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ABSTRACT

Notes on the association's annual meeting are presented, including data charts on membership and membership changes. Other contents and issues addressed include: dues schedule, bargaining election problems, income and expenditures, membership problems, elections, state conferences, the Yeshiva decision, the United States Department of Education: standardized testing, Iranian students, sexual harassment, faculty salaries, new officers including a new general secretary, blacklist, controlling legal expenses, the Higher Education Writers Award, and final notes. (MSE)

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REPORT ON THE 66TH ANNUAL MEETING OF THE AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D.C.
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FOR OFFICERS AND STAFF OF THE
NATIONAL EDUCATION ASSOCIATION
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JUL 21 1980

A financial SOS (Save our 'Sociation) was hung out at the 66th annual meeting of the American Association of University Professors (AAUP). Its 276 delegates agonized over a decrease over the past/several years in active membership, whose dues account for 90 percent of its income, and grumped approval of a flat-rate dues structure that many feared would scare off younger professors who will be socked as much as senior, higher salaried faculty. Heretofore, dues were on a graduated scale based on academic year pay.

Leaders of the Association estimated that it would lose at least 3,500 members in the first year, 1981, after the new structure takes effect. They felt that this loss could be regained by better membership campaigns and by entering into dues deduction agreements with colleges and universities, particularly those at which the organization is the collective bargaining agent. They figured that even with a decrease in membership, the AAUP would increase its income by approximately \$200,000 the first year through the following annual dues schedule:

DUES SCHEDULE

Active members -- \$47. This will rise to \$49 in 1982, and will be indexed beginning in 1983. Graduate students and emeritus members -- \$10. Public and associate members -- \$30.

Current dues, based on salary, are: \$45 (\$30,000 and more); \$43 (\$25,000-\$29,999); \$41 (\$20,000-\$24,999); \$39 (\$15,000-\$19,999); \$33 (\$12,000-\$14,999); \$27 (\$10,000-\$11,999); \$20 (\$8,000-\$9,999); \$12 (less than \$8,000). Graduate students -- \$10. Emeritus -- \$6. Public and associate members -- \$25.

A motion by Wells Keddie of Rutgers to install two flat rates -- \$48 for members holding the rank of associate professor or above and \$24 for professors below that rank was defeated after Secretary-Treasurer Leroy Dubeck argued that the schedule would lead to a loss in income. Keddie countered that single flat rate large enough to meet the needs of the organization "constitutes a very large increase for those least able to afford it and would probably cost the organization much of its younger membership."

One disgruntled delegate lamented, during the heated three-hour wrangle, that there was "an awful lot of concern that the AAUP is not sensitive to the professoriate who don't make Harvard salaries or don't have collective bargaining."

Bargaining Election Problems

A number of delegates who belong to the Association's Collective Bargaining Congress complained that the new dues for active members would cause problems in collective bargaining elections because they will be higher than those of both the National Education Association and the American Federation of Teachers.

Incoming President Tom Yost told the meeting that some programs and personnel had been cut during the past year, but indicated that money for bargaining would be reduced little, if at all. "You can't bargain 'on the cheap'," he said. Yost added that further budget cuts were "inevitable," that the AAUP could not be "operated" as it has in the past, that it faced "several years of lower expectations in what we can spend," and that "we must get more volunteer work" in recruiting members, which he called the most important task in the next two years.

Economies effected or planned included reduction of professional and support staff, closing the northeast regional office in Boston, curtailing services in the Chicago office, reducing the number of issues and pages of Academe, the AAUP bulletin, slicing funds for grants, telephones and mail, and holding fewer committee meetings.

INCOME AND OUTGO

In the fiscal year ending December 31, 1979, the AAUP's income amounted to \$2,162,600, of which \$1,954,200 came from membership dues. Expenses totaled \$2,308,700, resulting in a deficit of \$146,100. This compares with 1978 income of \$2,246,969, of which \$2,045,969 was in dues, expenses totaling \$2,197,998, and a balance of \$70,538. Some \$550,000 last year went for collective bargaining.

The Association expects 1980 income to drop to \$2,041,000, of which \$1,826,000 would be from dues. Expenses estimated at \$2,049,900 would result in a deficit of \$8,900.

Secretary-Treasurer Dubeck emphasized the need to place as many members as possible on dues deduction programs. He pointed out that 25 percent of the members who pay dues in a lump sum fail each year to renew their memberships while only 5 percent who pay through payroll deduction drop out.

MEMBERSHIP

AAUP active membership as of January 1, 1980, the end of the membership year, was 55,955 -- an increase of 1,107 over the previous year. The gain, however, consisted largely of some 3,400 members who came in through the affiliation of

the Association of Pennsylvania State College and University Faculty (APSQUF) with AAUP. That figure, together with other new memberships, more than made up for the roughly 9,000 professors who let their memberships lapse. Active membership on April 1, 1980, one quarter into the membership year, stood at 47,670. There are local AAUP chapters on some 1,300 campuses.

Top States

The top five states in AAUP active membership for 1979 were, in order, Pennsylvania, New York, Michigan, California and New Jersey. Connecticut showed the largest percentage gain of 8.4. (See table of membership, pages 4 and 5.)

Dubeck declared that new members "come in in droves" when an AAUP affiliate wins a collective bargaining election. As an aside, he commented that "we almost never lose bargaining campaigns in private institutions; the NEA never wins there. We lose only to 'no agent'."

A Buck-a-Year Fizzle

In an effort to boost membership, the Association embarked on a two-year program of selling memberships for \$1 a year to junior faculty members. Of 500 who enrolled, only 200 renewed at regular rates, probably because, as several AAUPers suspected, the young profs felt insulted. Or maybe they thought they had been overcharged.

The Association also solicited 168,000 faculty folk by mail -- and received 213 replies at an average cost of \$100 per new member. Promoters, one observer thought, the Professors are not.

ELECTIONS

President Ernst Benjamin of the Collective Bargaining Congress told the delegates that the Congress anticipated a "great deal of activity in the fall" in collective bargaining elections, particularly in public institutions. AAUP affiliates won four out of seven elections this past year. They were at the University of Nebraska, Curry College, Daemen College (formerly Rosary College) and Montgomery College, Maryland. They lost one election to the NEA affiliate at the University of Northern Iowa and two to "no agent." Northern Iowa professors voted to remain with the Iowa Higher Education Association/NEA and to kick out the AAUP in what had been a dual affiliation since 1976.

Benjamin said it was clear that collective bargaining agents "have become the main source of the Association's life blood in terms of membership, funds and expertise in protecting academic freedom." He claimed that bargaining as it was practiced by the University Professors was unique because it drew on AAUP standards established in pre-collective bargaining days. Or something like that. AAUP chapters serve as bargaining agents in 55 colleges and universities.

Of the 23,000 AAUP members who are on dues deduction, 18,000 belong to chapters which are bargaining agents. Which caused some CBers to feel that "collective bargaining people support the AAUP disproportionately."

Conference	1972	1973	1974	1975	1976	1977	1978	1979	1980
Alabama	760	715	605	607	577	560	491	429	379
Arizona	551	500	439	468	469	455	455	432	415
Arkansas	417	399	371	394	381	364	337	292	257
California	4875	4427	3804	3250	3812	3657	3439	3200	3331
Colorado	796	707	576	530	488	495	457	440	405
Conn.	1421	1275	1098	1314	1299	2460	2780	2984	3025
Florida	1672	1472	1205	1220	1074	818	671	635	586
Georgia	1375	1296	1092	1114	1352	1440	1337	1213	1194
Idaho	241	196	154	145	143	127	116	116	102
Illinois	3973	3687	3147	3305	3145	2998	2587	2317	2125
Indiana	2174	2024	1837	1640	1697	1547	1419	1314	1157
Iowa	1399	1183	962	919	934	1009	961	950	866
Kansas	868	780	663	608	577	517	486	448	410
Kentucky	1114	989	836	874	869	851	832	780	717
Louisiana	959	862	740	712	722	712	715	657	569
Maine	475	407	342	305	277	247	223	164	122
Maryland	1761	1759	1574	1612	1468	1401	1310	1163	1020
Mass.	3458	3079	2677	2630	2536	2374	2152	2027	2142
Michigan	2855	3261	2987	3170	3382	3527	3724	3771	3725
Miss.	1420	1203	1043	1005	941	857	823	757	731
Missouri	414	379	309	323	307	271	261	256	242
Mo.ouri	1721	1552	1355	1268	1203	1148	1048	944	905
Montana	285	267	219	210	235	263	236	210	212
Nebraska	539	478	387	373	373	384	372	414	409
N. Hamp.	462	446	360	332	319	294	278	246	213
N. Jersey	2690	2791	2642	3016	3151	3165	3071	3132	3132
N. Mexico	442	395	337	317	299	255	234	217	200
New York	9380	8492	7310	7109	6665	6257	6039	5579	5204
No. Carol	2012	1818	1640	1637	1570	1503	1432	1292	1179
No. Dakota	287	271	246	290	244	195	180	179	176
Ohio	3957	3668	3221	3001	2923	3086	3188	3180	3131
Oklahoma	586	537	468	399	411	416	416	377	350
Oregon	1193	1019	852	710	680	641	587	706	669
Penn.	5727	4913	4382	4366	4175	4146	3834	3522	6975
R. I.	517	647	621	642	658	630	613	585	563

	1972	1973	1974	1975	1976	1977	1978	1979	1980	ΔAUP - 5
So. Carol.	628	600	544	584	591	584	573	512	434	
So. Dakota	211	168	125	102	100	83	70	52	56	
Tennessee	1316	1171	973	944	957	931	848	776	314	
Texas	2828	2628	2362	2338	2280	2198	2119	1972	1751	
Utah	391	345	268	283	284	263	234	220	212	
Vermont	320	337	276	225	201	170	153	140	132	
Virginia	1796	1734	1568	1582	1511	1446	1340	1278	1122	
Washington	1225	1113	1037	984	933	929	897	803	748	
W. Va.	653	622	555	501	476	451	430	373	322	
Wisconsin	1653	1495	1236	1136	1056	1014	922	859	761	
Non-Conf. States										
Alaska	91	67	41	50	52	48	32	29	24	
Delaware	194	198	225	243	293	296	302	321	347	
Dist. Col.	966	943	849	871	866	864	877	817	698	
Hawaii	327	286	225	204	1462	1743	1799	1689	1629	
Nevada	124	106	89	67	56	52	55	47	37	
Wyoming	91	72	59	51	53	46	41	32	24	
Total	75,570	69,775	60,873	60,480	60,437	60,188	57,797	54,848	55,955	

**MEMBERSHIP CHANGES BY REGION
1972-1980**

<u>West</u>		<u>East</u>		<u>Midwest</u>		<u>South</u>	
Haw.	+378%	Conn.	+113%	Mich.	+30%	Georgia	-17%
Ariz.	-25%	Dela.	+78%	Ohio	-21%	S.C.	-25%
Mont.	-26%	Penna	+22%	Neb.	-24%	D.C.	-28%
Calif.	-32%	N.J.	+16%	Iowa	-38%	Ky.	-36%
Wash.	-39%	R.I.	+9%	N.Dak.	-39%	Va.	-38%
Texas	-39%	Mass.	-38%	Ill.	-47%	Tenn.	-38%
Okla.	-40%	N.Y.	-45%	Ind.	-47%	Ark.	-39%
Utah	-44%	N.H.	-54%	Mo.	-47%	N.C.	-41%
Oregon	-44%	Vt.	-60%	Minn.	-48%	La.	-41%
Colo.	-49%	Maine	-74%	Kans.	-53%	Miss.	-42%
Idaho	-55%			Wisc.	-54%	Md.	-42%
N.Mex.	-55%			S.Dak.	-73%	Ala.	-50%
Alaska	-74%					W.Va.	-51%
Wyo.	-74%					Fla.	-65%
Nev.	-74%						

Minnesota Heard From

Norma C. Noonan of the Minnesota conference, and a member of the AAUP Council, predicted that the AAUP affiliate at the University of Minnesota at Duluth, would win the runoff election against the NEA affiliate. She said the AAUP's plurality there "surprised everybody." Exulted Noonan, "Our AAUP people are infiltrating NEA bargaining units."

The Association reaffirmed its policy of barring "joint ventures" with other organizations by an AAUP chapter after the chapter has been confirmed as a bargaining agent.

Meantime, the Collective Bargaining Congress called on collective bargaining chapters to pay dues on non-members who pay agency shop fees to them. The Association urged bargaining chapters to make alternative arrangements for conscientious objectors who refuse to pay agency fees, such as donating an equivalent amount of money to charities. It said punishment of non-payers should fall "short of dismissal" for employment.

STATE CONFERENCES

President Neill Megaw of the Assembly of State Conferences deplored cutbacks in Assembly programs. He said a lack of funds prevented the Assembly from hiring a secretary, and that most state conference activity was in the field of academic freedom and legislative activity. Phillip Jastram, a past Conference president, told the meeting: "If we are to effect legislation at the state level, the conferences must have money and staff. Political action is important and expensive." The New York conference reported that it had had to reduce its lobbying and membership work because of financial difficulties.

THE YESHIVA DECISION

The AAUP committed itself to amending the National Labor Relations Act in order to guarantee the right of faculty to organize and bargain collectively and thus, in effect, overturn the Supreme Court decision which removed bargaining protections of the faculty at Yeshiva University, a private institution. The Professors will introduce legislation in Congress that will affirmatively protect faculty organizing and bargaining by Federal law.

Chairman Robert Gorman of the Association's committee on representation of economic and professional interests and a University of Pennsylvania law professor wrote in Academe: "Even on private-sector campuses assumed to be governed by the Yeshiva decision, the court's action will not be fatal to collective bargaining undertaken on a voluntary basis. The decision simply holds that organizing and bargaining are not affirmatively protected by Federal law; it does not hold that they are forbidden. Collective bargaining agreements in effect at the time of the decision remain in effect, and enforceable by contractual grievance procedures, until their termination date."

Since the Yeshiva ruling, six colleges where AAUP chapters were bargaining representatives have withdrawn from bargaining.

DEPARTMENT OF EDUCATION

The AAUP saw a new era beginning in relationships between the Federal government and higher education with the establishment of the U.S. Department of Education. Incoming President Yost remarked, "I would advise those who remain cynical that they view the department in the context of commitment by the Federal government to insure efficient management of Federal education programs, a better working partnership among the Federal, state and local governments, and institutions of higher education, and a concerted effort to improve the quality of educational experiences. We welcome the new department and we look forward to working with its leaders and staff."

STANDARDIZED TESTING

The Association stated that the controversy over standardized testing raised a fundamental question about the integrity of college admissions policies and procedures. Asserting that faculty have the primary responsibility for student admissions, the Professors said it was essential that the organization serve as an "honest broker" in the dispute over testing and attempt to resolve the argument without legislation -- meaning "truth-in-testing" laws. They said they would examine admissions policies and practices in order to determine their impact on students and the level of faculty involvement in their establishment and management.

IRANIAN STUDENTS

The delegates, deploring the holding of American hostages in Iran, said this "outrageous action," however, cannot justify retaliation or reprisals against Iranian students in the U.S. They urged the removal of barriers "which wrongfully impede" the admission of foreign students in U.S. colleges and universities, and which single out Iranian students "for reprisal because of our indignation over an action in their home country."

SEXUAL HARASSMENT

The meeting asked local chapters to help develop and strengthen policies which prohibit sexual harassment. It said sexual harassment is as deplorable and illegal as sex discrimination in academic recruitment and advancement and in the evaluation of students' academic performance. It said its policy was equally applicable to males as to females. A few of the males wondered about that. Others took a look at them and wondered why they wondered.

FACULTY SALARIES

Although the average salary of faculty members of all ranks during 1979-80 increased the steepest during any one-year period in the past decade, it fell far below the increased cost of living, the AAUP reported. Salaries of professors,

associate professors, assistant professors and instructors rose by 7.1 percent, to an average of \$21,620, over 1978-79. But that fell 6.4 percent below the rise in living costs as measured by the Consumer Price Index.

Chairman Lee Hansen of the AAUP's committee on the economic status of the profession reported that faculty pay declined during the past 5 years by 13 to 14 percent, and in the past 10 years by more than 20 percent. Only 3 percent of the professoriate has kept abreast, or ahead, of the cost of living in the past 5 years, Hansen-said.

An AAUP study of 2,486 institutions, from the most prestigious universities to junior colleges, showed that the highest average 1979-80 annual salaries were earned by faculties at private independent institutions. Full professors at those schools received an average of \$33,400. Lowest salaries, averaging \$10,390, were paid to instructors at church-related two-year institutions.

The Association asked that college faculties be exempted from Federal wage ceiling guidelines, but its request went into the trash can. A delegate from a church-related college in Nebraska told the meeting that one of her colleagues was forced to use food stamps to pay for groceries. (Voice from the audience: "Tell me how to get on food stamps!")

NEW OFFICERS

Four new officers and 10 new council members took office at the conclusion of the meeting. The new officers are: Henry (Tom) Yost, an Amherst biologist, president; Robert Gorman, University of Pennsylvania law professor, first vice-president; Judith Jarvis Thompson, philosophy professor at the Massachusetts Institute of Technology, second vice-president; and Donald Cell, an economist at Cornell College, Secretary-Treasurer. They will serve two-year terms.

In a short inaugural address, Yost, who succeeded Martha Friedman of the University of Illinois, made everybody happy by saying that "no one could really conceive of higher education without the AAUP." But he didn't offer to bet on it.

"The continued existence of this organization with such a brilliant future," he said, "depends on one thing -- our continued ability to convert members of faculties into members of the Association." A rather odd statement, some thought, when matched with his repeated pleas to his fellow-AAUPers to recruit more members on pain of organizational death. "If we go to the professoriate next September and say, 'These dues are high and we don't expect you to join,' it will be a self-fulfilling prophecy," he said. The new president emphasized that the Association was committed to "the principle of shared authority in academic governance."

NEW GENERAL SECRETARY

Irvin Spitzberg, Jr., a former dean and associate professor of education and policy studies at the State University of New York at Buffalo, was appointed to be the AAUP's general secretary, effective July 1, 1980. Spitzberg, 38, succeeds

Morton Baratz, who resigned last November after serving in the position for two years. Martha Friedman served as interim general secretary after Baratz pulled out.

The new general secretary, an AAUP member since 1969, told the Chronicle of Higher Education that collective bargaining can exist side by side with traditional collegial decision making. "We can do both," he said. "If we did not have collective bargaining, we would have to invent another mechanism to assist the professoriate in coming to terms with the administration.

"We can work with collective bargaining in terms of employment, and we can have strong academic senates to assist and advise the presidents on budget and the curricula. The AAUP must make sure the American professoriate does both and that they are not in conflict."

Academic Freedom and Collective Bargaining

Upon his appointment, Spitzberg issued the following statement on the relationship between academic freedom and collective bargaining:

"The 1970's gave us a decade of transformation in the relationship between the American Professoriate and its institutional context. (!--Ed.) Part of that transformation has been the development of collective bargaining in many universities and colleges side by side with a norm of collegial decision-making and a reality of hierachy. The AAUP has participated in this transformation, which has also been accompanied by changes in the activites of the AAUP itself.

"In both American higher education as a whole and the AAUP in particular, there has been an inevitable tension between the activities of collective bargaining and the commitments to academic freedom and procedures of collegial decision making. But this tension does not entail necessary conflict. The challenge to the AAUP will be to use its distinguished record as the protector of academic freedom in the United States to maintain and enhance its distinctive position in the processes of collective bargaining.

"The very distinction of the AAUP depends upon its commitment to academic freedom through its Committee A (on academic freedom and tenure) activities in conjunction with its role as a representative of the professoriate in collective bargaining and in larger policy settings."

Spitzberg is a graduate of Columbia University where he majored in government, and received degrees in political philosophy from Oxford and in law from Yale. He served as assistant to the superintendent of schools in Darien, Connecticut, in 1967-69. In 1958, he was student chairman of the STOP Campaign, an effort to reopen the public school in Little Rock, where he attended high school.

BLACKLIST

The Association added three institutions to its list of censured administrations, and removed three. Censure is a method the AAUP uses to inform the academic community that administrations of specific colleges and universities are not observing "the generally recognized principles of academic freedom and tenure" endorsed by the Professors, the Association of American Colleges and more than 100 professional and educational organizations. The association urges its members that, before accepting positions at a censured school, they seek information on present conditions of academic freedom and tenure from AAUP headquarters. The list numbers 46.

Added to the censure list were: Nichols College in Massachusetts, Olivet College in Michigan and Philander Smith College in Arkansas. Aside from stinking up the joint, there is some doubt about the effect censure will have on them.

Removed from the list were: Marshall University in West Virginia, Ohio State University and the University of California at Los Angeles. They had corrected the situations which led to censure through redress to injured faculty members and adoption of improved policies relating to academic freedom and tenure. An attempt to remove the University of Maryland from the list was defeated by a vote of 186 to 30.

CONTROLLING LEGAL EXPENSES

An essay warning against the over-use of lawyers by collective bargaining agents was distributed at the meeting. It was written by David Newton, president of the Connecticut State College chapter, a group of 1,200 members on 4 campuses and a budget of \$180,000. Of this budget, approximately \$4,000 was spent on legal services in the most recent year. Wrote Newton:

"This essay was finally produced after the somewhat surprised discovery that chapters with significant financial resources and others with limited resources seem, regardless of their size and budget, to fall into two classes. One class is represented by those chapters that perennially are in debt and seem, in spite of high dues levels, to be incapable of extricating themselves from their debts. The other chapters run balanced budgets and generally experience no serious financial difficulties although their problems are no less serious than those of the debt-ridden chapters.

"Analysis shows that chapters of the first class are heavily dependent on legal counsel for many aspects of their activities from negotiations to settlement of grievances while those of the second class are self-sufficient, allocating a much reduced proportion of their budget to legal expenses. It is, therefore, entirely appropriate to address the cost and utilization of legal counsel for chapters engaged in representation of their members' interests particularly in the field of collective bargaining...

"Any legal firm or lawyer, and there are a lot of them looking for work these days, will be happy to assume the task of contract development; negotiating duties, grievance handling, chapter advisement, dues level establishment, as well as a myriad of other duties for fifty to seventy-five dollars per hour. Then you can relax as your chapter goes into debt and the unit becomes dependent upon its counsel and loses the will to participate, cooperate and make the critical decisions appropriate to their interests.

"The worst aspect of this scenario is the weakening in the esprit de corps of the unit, the one essential ingredient required for successful collective bargaining. It is far better to limit legal services strictly to matters of specific law which chapter members and officers are incapable of learning or understanding without an excessive investment of time and effort; these matters are quite restricted."

HIGHER EDUCATION WRITERS AWARD

Rosemary Frawley and Charles Reid of the Tampa Tribune received the Association's Higher Education Writers Award which recognizes outstanding interpretive reporting of issues in higher education.

Frawley and Reid uncovered political cronyism and corruption at Hillsborough Community College which led to the resignations of eight high ranking administrators, including the president.

NOTES

The Association hopes to attract more advertisers to its journal. Which is like attracting honeybees to a barrel of pickles.....Quote from Mary Gray, chairman of the search committee for a new general secretary: "The faculty has abdicated the role of spokesman for higher education to the administration." (And the American Association of University Professors is 66 years old).....The meeting recommended that an institution's retirement plan should be "coordinated" with Social Security "and/or other applicable public programs." It said that plans in which the normal retirement age is set within the age range of 65 to 70 "appear to conform with reasonable practice." This ran counter to the belief of a large number of delegates that there should either be no mandatory retirement age or that it should be set at age 70 at the earliest.

Question from a New York delegate: "How can we recruit an assistant professor making \$17,000 a year? What does the AAUP do for him? Answer from another New Yorker: "You should be ashamed for asking such a question. The contract protects everybody.".....One of the delegates was named John Quincy Adams. He was from Mississippi.....Seen and heard around the meeting hall: Dick Batchelder, erstwhile NEA president, who works with AFT's higher education locals in Florida.

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