

Two faculty charge unfair labor practices



EILEEN VAN TASSELL

After two days and some 10 hours of testimony, the charging parties rested their case. The defense called no witnesses. The trial examiner closed the hearing.

The defense: Michigan State University and its agent, Emanuel Hackel, chairman of the Department of Natural Science.

The charging parties: Eileen R. Van Tassell and Bertram G. Murray Jr., assistant professors of natural science.

The charge: Violation of Act 336, Public Acts of 1947 as amended (Public Employment Relations Act), unfair labor practices within the meaning of Section 10 (a), 10 (b) and 10 (c) of that act.

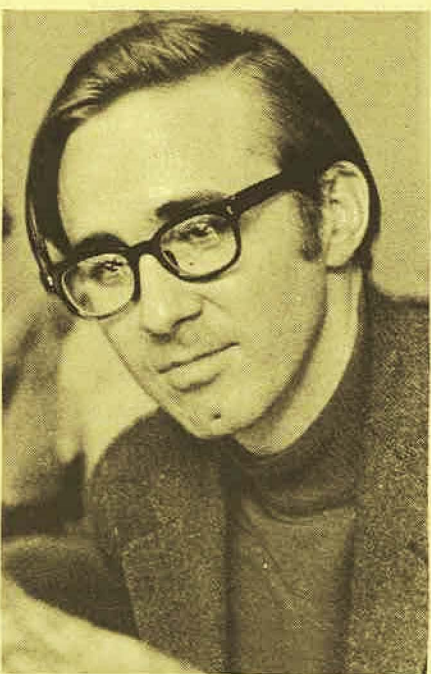
The trial examiner: James P. Kurtz, Detroit attorney, for the Employment Relations Commission of the Michigan Department of Labor.

SECTION 10 of the Public

Employment Relations Act states: "It shall be unlawful for a public employer or an officer or agent of a public employer (a) to interfere with, restrain or coerce public employes in the exercise of their rights guaranteed in section 9; (b) to initiate, create, dominate, contribute to or interfere with the formation or administration of any labor organization: Provided, That a public employer shall not be prohibited from permitting employes to confer with it during working hours without loss of time or pay; (c) to discriminate in regard to hire, terms or other conditions of employment in order to encourage or discourage membership in a labor organization...."

Section 9 states: "It shall be lawful for public employes to organize together or to form, join or assist in labor organizations, to engage in lawful concerted activities for the purpose of

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BERTRAM MURRAY

Business ranks high

Faculty salaries detailed in survey

A report to the MSU Chapter of the American Association of University Professors on faculty salaries here shows:

— The College of Business with the highest arithmetic average (mean) salaries for professors on 10- and 12-month appointments, associate professors on a 10-month basis and assistant professors on a 10-month basis.

— Nearly half the faculty falls within a \$10,000 to \$14,999 salary bracket; of these, nearly two - thirds are associate and assistant professors on 10-month appointments.

— In most ranks, the difference between the highest and lowest salaries is about 100 per cent.

— There is a salary overlap between ranks; for example, the highest instructor salary (on a 10-month basis) is \$1,500 more than the lowest salary for a full professor on a 10-month basis.

THE REPORT, prepared annually for the AAUP, was compiled by Einar Hardin, associate director and professor of labor and industrial relations, from summaries prepared by the University Business Office. The report was presented at the April 23 AAUP meeting.

The figures refer to salaries only, excluding fringe benefits. Department chairmen and school directors are included, but deans, and associate and assistant deans are not. Figures reported here cover only 1969, as reported in early fall, and do not include the mid-year December adjustments. And the medical school faculty is not covered in the data, except for those whose joint appointments are primarily in other colleges.

Salary figures for the bottom two per cent on the salary schedule of the total number of faculty were also not included in the data, according to Lowell Levi, University budget officer. That involves 31 professors, five associate professors, three assistant professors and three instructors. Levi said it was a practice used to meet the formula requested by the AAUP.

THE MEAN salaries for 1969 were: \$17,509 for 365 professors on a 10-month basis; \$20,756 for 382 professors on a 12-month basis; \$13,328 for 299 associate professors on a 10-month basis; \$16,126 for 197 associate professors on a 12-month

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Frequently distribution, MSU salaries, Fall 1969

	Prof.		Assoc.		Asst.		Instr.		All	
	10	12	10	12	10	12	10		10	12
\$25,000 and up	4	48							4	48
20,000 - 24,999	60	150		9					60	159
15,000 - 19,999	247	184	48	123		29		5	295	352
19,000 - 14,999	54		249	54	370	137	57	55	730	246
- - - 9,999			2		31	3	132	18	165	21
Total number	365	382	299	197	401	169	189	78	1,254	826
Highest salary	28,000	30,700	17,600	22,050	14,600	18,600	13,000	18,000	28,000	30,700
Lowest salary	11,500	15,200	9,500	10,850	8,900	8,760	6,500	7,200	6,500	7,200
Median salary	17,100	20,000	13,300	16,000	11,200	13,400	9,300	11,000	13,000	16,900

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May 5, 1970

Disturbance report on Council agenda

Faculty bylaw amendments that will accommodate increased student participation in academic government and reconsideration of the report on "policies and procedures on campus disturbances" are major items for today's meeting of the Academic Council at 3:15 p.m. in the Con Con Room of the International Center.

The proposed bylaw changes — based on recommendations contained in the McKee Report on Student Participation on Academic Government — were prepared by an ad hoc committee headed by Sam S. Baskett, professor of English. The McKee Report was passed with several modifications following lengthy discussion in the Council (Faculty News, March 10 and 31, April 7).

Briefly, those recommendations provide for increased student (voting) membership in the Council and on the Council (now faculty) standing

committees; added representation for minority student groups; creation of a University Committee on Academic Governance; extension of voting privileges to all members of the Council except the presiding officer.

If approved by the Council, the bylaw amendments will go to the Academic Senate for consideration at its May 20 meeting.

THE STATEMENT on "policies and procedures on campus disturbances" was presented originally by the student affairs committee at the Council meeting of Dec. 2, 1969.

When it was brought before the Council last December, the report met opposition from members of the Black Liberation Front who labelled the report racist. They said that the MSU black community would not recognize the report because blacks were not involved in writing it.

It was then sent back to the student affairs committee for further study and consultation with ASMSU.

The report contains a "general policy statement on the resolution of conflict in the University community" and a proposed change in the bylaws to establish a University Committee on Public Safety.

The policy statement includes four sections in which are spelled out the responsibility of the entire "University community" for resolving internal conflict; the need to protect and preserve life and limb, justice and educational excellence; and the pledge to "apply knowledge and reason to man's problems."

The fourth, controversial section (point D) acknowledges that protest and dissent may be part of change and

(Continued on page 3)

According to survey

Faculty are rated liberal -- politically

Initial findings from a nationwide survey of more than 60,000 faculty members reveal that they:

-Are more likely to characterize themselves as liberal (41.5 per cent) than either middle of the road (24.9 per cent) or moderately conservative (22.2 per cent).

-Disapprove (by 54.1 per cent to 44.3 per cent) of the "emergence of radical student activism in recent years."

-Supported Hubert Humphrey (50.1 per cent) over Richard Nixon (29.8 per cent) and George Wallace (0.8 per cent) in 1968.

-Tend to favor encouragement of a coalition government in Vietnam (42.1 per cent) rather than "reducing commitment but preventing a Communist takeover" (29.1 per cent) or immediate withdrawal (19 per cent).

-Were largely raised as Protestants (64 per cent) and have tended to remain so (45.3 per cent).

Generally, the survey showed, faculty members take a liberal position on national or international affairs but assume a more conservative stance in campus matters that affect them or their interests directly.

They agree that "students who disrupt the functioning of a college campus should be expelled or suspended" (76.7 per cent) and that campus disruptions are a threat to academic freedom (80.1 per cent).

* * *

THE YET-UNPUBLISHED survey was done as part of a project of the Carnegie Commission on Higher Education and was reported in the Chronicle of Higher Education. The results are now being analyzed by Seymour P. Lipset, professor of social relations at Harvard University; Martin A. Trow, sociologist, University of California, Berkeley; and Everett C. Ladd, political scientist, University of Connecticut.

The researchers point out that the data are still raw, and that a waiting period is needed to see if the findings can be applied to all faculty.

A total of 60,447 faculty responded to the survey in 1968 - 69. They included 82.2 per cent males, 94.4 per cent whites, 1.4 per cent blacks and 1.7 per cent Orientals.

Full professors made up 26.9 per cent of the total; associate professors, 22.1 per cent; assistant professors, 28.8 per cent; instructors, 13.8 per cent.

* * *

POLITICALLY, the most liberal respondents were in the social sciences and humanities, the least liberal in the natural sciences and professions.

About 35 per cent of the respondents in sociology, anthropology and social work favored immediate withdrawal from Vietnam, while only 12.8 per cent in geology and 11.3 per cent in engineering favored withdrawal.

Those in social sciences and humanities were also more favorable toward radical student activism. More than 60 per cent both in English and in history approved (in varying degrees) of the emergence of activism, but that percentage was below 30 in business, in home economics and in agriculture.

* * *

THE SURVEY also revealed that:

-More than half the faculty agreed that most undergraduates are mature enough to be given responsibility for their own education and that most undergraduates are "basically satisfied" with the education they are getting.

-More than half agreed that any institution with a substantial number of black students should "offer black studies if they wish," but only 41 per cent agreed that more minority students should be admitted "even if it means relaxing academic standards."

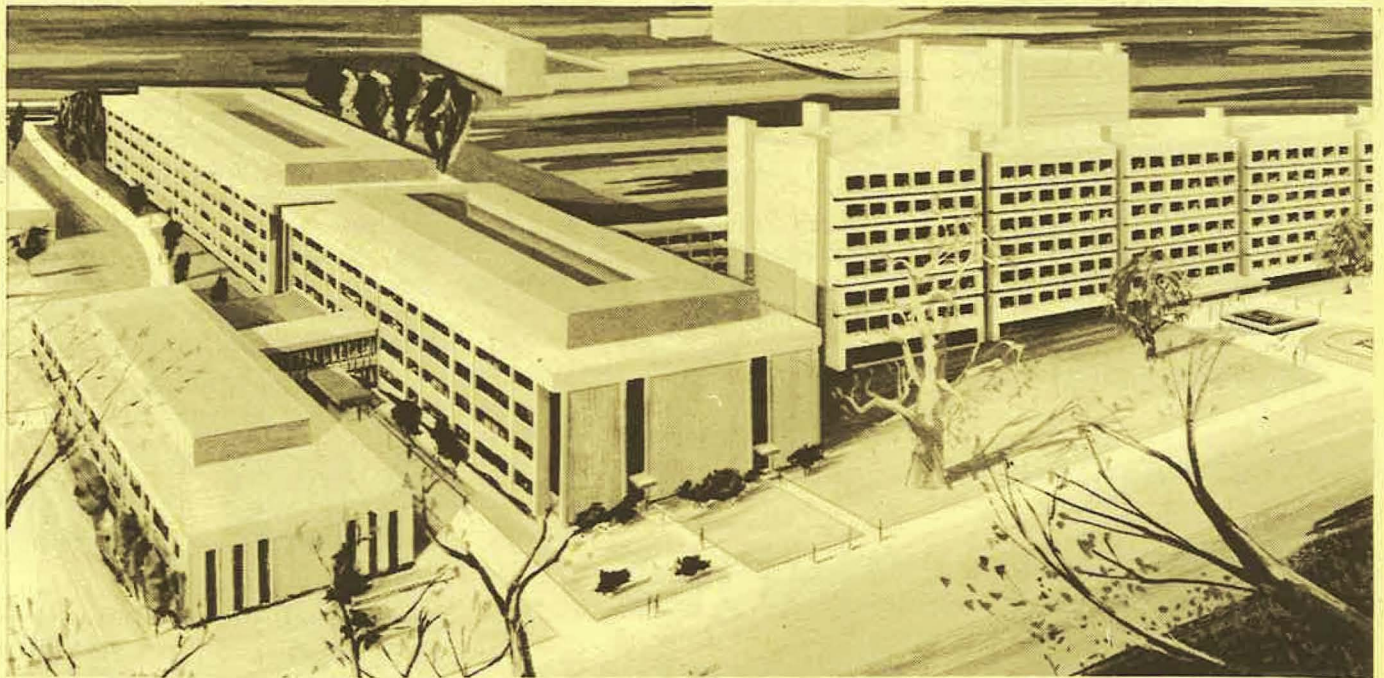
-About 48 per cent agreed that

faculty unions have a divisive effect on academic life (43 per cent disagreed), and 42 per cent agreed that collective bargaining by faculty has "no place in a college or university" (while 54 percent disagreed with this statement).

-Fifty-six per cent agreed that "respect for the academic profession has declined over the past 20 years."

-About 68 per cent agreed that undergraduate education would be improved "if course work were more relevant to contemporary life."

-Forty-eight per cent agreed that most colleges "reward conformity and crush student creativity" (48.3 per cent disagreed).



Medical complex planned

The University's proposed health sciences complex on the south campus is designed to increase medical education capabilities and to provide expanded health care. This artist's rendering shows two wings of the Life Sciences I Building (left and center), the health center (right), and Life Sciences II (upper left, behind Life Sciences I).

Life Sciences I, under construction and scheduled for completion in 1971, will enable MSU to expand entering

medical classes to 64 students each (from 30 this year) and to graduate more nurses annually.

The planned Life Sciences II and the health center would permit entering medical classes of up to 100 each, plus a 342 - bed hospital and a large outpatient center. MSU is eligible for an estimated \$27.4 million in federal funds for the two buildings, provided such funds are available for medical school construction, and provided there are matching state and private funds.

Letter

Campus buses: Is there an alternative?

(The Faculty News welcomes letters. They should be sent, with the writer's name, to Room 296-G, Hannah Administration Building. We reserve the right to edit letters, when necessary, to meet space and other requirements.)

To the Editor:

I can remember the good old days as a student on this campus when walking was still in vogue and even considered beneficial for one's health. Bicycles, although invented then, were rarely seen.

Things have changed now. The campus is larger and people prefer sitting or standing while looking at the landscape through tinted, dusty, glass windows. Twenty minutes is just not long enough to walk or peddle between classes, even on a nice spring day. Large municipal - type buses have become a necessary commodity in the process of higher education.

Anyone who has walked close to or driven behind one of these monstrosities of modern day transportation will, I am sure, agree that their contribution to environmental purity is at most negligible if not an actual health hazard. It is surprising that such a paradox between ideals and actuality exists in an academic institution such as this. It seems more than logical to me as we direct our intention towards bettering the earth's environment to start right at our own front door here at MSU. Modern technology must have developed a cleaner and less offensive

power source for public transportation than the diesel - powered bus.

These vehicles are a major pollutant not only on this campus but in this community and any community where

they exist. Let's start the stop pollution movement by protesting this type of public transportation on this beautiful campus.

Charles H. Sander
Assistant professor of pathology

Hershey to be honored

Michigan State's first Nobel Prize laureate, Alfred D. Hershey, will be honored at a series of special events this week.

Hershey will give a lecture on genetics at 3 p.m. Thursday in Fairchild Theatre under sponsorship of the MSU chapter of Sigma Xi.

He will receive a doctor of medical science degree in a convocation Friday at 3 p.m. in the Kellogg Center

Shares to end

Persons now buying Freedom Shares will have to find other means of investing their money after June 30. The Department of Treasury has announced that U.S. Savings notes will not be sold after that date.

Faculty and staff who have authorized payroll deductions for purchase of these notes must either discontinue their deductions or authorize purchase of U.S. Savings Bonds. Further information is available from the payroll division, 350 Administration Building (355-5010).

Auditorium. Both events are open to the public.

Speakers at the convocation will be Milton E. Muelder, dean of the School of Advanced Graduate Studies and Walter L. Mallmann, professor emeritus of microbiology and one of Hershey's former teachers.

Other events at which Hershey will appear include a Thursday luncheon hosted by President and Mrs. Clifton R. Wharton Jr., the Sigma Xi banquet Thursday, and a reception and banquet Friday at Kellogg Center.

Hershey, who received bachelor's (1930) and Ph.D. (1934) degrees from MSU, shares the 1969 Nobel Prize for physiology or medicine.

French lecture

Jean Digras, French cultural attache for the Midwest, will lecture next Tuesday (May 12) at 4 p.m. in the Green Room of the Union. His topic: "Le cinema francais aujourd'hui." His lecture is sponsored by the Department of Romance Languages.



Faculty honors, projects

GLENN I. HATTON, associate professor of psychology, has received a five-year Research Career Development Award from the National Institutes of Health.

KENYON T. PAYNE, professor of crop and soil science, has won the 1970

Meritorious Service Award from the Michigan Turfgrass Foundation.

WILLIAM F. RINTELMANN, associate professor of audiology and speech sciences, has been reappointed chairman of the committee on information centers of the American

Speech and Hearing Association. He is also program chairman of the subcommittee on hearing disorders for the 1970 ASHA convention.

RONALD SUTER, associate professor of philosophy, is author of the introduction to and the editor of "The Isenberg Memorial Lecture Series, 1965-66," published by the MSU Press.

HOWARD A. TANNER, professor and director of natural resources, has been named president of the Michigan Natural Resources Council for 1970.

Academic Council agenda . . .

(Continued from page 1)

growth, but it condemns violence and destruction, agreements made under duress and guaranteeing amnesty.

Joint meetings between ASMSU representatives and members of the student affairs committee resulted in disagreement over the inclusion of point D. The committee favors retaining it; the ASMSU representatives wish to exclude it.

(See text of point D and rationales of both groups elsewhere in this issue.)

A.L. Thurman, professor of American Thought and Language and chairman of the student affairs committee, said his group decided to resubmit the entire report together with the opposing rationales for point D in order "to promote wider discussion" of the committee's concern for enunciating the limits beyond which dissent becomes destruction.

* * *

OTHER ITEMS on the Council agenda include a statement on Council

procedures by the Steering Committee, and proposed revisions of the Academic Freedom Report (articles 2, 4, 5, 6 and 7) by the student affairs committee.

The amendments to articles 2, 5 and 7 of the Academic Freedom Report would implement changes approved by adoption of the McKee Report. They call for redefining the role and charge of the student affairs committee and renaming it the University Faculty - Student Affairs Committee.

The amendment to article 4 is designed to guarantee a hearing for any student accused of violating a regulation.

Amendments to article 6 would stipulate that the University should neither sponsor nor take responsibility for the content or support of any student publication. The amendments also concern freedom of the press, freedom of distribution, and the rights and responsibilities of those involved in student publications.

The report on disturbances: Point D arouses controversy

(Point D of the policy statement in the student affairs committee's report on "policies and procedures on campus disturbances" has been the focus of disagreement between the committee and representatives of ASMSU. The report is to be presented today to the Academic Council. Following is the text of point D, and rationales from both the committee and ASMSU.)

"D. Finally, the University community recognizes that protest and dissent may be a part of growth and change in any social institution. However:

"1. Violence and acts of destruction cannot be condoned; 2. Agreements cannot be made under duress; 3. Amnesty cannot be guaranteed."

* * *

The student affairs committee's rationale for retaining point D:

"1. In general, the committee has always felt that items brought to its attention having considerable substance and significance should be given special Council attention and examination. Section D is regarded as such an item. It warrants full Council review because of the strong campus-wide reaction it has generated.

"2. More specifically, the committee favors retention of section D for these reasons: A. It is an attempt to implement that section of the Academic Freedom Report (1.1) which recognizes the need to maintain a balance between maximum freedom and necessary order; B. It is regarded as a guide for those who are charged with the responsibility of resolving open conflict."

* * *

ASMSU's rationale for excluding point D: "First, it is the considered judgment of the Student Board that the University is best served by a policy towards campus disturbances that allows it to retain maximum flexibility and freedom of action. The ASMSU Board feels that written guidelines would have a constraining influence on those who are responsible for dealing with campus disturbances. Past experience in this area has proven the efficiency of a policy that leaves ample room for maneuver.

"Second, the language used in section D guidelines is capable of potentially producing a great deal of confusion. In discussions by the Board of the section D guidelines, it was pointed out that the definition of words such as 'violence' and 'duress' are open to considerable debate.

"Third, the point D under that relates to amnesty is so vague as to be meaningless."

Hungarian to speak

Distinguished Hungarian historian Professor Domokos Kosary, an authority on early 19th century Hungary, will speak Friday at 7:30 p.m. in the Green Room of the Union on "The National Reawakenings in East Central Europe," sponsored by the Soviet and East European Studies Group.

Potter performs at Casals salute

Louis Potter, professor of cello and chamber music and cellist in the Beaumont String Quartet, was among 100 cellists from across the nation who participated in the recent "Salud Casals" festival concert in New York City's Lincoln Center Philharmonic Hall.

The concert, arranged by Leopold Stokowski, was in honor of 93-year-old Pablo Casals, world-renowned master cellist. Under Casals' direction, the cello ensemble performed two of his compositions during the concert by the American Symphony Orchestra.

Proceeds from the concert went to The United Nations International School and the American Symphony Free Childrens' Concerts.

New rule begins for withholding

Wages paid after May 1 to employees who foresee no Federal income tax liability — such as students or other part-time employees — can be exempt from Federal tax withholding.

All that is necessary to take advantage of this withholding feature of the Tax Reform Act of 1969 is to have on file in the payroll division office (350 Hannah Administration Building) a withholding Exemption Certificate stating that the signer had no taxes for 1969 and expects none this year.

Anyone signing the certificate can rescind the document in the payroll division if he or she later anticipates that earnings will create a tax liability.

Under 1970 rates, a single person who makes less than \$1,725 owes no tax, based on a personal exemption of \$625 and the \$1,100 low-income allowance.

Students paid under the graduate student payroll must have the exemption certificate on file in the payroll division by this Friday (May 8). Other students must have the exemption certificate filed before the next payroll in order to have tax deductions reflected on their next check.

Israeli day set

A leading Israeli folk singer, Osnat Paz, will perform here Thursday during the Israeli Independence Day celebration in the Union Parlors.

The event begins at 8:30 p.m. Also scheduled are speeches by August G. Benson, foreign student adviser, and Michael J. Harrison, professor of physics, plus singing and dancing led by accordionist Abe Kumianski.

Festival scheduled for Saturday

The 26th annual International Festival, "It's a Small World," will be staged Saturday, May 9, from 9 a.m. to 10 p.m. in the University Auditorium.

Sponsored by the International Club, the various campus nationality clubs, and the Office of International Programs, it will feature exhibits of arts and crafts of the nations represented by MSU's foreign students. The students will be on hand in national dress to welcome visitors to the show.

Foreign students will also present two stage shows — at 2 p.m. and 8 p.m. — focusing on aspects of their cultures.

There is no charge.

WMSB

Tuesday, May 5

12:30 p.m. UNDERSTANDING OUR WORLD. Student from a small southern Negro college in a unique program at U of M.
1 p.m. THE GREEN THUMB. Mushrooms.
7 p.m. DRUGS: THE CHILDREN ARE CHOOSING.

Wednesday, May 6

12:30 p.m. BLACK MAN IN THE AMERICAS. White reactions to black demands for equal rights.
1 p.m. MODERN MRS.
7 p.m. VAN CLIBURN INTERNATIONAL PIANO COMPETITION

Thursday, May 7

12:30 p.m. THE FRENCH CHEF. Beef in red wine.
7 p.m. LA REVISTA.

Friday, May 8

12:30 p.m. INSIGHT. A craftsman thrown out of work by automation.
1 p.m. AND BABY MAKES TWO. The single adoptive parent.
7 p.m. ASSIGNMENT 10.

Saturday, May 9

10 a.m. INNOVATIONS.
12 noon THE SHOW. Filmmaker Frederick Wiseman.

Sunday, May 10

11 a.m. YOUR DOLLAR'S WORTH. Wine, insect repellents, airline charter flights.
12 noon UP AGAINST THE WALL. Lorin Hollander, classical pianist, reaches out to 23 students from a ghetto school.
1 p.m. THE FORSYTE SAFA.
2 p.m. YOUR RIGHT TO SAY IT. How to initiate drug educational programs.
2:30 p.m. SOUL!
3:30 p.m. NET FESTIVAL. Leopold Stokowski.
4:30 p.m. BLACK JOURNAL. Elijah Muhammad, leader of the Black Muslims.
10 p.m. THE ADVOCATES. Is methadone the answer to addiction?
11 p.m. NET PLAYHOUSE. Johnny Cash and Jack Palance in "The Trail of Tears," tragic story of the Cherokee Indians. (2 hrs.)

Monday, May 11

12:30 p.m. GERMAN PLAYHOUSE.
1 p.m. FOCUS ON SWEDEN.
7 p.m. SPARTAN SPORTLITE.

WKAR

Tuesday, May 5

8 a.m. (AM-FM) MORNING REPORT. 60 minutes of local, national, international news (Monday - Friday)
1 p.m. (FM) MUSIC THEATRE. "The Decline and Fall of the Whole World as Seen Through the Eyes of Cole Porter."
5 p.m. (AM-FM) NEWS 60 (Monday - Friday).
8:30 p.m. (FM) BOSTON SYMPHONY. Works by Stravinsky, Tippett, Tchaikovsky.

Wednesday, May 6

11 a.m. (AM) BOOK BEAT. Robert Cromie visits with David Sanford, author of "Hot War on the Consumer."
1 p.m. (FM) MUSIC THEATRE. "The Pajama Game."
8 p.m. (FM) THE ART OF GLENN GOULD.

Thursday, May 7

1 p.m. (FM) MUSIC THEATRE. "Rise and Fall of the City of Mahogany"
9 p.m. (FM) JAZZ HORIZONS.

Friday, May 8

10:30 a.m. (AM) THE GOON SHOW. With Peter Sellers.
11:45 a.m. (AM) ENVIRONMENT.
1 p.m. (FM) MUSIC THEATRE. "Gypsy."

Saturday, May 9

10 a.m. (FM) IT'S A NICE PLACE TO VISIT

10:30 a.m. (AM) VARIETADES EN ESPANOL.
11:45 a.m. (FM) RECENT ACQUISITIONS.
1:30 p.m. (AM) THE DRUM.
2 p.m. (FM) OPERA. "Siegfried."
7 p.m. (FM) LISTENER'S CHOICE. Classics by calling 355-6540.

Sunday, May 10

2 p.m. (AM-FM) CLEVELAND ORCHESTRA.
4 p.m. (AM-FM) FROM THE MIDWAY. "The Environmental Crusade."
8 p.m. (FM) FORUM. Administrators discuss campus topics; questions can be called to 355-6540.

Monday, May 11

1 p.m. (FM) MUSIC THEATRE. "Dear World."
8 p.m. (FM) OPERA. "Don Pasquale."

MSU Faculty News

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Unfair labor practices charged . . .

(Continued from page 1)

collective negotiation or bargaining or other mutual aid and protection, or to negotiate or bargain collectively with their public employers through representatives of their own free choice."

THE CHARGE specifies: The charging parties "and several other employees having similar duties became concerned about wages and other conditions of employment within the department."

"In an attempt to improve working conditions, they circulated and signed petitions asking that criteria for promotion be established and clarified; and that the practice of having a department-wide common final exam be discontinued. The charging parties also ran for a position on the departmental advisory committee and/or urged others to run for such a position and actively supported candidates."

"Because of the activity of the charging parties and others, Professor Emanuel Hackel, chairman of the Department of Natural Science and an agent of the employer, undertook a course of activity to interfere with, restrain and coerce the charging parties and other public employees in the exercise of their rights guaranteed under the Public Employment Relations Act; dominated and interfered with the administration of the Department Advisory Committee, a labor organization; and discriminated in regard to hire terms and conditions of employment in order to discourage membership in a labor organization."

"Among the other unlawful acts, Emanuel Hackel did the following:

"(1) Discriminated against the charging parties in the availability of money for research."

"(2) Gave the charging parties no committee assignment or less desirable committee assignments. "(3) Discriminated against the charging parties by giving the charging parties no mid-year increase in salary in January of 1970."

"(4) On Feb. 23, 1970, threatened to terminate the employment of the charging parties and is continuing the threats to this date."

"(5) Actively campaigned against certain candidates to the Department Advisory Committee and in the course of doing so made false charges about some of the candidates for election to the Departmental Advisory Committee."

The University denied all allegations in an Answer to the Charge, filed by University attorney Leland W. Carr Jr.

EARLY IN the hearing, which began Thursday, April 30, the trial examiner remarked that "there is no precedent for college-type problems in this arena," that this is a new statute (effective July 23, 1965) and that Michigan is one of few states which has such a statute.

The lack of precedent leads to questions of definition; in academic matters, the traditional labor definitions may or may not adhere. The department advisory committee was referred to in the case as a labor organization; the concerted efforts of the charging parties and others in the department regarding working conditions were referred to as attempts to bargain collectively; the department chairman was referred to as a labor supervisor.

Adherence to the definitions may be clarified in the decision of the Employment Relations Commission.

Other questions became evident

during the hearing which may also relate to the uniqueness of the academic situation.

Chairman Hackel maintained a position during the hearing that discussions and procedures of certain committees were privileged and thus could not be divulged at the hearing without the consent of all committee members.

Kenneth Laing Jr., attorney for the charging parties, said their position was that "committees are company unions; they would be labor organizations, but do not function as labor organizations because they are dominated by the chairman since he serves on them."

(According to the natural science bylaws there are four elected committees in that department: Advisory, curriculum, faculty affairs and student affairs. The department chairman is an ex officio member, without vote, of the advisory committee.

(The bylaws also stipulate that the tenured faculty members as a group shall recommend to the advisory committee the renewal or non-renewal of appointments of non-tenured faculty members. As a professor of natural science, the department chairman sits as a voting member with that group, as well as the groups which meet to recommend promotions to full professor and associate professor in the department.)

A question often arising in academic circles (the 1967 Committee on Undergraduate Education Report devoted an entire chapter to it) also arose at the hearing, particularly regarding the charge concerning the mid-year salary increases: How is qualified teaching evaluated?

The effect of student evaluations was questioned by the trial examiner; he said there was no evidence of any University reliance on these evaluations. He accepted as evidence the testimony by the charging parties that there had been no criticism of their teaching by the department chairman or the University.

Also bearing on the case is the uniqueness of the University College. Its policy of a common final examination for all students was the subject of some "concerted activity" by the charging parties and other members of the natural science department.

University College was also involved in an earlier charge against the University for violation of the same act, brought by John R. Hildebrand, former associate professor in social science. The Hildebrand case, handled by the same attorneys and the same trial examiner, has not yet been decided by the Employment Relations Commission.

Hildebrand, according to Laing, worked with others to "try to improve working conditions," and was a member of that department's advisory committee. He was denied tenure and left the University. The facts of the two cases are not the same, Laing said, but "both involve University College problems - promotion, scheduling."

Common legal questions - such as that concerning the legality of the committee structure - are involved in both the Hildebrand and the Van Tassell-Murray cases, and the decision on the Hildebrand case may affect the latter case, Laing said.

TESTIMONY regarding the charges was generally to the effect that:

- On discrimination regarding funds: The charging parties testified that they had not received any of their equipment requests. They said the reasons given were that they were low on the list, that the equipment they requested could not be used by others in the department and that part of the consideration was how long they were expected to be at the University.

Hackel testified that he made up the equipment priority list, which is submitted to the dean; that it is not unusual for the dean to run out of money before he gets down the list, nor is it unusual for faculty members not to receive requested equipment. He said he had not received some requested equipment for two years.

-On no or less - desirable committee assignments: Murray testified that he was on no committees except the exam committee, to which all faculty members belong; Miss Van Tassell said that she was a member of the department and lounge committees. The lounge committee is primarily responsible for having coffee in the lounge; the library committee handles magazine subscriptions, she said. Hackel said that committee assignments are made by him "in the name of the advisory committee" and sometimes the curriculum committee. Committee assignments are a factor in reappointment.

-Mid-year salary increases: The charging parties testified that they met the qualifications for the mid-year salary increases as young faculty members doing superior undergraduate teaching. The student evaluations they offered as evidence were not accepted, however. James E. Trosko, assistant professor in human development and in Justin Morrill College, testified that while a member of the natural science faculty he was nominated for a 1970 Teacher-Scholar Award, and so

presumably met the qualifications for a mid - year salary increase, but he did not receive that increase.

Hackel explained that the mid - year increases were handled as are all salary increases in the department - through a rating system by five advisory committee members, the department chairman and the administrative assistant. They rated a roster of faculty members, excluding themselves, and Hackel made up the composite rating from the seven, which was then submitted to the dean. Of 25 nominated for the increases, he said, 17 received them.

(The department has 66 faculty members, including 36 tenured faculty, 25 non - tenured but appointed under tenure rules, and 5 temporary faculty.)

- Threat to terminate employment: The charging parties, appointed in September, 1968, are up for reappointment effective September, 1971. They were notified by Hackel Feb. 23, 1970, of a decision not to reappoint them. University regulations require that such notification come by the December preceding the termination date of the initial appointment. Hackel said that he tries to submit notification as early as possible. The charging parties were notified after three meetings (Jan. 16, Feb. 11, Feb. 19) of the ad hoc committee on reappointment, which, according to department bylaws, includes all tenured faculty in the department. But procedures of that committee were privileged.

-Active campaigning against certain candidates to the department's advisory committee and false charges about some candidates: Miss Van Tassell testified that she had been accused of intimidating members of the department concerning the election and that she allegedly threatened to call in the Students for a Democratic Society; she said she did not know any SDS members at that time, and she denied the intimidation accusation. She said she was concerned that the candidates supported by her and others in the department had lost because of "unpleasant rumors about myself that were circulated." The rumors, she said, were attributed to the department chairman. Hackel denied all charges.

THE TRANSCRIPT of the hearing is expected to be prepared in two or three weeks. One week from that time, briefs will be submitted by the two attorneys and the trial examiner will make a recommendation to the Employment Relations Commission. Because of a backlog of cases, this may take some time.

- BEVERLY TWITCHELL

Faculty salary survey . . .

(Continued from page 1)

three residential colleges and various no college departments with faculty on their staffs), low with 19 assistant professors averaging \$12,853.

Instructors, 10-month: Social science, high with 14 instructors averaging \$10,282; separately organized departments, low with 40 instructors averaging \$8,676.

Instructors, 12-month: Education, high with 11 instructors averaging \$11,885; social science, low with six instructors averaging \$10,554.

(No data was shown for subgroups with fewer than four members.)

Frequency distribution of salaries for

early fall 1969 was as listed in the following table:

basis; \$11,366 for 401 assistant professors on a 10-month basis; \$13,554 for 169 assistant professors on a 12-month basis; \$9,246 for 189 instructors on a 10-month basis; and \$11,216 for 78 instructors on a 12-month basis.

High and low colleges were:

Professors, 10-month basis: Business, high with 47 professors averaging \$19,165; University College, low with 56 professors averaging \$15,934.

Professors, 12-month basis: Business, high with nine professors averaging \$23,303; home economics, low with 11 professors averaging \$18,761.

Associate professors, 10-month:

Business, high with 13 associate professors averaging \$14,600; arts and letters, low with 69 associate professors averaging \$12,426.

Associate professors, 12-month: Engineering, high with four associate professors averaging \$18,087; home economics, low with eight associate professors averaging \$15,144.

Assistant professors, 10-month: Business, high with 21 assistant professors averaging \$13,109; arts and letters, low with 74 assistant professors averaging \$10,801.

Assistant professors, 12-month: Education, high with 16 assistant professors averaging \$13,992; separately organized departments (including the