DOCUMENT RESUME

ED 092 010 HE 005 570


PUB DATE Apr 74

NOTE 23p.

AVAILABLE FROM City University of New York, Baruch College, 17 Lexington Avenue, New York, N.Y. 10010

EDRS PRICE MF-$0.75 HC Not Available from EDRS. PLUS POSTAGE

DESCRIPTORS Academic Freedom; Arbitration; Bibliographies; *Collective Bargaining; College Faculty; Contracts; Court Cases; Educational Administration; *Fees; Governance; Grants; Grievance Procedures; *Higher Education; *Negotiation Agreements; Salaries; Teacher Responsibility; Tenure; *Unions

IDENTIFIERS *American Association of University Professors; American Federation of Teachers; National Education Association

ABSTRACT This document presents a review of what higher education agreements say about dues checkoff and union security. This study involved review of contracts negotiated by affiliates of the three national organizations, the American Association of University Professors (AAUP), the American Federation of Teachers (AFT), and the National Education Association (NEA); affiliates of the merged AFT/NEA organization in New York State; and various independent bargaining agents. Emphasis is placed on union shop, legal restrictions, 2-year college workload study, hours of work, varying hour weight, preparations, interpretations difficulty, office size, and class size. An extensive bibliography concerning aspects of collective bargaining in higher education is included. The bibliography is divided to cover administration, academic freedom, affirmative action, agents, arbitration awards, arbitration fact-finding awards, Carnegie Commission reports, collective bargaining, collegiality, contracts, contents of contracts, court cases, City University of New York Open Admissions Program, faculty responsibilities and rights, governance, grants, grievance procedures, legislation, maternity leave, mergers, negotiations, neutrals, National Labor Relations Board Decisions, pension plans, performance evaluation, public sector labor relations, retirement, retrenchment, salaries, strike rights, strikes, student movement, student protests, student rights, students, tenure, trustees, women, and workload. (MJM)
As one of a series of continuing studies of specific contract content, the National Center has completed a review of what higher education agreements say about dues check-off and union security.

The study of union security provisions involved review of contracts negotiated by affiliates of the three national organizations, the American Association of University Professors (AAUP), the American Federation of Teachers (AFT), the National Education Association (NEA); affiliates of the merged AFT/NEA organization in New York State; and various independent bargaining agents as shown in the chart below:

### BARGAINING AGENT AFFILIATION DATA

<table>
<thead>
<tr>
<th>Organization</th>
<th>Two-year</th>
<th>Four-Year</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>AAUP</td>
<td>1</td>
<td>12</td>
<td>13</td>
</tr>
<tr>
<td>AFT</td>
<td>26</td>
<td>8</td>
<td>34</td>
</tr>
<tr>
<td>AFT/NEA</td>
<td>11</td>
<td>5</td>
<td>16</td>
</tr>
<tr>
<td>NEA</td>
<td>52</td>
<td>8</td>
<td>60</td>
</tr>
<tr>
<td>NEA/Independent</td>
<td>-</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Independent</td>
<td>15</td>
<td>3</td>
<td>18</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>105</td>
<td>37</td>
<td>142</td>
</tr>
</tbody>
</table>

Two college contracts, New York Institute of Technology represented by a chapter of the AAUP and Detroit College of Business represented by an NEA/Independent agent, contain union shop clauses. Both are private colleges operating under the rules of the National Labor Relations Board which allow for the negotiation of union security clauses including the union shop. Under the Detroit contract all new members of the full-time faculty must join the faculty organization within thirty days of becoming college employees. The language in the New York contract is broader requiring all faculty to join the agent's organization within thirty days of the ratification of the contract. Despite this language, there is a
second clause which seems to change the all faculty wording to include only newly hired employees. These two union shop agreements were the strongest forms of union security found in the college contracts. The clauses required dues paying membership as a condition of continued employment and an employee's failure to join would lead to termination of employment even for a tenured faculty member.

Thirty-nine contracts studied were silent about either dues check-off or union security. Of the fifty-three contracts that granted bargaining agents dues check-off, twenty specifically permitted written revocation by a faculty member and thirty-three were silent on that aspect of check-off. Another thirty-two contracts granted check-off but limited written revocations to once a semester or once a year, a limited form of maintenance of membership. Five contracts allowed maintenance of membership provisions, that is, the employee was not forced to join the bargaining agent's organization but once the employee did join the membership had to coincide with the length of the contract. Eleven contracts granted an agency shop clause where faculty members had to either join the organization or pay a service fee that was equal to the membership dues of the bargaining agent's organization. As with the union shop provisions, failure to join or pay the service fee would lead to termination for an employee even if the employee was tenured and otherwise a satisfactory employee.

Specific statutory limitations such as the Taylor Law in New York State which allows employees to join or to refrain from joining employee organizations have been ruled to outlaw any union security provisions. As state laws are amended to provide for forms of union security, usually an agency shop as contrasted with the union shop possible under the National Labor Relations Act, one can expect the pressure on college managements to grant such union protection to increase.

UNION SECURITY CLAUSE DATA

<table>
<thead>
<tr>
<th>Type of clause</th>
<th>Type of college, location, agent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Union Shop</td>
<td>1 four-year, Michigan, NEA/Independent</td>
</tr>
<tr>
<td></td>
<td>1 four-year, New York, AAUP</td>
</tr>
<tr>
<td>Agency Shop</td>
<td>2 four-year, Rhode Island, AFT</td>
</tr>
<tr>
<td></td>
<td>1 four-year, Rhode Island, AAUP</td>
</tr>
<tr>
<td></td>
<td>5 two-year, Michigan, NEA</td>
</tr>
<tr>
<td></td>
<td>2 two-year, Michigan, AFT</td>
</tr>
<tr>
<td></td>
<td>1 two-year, Wisconsin, AFT</td>
</tr>
<tr>
<td>Maintenance of Membership</td>
<td>1 four-year, Pennsylvania, NEA</td>
</tr>
<tr>
<td></td>
<td>3 two-year, Pennsylvania, NEA</td>
</tr>
<tr>
<td></td>
<td>1 two-year, Pennsylvania, AFT</td>
</tr>
</tbody>
</table>

¹Multi-campus contract
Thirty-seven four-year and 105 two-year contracts were reviewed. Seventeen states are represented in the study:

<table>
<thead>
<tr>
<th>State</th>
<th>Two-year</th>
<th>Four-year</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>New York</td>
<td>22</td>
<td>10(^1)</td>
<td>32</td>
</tr>
<tr>
<td>Michigan</td>
<td>22</td>
<td>5</td>
<td>27</td>
</tr>
<tr>
<td>Illinois</td>
<td>14(^2)</td>
<td></td>
<td>14</td>
</tr>
<tr>
<td>New Jersey</td>
<td>8</td>
<td>5</td>
<td>13</td>
</tr>
<tr>
<td>Pennsylvania</td>
<td>8</td>
<td>3</td>
<td>11</td>
</tr>
<tr>
<td>Washington</td>
<td>11</td>
<td></td>
<td>11</td>
</tr>
<tr>
<td>Wisconsin</td>
<td>9</td>
<td>2</td>
<td>11</td>
</tr>
<tr>
<td>Kansas</td>
<td>5</td>
<td></td>
<td>5</td>
</tr>
<tr>
<td>Massachusetts</td>
<td>2</td>
<td>3</td>
<td>5</td>
</tr>
<tr>
<td>Rhode Island</td>
<td>1</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>Ohio</td>
<td>-</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Maine</td>
<td>1(^3)</td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Minnesota</td>
<td>1(^3)</td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Colorado</td>
<td>-</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Delaware</td>
<td>-</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Maryland</td>
<td>1</td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Nebraska</td>
<td>-</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>

Total: 105        37       142

1. includes two contracts covering both two-year and four-year campuses.
2. includes one multi-campus two-year contract.
3. multi-campus two-year contract.
Two-year college workload provisions as detailed in four-year college contracts were reviewed in the last issue of the Newsletter (Vol. 2, No. 1-Jan./Feb. 1974). As mentioned then, workload provisions are peculiarly governed by objective parameters which include: institutional budgets; students demands in particular areas; types of programs offered; calendar structure; previous practices; and the cost of the wage and fringe settlement.

Two-year college workload provisions vary greatly from contract to contract. The provisions are so diverse as to make tabulation unwieldy, if not impossible.

All of the two-year contracts reviewed had some provision for determining workload. This is in contrast to ten of the four-year contracts that were silent as far as load clauses were concerned. (The contract for the State University of New York, which covers six two-year Agricultural and Technical Institutes, for example, has no workload provision.) Perhaps, the most general workload provision for two-year colleges appears in the current contract at the City University of New York which covers twenty institutions from two-year colleges through a graduate center. The contract states that faculty shall not be required "to teach an excessive number of contract hours, assume an excessive student load, or be assigned an unreasonable schedule" where one of the important criteria in determining what is excessive or unreasonable is the 1971-1972 load.

Each of the eighty-five contracts exclusively covering two-year colleges had hours per week, per semester, or per year mentioned in the workload clauses. Contact hours were mentioned in thirty-nine of the provisions. Credit hours were used in twenty-one of the clauses. Both contact and credit hours were mentioned in ten contracts. There were, however, other terms used which included: teaching periods; teaching hours; teaching credit hours; professional units; assignment units; faculty teaching units; points; quarter hours; semester hours; equated semester hours; equalized semester hours; semester hour equivalent; student semester hours; equated hours; class contact hours; clock hours; and hours.

One Wisconsin contract made faculty responsible to the college for an eight-period span daily with a reasonable and equitable load. A Washington contract offered faculty assignments in any two contiguous grids (A 8:00 a.m. - Noon; B Noon to 5:00 p.m.; C 6:00 p.m. to 11:30 p.m.).

Adding to the difficulty one has in attempting to tabulate the data is the varying weights that contract provisions place on certain kinds of courses or types of activities. Sometimes laboratory hours are discounted at .8 or .75 of a teaching hour, while at the same time, English composition courses are weighed as high as 1.25. In other contracts, sliding scales are established with 15 hours a week in large group instruction; 20 hours in demonstration and discussion sections; 23 hours in laboratories; and 35 hours in special...
assignments. Courses that are not offered in the Associate of Arts degree program are often not given equal weight in computing workloads.

An additional difficulty is presented by the use of qualifying language such as: whenever possible, average, usually, normal, and the like. Finally, there is the problem presented by clauses which state that a proper, full load can range between 90% and 110% of the contract provision.

Other workload aspects covered by two-year contracts include number of preparations and office hours.

<table>
<thead>
<tr>
<th>NUMBER OF PREPARATIONS SUMMARY DATA</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of preparations</td>
</tr>
<tr>
<td>Number of contracts</td>
</tr>
</tbody>
</table>

1 One contract provided for 7/8 preparations a year.
2 One contract provided fewer preparations for first year teachers.
3 One contract provided for the number of preparations necessary to meet the educational objectives of the college with a conference after more than two were scheduled.
4 Two contracts said preparations should be kept to a minimum. Three contracts said preparations would be arranged within the appropriate departments.

Again, the reader is warned that drawing definitive conclusions based on the above chart may be misleading. The actual definition of what is a preparation is not usually given in the contracts but often the words "different" or "separate" are used in the preparation clauses. Two contracts that are specific, however, go in opposite directions. Schoolcraft College has a contract which states that one or more sections of a single course shall constitute one preparation. Montcalm Community College's contract, in contrast, says that each class taught is a single preparation even when taught by the instructor more than once. Without getting into the relative merits of what a preparation is or should be, it is interesting to note that variety exists particularly where the contract language is not perfectly clear.
### OFFICE HOURS SUMMARY DATA

<table>
<thead>
<tr>
<th>Office Hours</th>
<th>Number of hours</th>
<th>10(^1) min. 6</th>
<th>5 hrs.(^2)</th>
<th>4 hrs.(^3)</th>
<th>3 hrs.</th>
<th>misc.(^4)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of contracts</td>
<td>5</td>
<td>4</td>
<td>34</td>
<td>7</td>
<td>4</td>
<td>6</td>
</tr>
</tbody>
</table>

\(^1\)One contract had 10 hours per week additional in committee and advisement work.
One contract had 10 hours at least 1 hour per day.
One contract had a minimum of 10 hours per week.

\(^2\)One contract had five hours on five days.
Two contracts had five hours on four days.
Four contracts had five hours on three days.

\(^3\)One contract had four hours on four days.

\(^4\)Two contracts had one office hour for every three class hours.
Two contracts required only a sufficient or adequate number of hours.
Two contracts required office hours but gave no additional information.

### Class Size

Another aspect of workload mentioned in several contracts is class size. Fifty of the eighty-five two-year contracts had some form of class size. Eight contracts had a maximum of twenty-five in English composition courses. Five contracts had a maximum of twenty. One contract provides twenty students in Speech, Foreign Languages and Accounting in addition to the composition courses. Another contract places a seventeen student limit on remedial course work. In the other direction, one contract limited instructors to 150 students per semester and another contract gave 1.5 workload credit when the class size exceeded sixty students.

Fourteen of the fifty contracts that mentioned class size to begin with, limited laboratories and shops to one student for each station available in the teaching facility. Two contracts provided for a range of size in classes (one from twenty-five to thirty-five and the other from five to more than fifty, depending on the type of class). Large group lectures and team teaching situations were mentioned in some contracts but no specific figures on class size were given in those instances.

Here, too, conditional language, i.e., usually, average, ratio, approximately, normally, and/or overall, is present in many clauses making any definite conclusions difficult.
At least sixteen contracts provided for a class size decision after broad consultation at the college.

On the basis of the workload information available at the National Center, it is safe to say that colleges are approaching workload in a general fashion but that local campus conditions and past experiences influence and control what appears in the contracts in the workload clauses.
COLLECTIVE BARGAINING IN HIGHER EDUCATION

New References updating Bibliographies 1 and 2. All references from previous issues of the Center's Newsletter have been cumulated into Bibliography 2, April, 1974, and have been indexed for easier retrieval. References from this Newsletter and future 1974 issues will be cumulated and indexed in Bibliography 3 to be published in 1975.

ADMINISTRATION

Anello, M., ed. The Future College Executive. Division of Higher Education, Boston College, Chestnut Hill, Mass. 02167. $3.00.

Knox, W. B. Eye of the Hurricane: Observations on Creative Educational Administration. Oregon State Univ. Press, P.O. Box 689, Corvallis, Ore. 97330. $4.75.

ACADEMIC FREEDOM


AFFIRMATIVE ACTION

"Accrediting Federation Reaffirms Principle of Nondiscrimination."

"EEOC Information Report" delineates who should be included in various racial categories such as "White," "Black," "Asian," etc. Labor Relations Reporter, News and Background Information, 85: 37 to 38, January 14, 1974.


AGENTS


Faculty members of Antioch College, Albion College, Univ. of Mass. (Amherst) and Villanova Univ. rejected collective bargaining and voted for "no agent". Higher Educ. and National Affairs, 22(43): 5, November 30, 1973.


"Organizing Dispute Ends Between AFT and Vermont State Colleges."
Vt. State Colleges Administration will not interfere with AFT's attempts at organizing non-teaching staffs of the state colleges. Both AFT and NEA are trying to organize the Univ. of Vt. faculty.


A.F.T. also selected for Franklin Pierce College in New Hampshire, Law Faculty of Univ. of San Francisco opt for independent union.

Campuses that turned down bargaining include U. of Mass. - Amherst, Villanova U., Antioch College and Albion College.

"Survey Shows 156 Current Contracts." The National Center's study shows that the 156 institutions have signed a total of 258 contracts with their faculties. Copies of the report, "Contracts and Agents", are available from the National Center, Higher Educ. and National Affairs, 22(43): 5, November 30, 1973.


ARBITRATION AWARDS - New York

CUNY and Legislative Conference. Arbitrator cannot force member of the Personnel and Budget Committee to reveal why an assistant professor was not promoted even if she claims sex discrimination. The policy of secrecy was never challenged in collective bargaining. (October 16, 1973). Arbitration in the Schools, 47:3, January 1, 1974. AAA Case No. 47-MX-1, 11p.

Erie Community College and Faculty Federation. Dean was required to submit written reasons to the appointment committee for rejection of their recommendations only if the entire list was rejected. No obligation existed to explain why he selected a candidate other than the one rated most preferred (August 22, 1973). Arbitration in the Schools, 47:4, January 1, 1974. AAA Case No. 47-G-7, 8p.
ARBITRATION AWARDS - New York - cont.

Onondaga Comm. College and Federation of Teachers.
Per diem payment for services performed after issuance of memorandum announcing a moratorium on such per diem work is not collectible as the memo constitutes adequate notice that future payment for such work is not guaranteed. (July 24, 1973). Arbitration in the Schools, 47:4, January 1, 1974. AAA Case No. 47-P-5,719.

ARBITRATION AWARDS - Wisconsin

Failure to reschedule summer classes to provide teacher with full load is not violation of contract. (D. B. Lee, arbitrator, WERC, December 22, 1972.)

ARBITRATION FACT-FINDING AWARDS - New York


CARNEGIE COMMISSION REPORTS


COLLECTIVE BARGAINING


COLLECTIVE BARGAINING - Cont.


Spivak, J. "Drive to Unionize College Teachers Gains Strength, Faces a Key Test in Election at N.Y.U. This Week." Wall Street Journal, January 10, 1974, 32:1.


COLLECTIVE BARGAINING (Students)


"Univ. of Colorado Food, Library Workers Win 35 Cents/Hour After Strike." 1973-GERR-534:B-15 to 16. Part time food service and library employees, most of them students, win raise, but were unable to win recognition as a bargaining unit.

COLLEGIALITY


Faculty at Univ. of Hawaii rejected overwhelmingly a contract which had been negotiated between the administration and the union, an AFT affiliate. The AAUP denounced the contract, stating that it would have "demolished academic freedom and tenure at the university." (Total quote.) Higher Educ. and National Affairs, 22(43):5, November 30, 1973.


"Hawaii College Teachers Reject Contract; Decertification in Offing." 1974-GERR-537:1, B-6 to 8.


CONTRACTS, CONTENTS OF

"What's Actually in a Faculty Contract," Chronicle of Higher Educ., 8(10):14, November 26, 1973. This article outlines the provisions that may be included in a contract.

COURT CASES - KENTUCKY

"Dismissal of Teacher Upheld by Appeals Court." Eastern Kentucky University was justified in firing professor whose teaching style was unacceptable to it. This is not a violation of her First Amendment rights. Chronicle of Higher Education, 7(30): 3, July 30, 1973.
COURT CASES - KENTUCKY - cont.

The U. S. Supreme Court let stand the right of Eastern Kentucky Univ. to refuse to renew the contract of non-tenured teacher whose teaching methods and philosophy were different from those of the university. (Total quote.) Higher Educ. and National Affairs, 22(44):3, December 7, 1973.

COURT CASES - MAINE

Southern Maine Vocational Institute, "Finality of Maine Appeals Board Decision on State Worker's Dismissal Upheld."
Maine Supreme Court rules that the Appeals Court decision is final and not subject to judicial review. 1973-GERR-524:2, B-3 to 5. Maine Sup. Judicial Ct., Docket No. 914, Law Docket No. 732, August 1, 1973.

COURT CASES - MICHIGAN

Detroit Board of Education, C. Warczak et al, vs.
"Michigan's Agency Shop Law Held to Apply Retrospectively."
1973-GERR-534:1, B-1 to 2. (C.Warczak vs., Wayne County Circuit Court Nos. 145-080, 155-255, November 5, 1973.)

COURT CASES - NEW JERSEY

Bloomfield College. State Court agrees to hear complaint filed against Bloomfield College which terminated 13 faculty members, 11 of whom were tenured. Higher Educ. and National Affairs, 23(3):6, January 18, 1974. (See Bloomfield College in index to bibliography 2, April, 1974.)

Rutgers University, AAUP vs. N. J. Board of Higher Educ. "New Jersey Court Rules That Education Board May Set Budget."

COURT CASES - OHIO

"Court Upholds College Right Under Ohio Act."

The U. S. Supreme Court heard arguments that Ohio state officials should not be immune from individual lawsuits as a result of the deaths of four students at Kent State Univ. (Total quote.) Higher Educ. and National Affairs, 22(44):3, December 7, 1973.
COURT CASES - WASHINGTON

Univ. of Washington, DeFunis vs. "High Court Agrees to Hear Bias Case of White Student."
Student, M. DeFunis, who was rejected by Univ. of Wash. Law School while 30 black students with lower qualifications were admitted, is appealing the State Supreme Court's ruling which reversed a lower court decision. Higher Educ. and National Affairs, 22(43):10, November 30, 1973. (See additional references in bibliography 2, April, 1974.)


C A N Y


FACULTY RIGHTS AND RESPONSIBILITIES

Caldwell, E. "Faculty Protests In San Francisco." N. Y. Times, July 16, 1973, 13:1. Dispute over Dr. S. I. Hayakawa's successor at San Francisco State Univ.


GOVERNANCE


Marian, B. How to Research the Power Structure of Your University (or College). Nebraska Curriculum Development Center, 338 Andrews Hall, University of Nebraska, Lincoln, Nebraska 68508, $1.00. Manual on how to determine the power structures in higher education institutions.
GRANTS

"Carnegie Corp. Aiding Two Women's Projects." Grants a total of $334,000 to Cedar Crest College and the Univ. of Michigan to fund projects designed to increase the number of women administrators in higher education. Higher Educ. and National Affairs, 22 (43): 5, November 30, 1973.


GRIEVANCE PROCEDURES

Memorandum from President of Northeastern University regarding new grievance procedures to be instituted. Dated November 19, 1973. 5 pp. (Available from this Center.)

LEGISLATION

"Hampton Wants to Explain Real Issues in Labor Bills." 1974-JERR-538:1, A-9 to 11. Civil Service head wants hearings to explore fully the powers Congress will surrender under the proposed federal employee labor relations bill.


"Hawaii Businessman Suggests Restructuring of Bargaining." President of the State Chamber of Commerce feels that public employee unions are too strong. 1973-JERR-524: B-25.

"R. I. Teacher Groups Score Modified Bargaining Law." Proposal advanced was to allow teacher strikes with loss of pay for each day of a strike. Pres. of Warwick Teachers Union calls it vague, ambiguous and contradictory. 1974-JERR-527: B-13.

Full text of Wash. State law covering the right of academic employees to bargain collectively. Labor Relations Reporter, State Labor Laws, SL 52:243-244d.

State code amended to permit spending of student fees at West Virginia Univ. to hire a lawyer who would have no authority and could only advise students in civil rights cases. Higher Educ. and National Affairs, 22(38): 5, October 19, 1973.

"Supreme Court Finds Maternity Leave Provisions Unconstitutional." 1974-JERR-539: 1, B-7 to 9, Text, E-1 to 10.
MATERNITY LEAVE - Cont.


MERGERS


NEGOTIATIONS


NEUTRALS


NLRB DECISIONS

Semas, P. W. "Labor Board Alters Position: Segregates Part-time Faculty, Gives Law Professors Option." At N.Y.U., full and part time faculty are split into two units. At Syracuse Univ., Law Professors are separate and can reject collective bargaining even if rest of faculty favors it. Other professional school faculty probably have right. Chronicle of Higher Educ., 7(39): 1, July 30, 1973. (In bibliography 2, April, 1974 see references 632-3 for NLRB decision on N.Y.U., and 635 for Syracuse decision.)


PENSION PLANS


PERB DECISIONS - NEW JERSEY


PERB DECISIONS - PENNSYLVANIA


PERB DECISIONS - WISCONSIN

Milwaukee Area Technical College and AFT. WERC Rules that a "fair share" or agency shop contract vote is valid when only a majority of those voting and not a majority of those eligible to vote favor it. 1973-GERR-535:1, B-1 to 4. (WERC case 29, No. 17118 MR (1)-22; decision No. 12121-A, October 16, 1973).

PERFORMANCE EVALUATION


PUBLIC SECTOR LABOR RELATIONS

"ACLU's D. C. Chapter Issues 'Bill of Rights' for Public Employees." 1974-GERR-539: 2, B-2 to 3. Includes right to due process, right to strike, etc.


RETIREMENT


RETRENCHMENT


See also Faculty-Firings in Index to bibliography 2, April, 1974. In this bibliography see also Court Cases-New Jersey and Tenure.
SALARIES


STRIKE RIGHTS


STRIKES


STUDENT MOVEMENT


STUDENT PROTESTS/UNREST


STUDENT RIGHTS


STUDENTS

"AAUP Sues N. J. College Over Abolition of Tenure." College named in
suit is Bloomfield College. Chronicle of Higher Educ.,

"Applying to CUNY? Think Twice." Advertisement by the Professional
Staff Congress of CUNY criticizing the new 50% tenure policy.

"Board of Regents Denies Tenure to Florida Professor." Kenneth Megill,
controversial Assistant Prof. at Univ. of Florida, turned
down for tenure. Chronicle of Higher Educ., 7(40): 3, August

Cox, C. E. "Tenure on Trial in Virginia." Change, 5(7): 11-14, September,
axed tenure in favor of a renewable contract system.


Jaffe, i. B., Letter to the Editor. Calls for federal subsidies for
senior tenured faculty to open the job market to young
scholars. Chronicle of Higher Educ., 8(10): 17, November

Part IV, 9:3. Refers to Bloomfield College, N. J.

Maeroff, G. i. "Bloomfield College Panel Ends Academic Tenure."

Maeroff, G. i. "Tenure May Be Abolished for Faculty at Bloomfield."

Maloney, H., Letter to the Editor. Calls for an evaluation of the tenure
quota system. Chronicle of Higher Educ., 8(10): 17, November

"Nontenured Members of Faculty Set 5-Year Job Plan at Vassar." N. Y.

Peterson, i. "CUNY Adopts Policy To Limit Tenure to 50% of the Teachers."

Riesman, D. Letter to the Editor regarding Robert Nisbet's article
"The Future of Tenure", in the April, 1973 issue. Change,

Semas, P. W. "Faculty Union at U. of Hawaii Trims Tenure," as part of
Tenure - cont.


"Short Term Pacts Offered at Vassar." Chronicle of Higher Educ., 8(10): 7, November 26, 1973. Non-tenured faculty will be granted an initial five-year appointment, to be renewed for another three years at which time the tenure decision will be made. Some faculty see this short term security as an attempt to defuse unionization. (Total quote.)


Trustees


Women

"Energy Crisis and Sex Roles by Women, Minorities." Labor Relations Reporter, News and Background Information, 28:21 to 22, January 14, 1974. Advisory Committee on Women and NAB President warn against allowing energy crisis to destroy employment gains.


WORKLOAD