.

Grotz, 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 in universities is 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.

Grotz said that SUNY spent two years determining that all faculty in all units would be in the bargaining group. The state-wide SUNY system has some 15,000 faculty members. Its bargaining unit arose from its faculty senate organization, Grotz said, and is affiliated with the National Education Association.

In Michigan, he reported, CMU is now bargaining its second contract, an election has been called at Eastern Michigan (hearings are now underway), an election has been called at Wayne State (hearings will start soon), and the AAUP is moving for bargaining at Lawrence Institute of Technology.

GROTZ 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 relationship would academic governance have with the administration under collective bargaining? What about "strikes" or "blackboard flu"?

Would the merit system of compensation and the promotion system remain in faculty hands, or would they be management functions in "the true collective bargaining way"?

Would all bargaining be done 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 chairman be included? How would bargaining affect tenure and academic freedom, and legislative demands on the University for accountability?

How would bargaining affect the relationship with administrative and legislative agents of state government? Would faculties go directly to these agents as the sources of financial support?

## Flower show set

The seventh annual Flower and Bridal Show, "She Walks in Beauty," will be held next Wednesday (March 3) at 7 p.m. in Fairchild Theatre.

Sponsored by the Floriculture Forum, it features thousands of dollars' worth of fresh flowers in bridal fashions and new ideas. Tickets (\$1 for students, \$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 Grotz's responses:

**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 unit to bargain for them. Signed cards must come from at least 30 percent of the unit as defined. It then asks the Michigan Employment Relations Commission (MERC) to call an election. MERC decides first whether the unit is an appropriate one and then if it has presented a legitimate 30 percent signatures for the appropriate unit defined.

Any other organization can get on the ballot by collecting signatures of a separate 10 percent of those in the unit already defined. A chance to reject collective bargaining is offered automatically on the first ballot.

MERC then conducts a hearing. If the original organization has collected signatures from more than 50 percent of the unit, it can seek immediate recognition without an election by consent from the Board of Trustees.

In an election, the organization receiving a simple majority of the votes 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 precedents set in the Kindergarten - 12th grade units and by the National Employment 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, MERC would determine the bargaining unit according to functional, not organizational, criteria, (such as authority to affect hire, dismissal, promotion, transfer, assignment, discipline, and so on.

**Could an individual, unit or college decide it does not want to be represented by anybody?**

No.

**Would it be a closed shop?**

No, but it could be an agency shop agreement between the union and trustees, by which everyone in the unit pays the representative of the unit an amount equal to the sum it costs to represent him. If an agency shop exists, an individual must pay or he cannot work.

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

In higher education, no, because of

limited experience. In K - 12, there is no really good research, but very little migration is seen.

**In the case of college advisory committees, where such items as promotion lists are discussed, who is management and who is labor?**

The faculty must decide if it is willing to give up some of its management roles to play an advocate role.

**Are the lines of distinction between administration and faculty so sharp that a department chairman could not teach a course?**

He could. There is such a thing in the industrial sector, which is the source of legal precedent, as a "working foreman." This is a negotiable subject.

**Are any current unions in higher education involved with tenure, promotion, and other matters usually discussed in the departments?**

Yes, the CMU contract refers to the AAUP statement on academic freedom. They are now also involved in a grievance on a nonpromotion situation.

**Have any institutions with medical schools chosen collective bargaining?**

Yes, SUNY. But I don't know how far it cuts - how the bargaining unit is defined. Medical faculty would definitely be in, but I don't know about interns and residents.

**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 with collective bargaining have decided it is not a good idea and have reversed it?**

Not very many.

**Can it be reversed?**

Not very easily. Some institutions have changed the organization, which is easier.

**What are the legal requirements to eliminate a union once it is in?**

(Charles Killingsworth, University professor of labor and industrial relations, responded that a Michigan law provides for a decertification election, in which "there must be a show of interest - I think it is 30 percent - and then an election. But this is a very little-used provision.")

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

That's up to the employees (faculty) of the second organization. Strikes by public employees, of course, are illegal in Michigan.

**The president of the MEA said at an AAUP meeting that faculty here are already involved in a collective bargaining situation but without the force of law. Is this a true assessment?**

He is referring to representation, or a

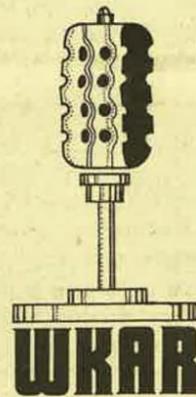
governance system, by courtesy, which is good managerial philosophy. But the administration is still free to act unilaterally. That is not completely possible with collective bargaining. Is the thrust at MSU internal or external?

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 manpower from outside sources, but outside sources can't force people to do it - it becomes "me-tooism" 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 campus - from the School of 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, publishes information, it could be construed as administrative meddling and lead to an unfair labor suit. A faculty organization like the AAUP could do it. But no organization 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 such a list were compiled, I'm not sure what you'd have, because the nature of the process is not totally an intellectual exercise.



(Note: The special series, "Drugs - The Issues on Trial," will be aired this week, Tuesday through Friday, from 10 a.m. to 12 noon and from 1 to 3 p.m. on WKAR - AM.)

Tuesday, Feb. 23 - 8:30 p.m. (FM): The Boston Symphony performs "Short Symphony" by Copland; "Atmospheres" by Ligeti; Symphonie Fantastique, Op. 14a by Berlioz.

Sunday, Feb. 28 - 2 p.m. (AM - FM): The Cleveland Orchestra performs Symphony No. 7 in E minor ("Songs of the Night") by Mahler. 4 p.m. (AM - FM): "Science, Society and Survival" and "A Thermodynamic Analysis of Society" are discussed on "From the Midway." 8 p.m. (FM): "Music for Orchestra" by Kirchner; Debussy's "Iberia;" and Beethoven's Piano Concerto No. 4 are featured by the Los Angeles Philharmonic.



Friday, Feb. 26 - 7 p.m.: A variety of drug rehabilitation approaches is examined on the fifth program of "The Turned On Crisis."

Sunday, Feb. 28 - 12:30 p.m.: The first cowboy ("Broncho" Billy Anderson) and the first western ("The Great Train Robbery") are featured in the first show of a new series, "They Went That A Way." 1 p.m.: Elizabeth Drew interviews U.S. Sen. Harold E. Hughes of Iowa on "Thirty Minutes With . . ." 1:30 p.m.: "The Great American Dream Machine." 10 p.m.: Ex-drug addicts re-live the fears and insecurities on addiction on part six, "The Turned On Crisis." 11 p.m.: "NET Playhouse," in its salute to the 1930s, presents a 1932 film starring Jack Oakie and Zazu Pitts.

## Cards distributed . . .

(Concluded from page 1)

He said that collective bargaining "has a place in higher education today," but he expressed hope that if any group comes into being on the campus, it would do so "in a professional manner." "Perhaps we're slow and deliberate," he said, "but that's the way faculty are supposed to be."

Medick said the FCN was created to provide "an authentic faculty viewpoint" and to allow faculty to have an organization to do "what they chose it to do."

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