

Faculty helped plan the budget

By GENE RIETFORS
Editor, Faculty News

Faculty involvement in preparing the University's current budget was more extensive than ever before, even though there are indications of misunderstanding — even dissatisfaction — over 1970-71 faculty pay increases.

The new budget, passed at last month's Board of Trustees meeting, calls for an average faculty salary increase of 7.5 per cent — 7.8 per cent for teaching faculty and 5.9 per cent for administrative faculty.

A July 24 statement by the MSU chapter of the American Association of University Professors said that "both the general public and the MSU faculty have been misled by statements issued by the Office of the Provost . . . to the effect that faculty salaries would be increased on the average of 7.8 per cent.

"On the basis of an admittedly incomplete survey of colleges and departments, it appears that many departments and colleges are to receive increases averaging well below 7.8 per cent, and they have raised some doubts about the accuracy of the reported figure."

Chapter President Sigmund Nosow, professor of labor and industrial relations, said the statement was based not on dissatisfaction with salary increase amounts, but on concern about confusion over the distribution of money within the system.

He said that administrators could be put in untenable positions if they have no rationale for how the increases were distributed.

"We know that the administration and the trustees did their best to get equitable increases for the faculty," Nosow added, "but we are concerned that people are not getting an accurate picture of how the raises were distributed."

AAUP Secretary Frank Blatt, professor and chairman of physics, said many persons had tied faculty salary increases to the student tuition hike — "a regrettable connection." He said that responsibility for higher tuition should be placed with the legislature and not at the doorstep of faculty.

* * *

PROVOST JOHN E. Cantlon, while declining to release information detailing the distribution of raises, emphasized that this year's increases at MSU were the highest among Big Ten universities.

"We checked," he said, "and found that we're substantially above every other school." The only exception is Northwestern University (partially private), which does not share its salary information, Cantlon said.

He said that faculty in some departments received above - average raises to offset some long - standing inequities. In addition, a number of faculty on 12-month appointments received disproportionate increases to bring their salaries into line with those of some persons on 10-month status.

Cantlon pointed out that the legislature appropriated funds to MSU

(Continued on page 4)

MSU Faculty News

Vol. 1, No. 34

Aug. 11, 1970

AC meeting dates are set

The 1970-71 year's first Academic Council meeting will be held on Oct. 6, according to the schedule of academic meetings released recently.

All regular meetings are scheduled to begin at 3:15 p.m. in the Con-Con Room of the International Center. Other Council meetings dates are Nov. 3 and Dec. 2 in 1970; and Jan. 12, Feb. 2, March 2, April 6, May 4 and June 1, all in 1971.

Academic Senate meetings are scheduled for Nov. 18, 1970, in Fairchild Auditorium and May 19, 1971, in Anthony Auditorium. Both meetings will begin at 4 p.m.

Meetings for the Faculty Steering Committee are scheduled as follows (all at 4 p.m. in Room 443-C, Administration Building): Sept. 28, Oct. 26, Nov. 9 and 23, Jan. 4 and 25, Feb. 22, March 29, April 26, and May 10 and 24.

Some offices will stay open 12 to 1

In an attempt to provide expanded service beginning this fall, several University offices will remain in operation during the lunch hour, from noon until 1 p.m. daily.

A newly constructed information window in the lobby of the Student Services Building will handle questions relating to student affairs. The Office of Financial Aids will remain open, and the Counseling Center will provide some form of service through the lunch hour this fall.

The Office of the Provost will maintain telephone coverage of all offices, and Room 443 in the Hannah Administration Building will remain open for messages and material drop-off.

Room 250 in the Administration

Building will be a point of information, referral and appointment - scheduling for the offices of the registrar, and admissions and scholarships.

* * *

AS PREVIOUSLY announced, divisions in the comptroller's office directly serving the public and students will remain open. These include: Student fees and scholarship payments; student, faculty and staff identification cards; accounts receivable; staff benefits; payroll; bookkeeping; and voucher audit. The cashier's division will remain open from 8:15 a.m. until 4:15 p.m.

The Research Contract Office and the Office of Vice President for Business are studying the possibility of remaining open.

The Graduate Studies Office is open through the lunch hour.

Creating an environment in chemistry

Despite being tagged with such labels as "disadvantaged" and "marginal" a group of undergraduates was able this year to bring its collective classroom work in MSU's regular introductory chemistry courses up to a satisfactory level.

The chief reason is a new program called TAC — Tutorial Assistance in Chemistry — which provided favorable outcomes not only for the students receiving help, but for their graduate tutors as well.

Six graduate students provided

tutoring for freshmen and sophomores whose total ranged from a high of 88 in the winter to a 56 in the spring.

James B. Hamilton, assistant professor of chemistry, conceived and directed the program. Mrs. Barbara Gunnings joined TAC in January as program coordinator.

About 80 per cent of the participants were either black or female. Few were chemistry majors, although most aspired toward careers in life science or engineering. And nearly all had chemical

placement scores that classified them as "high-risk" students.

Samplings of the group during fall and winter terms indicated that students were able to raise their grades after a term of TAC participation.

* * *

THE PROGRAM offered separate, expanded recitation sessions to help TAC students sharpen such skills as studying, note - taking and note - organizing and exam - taking.

They met in groups of six with a tutor for two hours a week, sandwiching the

tutoring sessions among their regular chemistry courses. The program had no remedial aspects to it, Hamilton emphasizes.

TAC was conducted during the day, Mrs. Gunnings says, because "that is when the students are here. We need to tutor them before they get back to their dormitories, since they would be less likely to come back at nights for this work."

Computer outputs were posted weekly so that students could trace their standings in the regular courses.

* * *

JACK B. KINSINGER, professor and chairman of chemistry, points to a major strength of TAC: "We are not operating any special courses or courses that aren't up to full standards. We have a program that helps students reach the level of our courses. And this program shows that they can do it, even though it may take them more than one term."

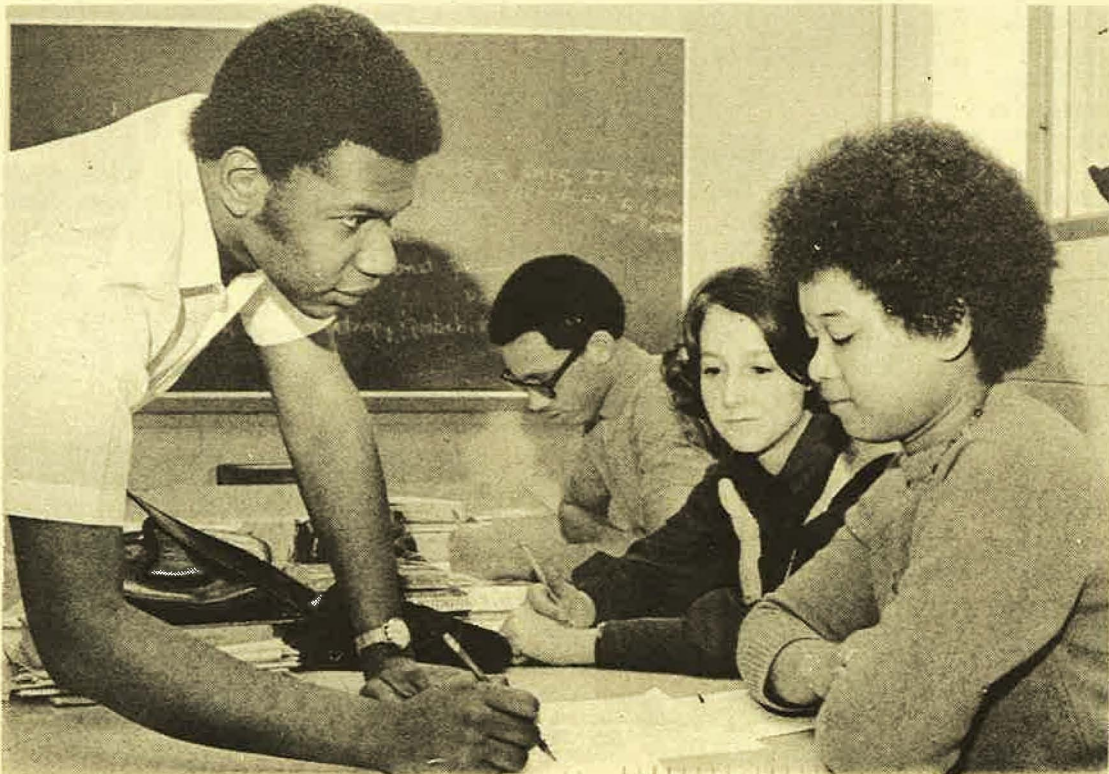
The reason TAC is so important now, Hamilton points out, is that there are many students who, with some help and support, can make it in regular college courses. But without such help, he says, "we're consigning them to defeat."

Many co-called "disadvantaged" students seem to opt for study in the social sciences, but Hamilton says that there is relevancy to chemistry, too.

"If we can help produce three or four doctors, or some nurses, or food technologists, then this program has paid for itself.

"These students have been turned off

(Continued on page 2)



Project TAC:
Graduate student
David Morris gives
help for chemistry
undergraduates —
"Experimental
programs must
feed ideas into
the regular program."

To avoid discrimination

Faculty women offer their ideas

By BEVERLY TWITCHELL
and
AUDREY SHANE

One reason for the difficulty in measuring the extent of discrimination against women faculty on this campus may be the fact that the women themselves offer varied definitions of discrimination.

Some say they can cite concrete examples of discrimination; others say the problem is hard to pin down because it is attitudinal.

Discrimination at the University is psychological, more in ideas and values than in practice, says Rose Hayden, instructor in romance languages and assistant to the director of the Latin American Studies Center. She describes the men here as more "cerebral than psycical," and she says critics here are "brilliantly sarcastic and can use verbal demoralization tactics."

But Mrs. Hayden, like many of her female colleagues, places the responsibility for some discrimination squarely on the woman: "If you don't want to be treated as a woman, you have to become a person."

"Women are the quickest to censor me," she said, "because I deviate from their norm. Women are their own worst enemies."

But men are solicitous toward women, she said. "They don't believe separate means equal."

She says she has not been patronized, "but then again, I'm pretty tough."

"You always encounter people who do not take you seriously. But you can make a situation work for you. I am reacted to as a woman because I act like a woman, without using it."

Women will not have legal and moral security until they can control their own biological fates, Mrs. Hayden said, and so she supports birth control and abortion reform.

She calls for removing the notion that a woman holding a job means that job is taken away from some man. But women must be as mobile and committed to a job as a man would be, she said.

And she points out the situation where a woman is considered "pushy and aggressive" while a man in the same situation is considered "upcoming, promising."

* * *

IF DISCRIMINATION does exist on the campus, what should be done?

Dorothy Arata, professor of human development and associate director of the Honors College, pointed out what she called the danger of the women's liberation movement, because she is "violently opposed to separatism" as a solution to the problem.



DOROTHY ARATA



RITA ZEMACH

She did suggest "visibility and vocalness" for and by women — placing women in visible posts, not only because they are females, but also because they have competencies.

The problem of socialization was addressed: Ellen Mickiewicz, associate professor of political science, said that individuals, boy or girl, ought to be allowed to develop all potential, and Vera Borosage, associate professor of family and child sciences, said an attitude of equality must be stressed in child-rearing.

* * *

IN TERMS of Michigan State, the women offered suggestions in three general categories: Solutions for the departments, for the classroom and for the University in general.

Jane Smith, professor and director of advisement in Lyman Briggs College, said that being conspicuous is not suitable — women shouldn't make scenes, or force men into positions where they feel threatened or coerced.

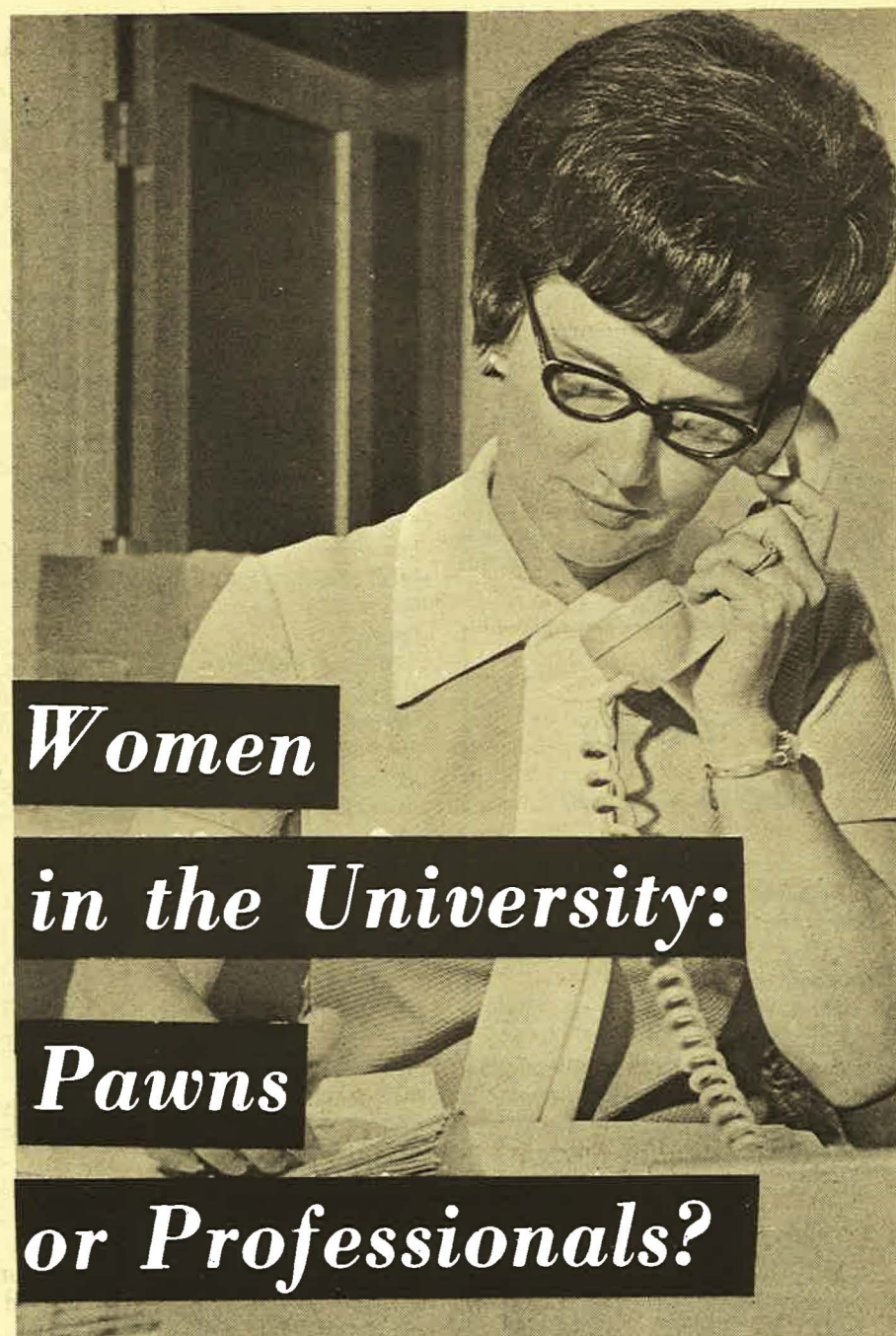
"The greatest contribution I can make as a woman," said Mary Gardner, associate professor of journalism, "is to do a good job and have some impact on the generations coming out of here."

Edna Rogers, instructor in social science, said that self-awareness is a way to make the system different.

She suggested making the analogy in classrooms between the women's and the civil rights movements.

In the departments, a systematic examination should reveal promotion practices and pay scales, Lou Alonso, associate professor of elementary and special education, said.

"The boys may get upset," she said, "but it makes girls aware, and that is sort of upsetting. Girls are saying, 'I never realized how much I have



Women

in the University:

Pawns

or Professionals?

Final in the series

taken on the social definitions that have been handed down to me."

To refuse the majority definition (like "black is ugly," she said) is one of the larger weapons of minorities.

"On college campuses we are touching only a small proportion of people," she said, "but the more we talk about it, the less willing women will be to accept the social definition."

* * *

THERE WAS A suggestion for data collection by the University, asking where graduates go in professional fields, how long they stay, how they are promoted (by sex?)

Mrs. Alonso, said MSU should examine the rank of women faculty all across the University, utilizing the same kind of "crash program" as directed at evaluation of admission requirements for members of racial minorities.

Rita Zemach, assistant professor of electrical engineering and systems science, said the University should have some way to "monitor the system," to keep track of data, but to use more than data, to look into situations.

The recently established Committee Against Discrimination (of which Mrs. Zemach is a member) be that body.

Rose Hayden suggested that if the University wanted to remove one aid to discrimination, all application forms, whether for admissions, hiring, promotion, salary raises or tenure, should have no references to sex, either by designation, picture, or by first name. She suggested only the surname and social security number be used.

Project TAC . . .

(Continued from page 1)

up to now. TAC is an attempt to turn them back on."

He describes the program as an attempt to create a new environment for the participants. "So far," Hamilton says, "It has has a positive impact on these students. It has made them aware of chemistry, and they now view it differently."

* * *

TAC has turned on the tutors, too.

"We're able to involve graduate students who wouldn't otherwise have a chance to work with these kids," Kinsinger says. "Many of them will go on to become teachers, and this experience will have been most helpful."

The program resumes this fall, with continued help from the chemistry

department and anticipated assistance from the Office of Equal Opportunity Programs. And it will be further enhanced with the remodeling of two rooms in the Chemistry Building reserved for TAC, a small library of paperback texts, and the acquisition of some projectors and single-concept films.

Additionally, work in the program will be incorporated into regular chemistry teaching responsibilities, insuring more and closer faculty contact with TAC students.

"The challenge in an experimental program is what you do with it," Hamilton says. "It must feed ideas and innovations into existing programs. It is no good if the ideas it creates remain only within the experimental program."

U-College group awaits ruling

By DEBORAH KRELL
Interim Associate Editor

Within the debate of whether or not to organize the MSU faculty lies another question: How?

As faculty across the campus weigh the advantages of organizing or not organizing, some who favor collective negotiations have advanced to the reality of choosing a bargaining unit.

Among the pro - bargaining faculty, the "how to" question seems, at this point, to have two answers: Organize the whole faculty, regardless of field, or divide up into natural groupings, such as colleges.

Mary Tomkins, associate professor of American Thought and Language and president of the University College chapter of the Michigan Association for Higher Education (MAHE), said she believes the University College is an appropriate bargaining unit, and MAHE its agent.

The decision of whether to recognize the chapter as an appropriate bargaining unit for University College faculty is to be made before this fall by the Michigan Employment Relations Commission (MERC).

* * *

MRS. TOMKINS, silky - voiced with short - cropped hair and tomboyish exuberance, spoke of when the idea of organizing the University College faculty got rolling.

"Last year, there were five or six meetings of people who were interested in a union," she said.

"It was mostly the lower - paid faculty, from the liberal and fine arts.

"Then, it kind of lumped along — it

Faculty bargaining, page 4

was kind of footless, really," she continued.

Marvin Solomon, professor of natural science, put out a questionnaire to the faculty of the University College — "It was a last attempt to see if there were really any interest in a union," Mrs. Tomkins said.

And, to her astonishment, she said, "The returns were very favorable — quite a few came back."

* * *

IN FEBRUARY, University College faculty interested in organizing met to explore the possibilities and talked to people from the Michigan Education Association (NEA) representing its MAHE affiliate.

"After a couple of meetings, we put out cards asking for authorization to represent the University College faculty for collective bargaining purposes. The cards didn't commit anyone to the MEA — it was just a call for interest in having University College organized into a union," Mrs. Tomkins said.

In order to be recognized by the MERC as a possible bargaining agent for the University College, MAHE had to secure — and did get — signatures from 30 per cent of the University College faculty.

MAHE then submitted a petition for an election to MERC, and an election



Mary Tomkins: "Times do change."

— Photo by William Mitcham

judge certified the accumulated faculty signatures in early May.

* * *

ON MAY 27, MERC held a hearing on the issue and, Mrs. Tomkins said, "The AAUP showed up. They had gotten signatures from 10 per cent of the faculty and that qualified them to be there as an intervenor.

"Some people must have signed two cards — theirs and ours — which just means they want a union," Mrs. Tomkins said.

"Now the whole thing is in the hands of the commission (MERC)," she said. "I think it's a toss-up (on whether MERC decides the University College is an appropriated bargaining unit) — the decision has never had to be made before.

"In the event they (MERC) do decide in our favor, then the AAUP will be included in the election to decide who will be the bargaining agent for the University College," Mrs. Tomkins added.

Although she said she really doesn't care who wins the election — the union

is what is important — Mary Tomkins had a few words for the AAUP.

"Before the AAUP came along in 1915, the faculty had no organization to represent it and they had to take what they got — the faculty had little to say except in class and even then they could be bounced," she said.

"But," she added, qualifying, "times do change. Now the faculty needs an organization considerably tougher than the AAUP in this age of mass education."

She said she considers higher education faculty to be parasitic: "What the faculty does get is based on the union bargaining of secondary and elementary school teachers."

And she issued a challenge: "How much self - determination does a group have which cannot even have a voice in its own salaries?"

She said the AAUP "has done fine work" — but "it's being forced to change, or why would they have collected those signatures to qualify as an intervenor for the University College?"

32 elected to Council

Thirty - two newly elected members will assume office when the Academic Council opens its 1970-71 session on Oct. 6.

The newly elected members include ("R" denotes re-elected):

Agriculture and natural resources — James T. Bonnen (R), agricultural economics, David R. Dilley, horticulture; Robert K. Ringer, poultry science. Arts and Letters — Thomas H. Falk, German and Russian; Paul O. Harder, music; Sadayoshi Omoto (R), art; Frederick D. Williams, history. Business — Thomas L. Wenck, accounting and financial administration. Communication arts — Gerald R. Miller (R), communication. Education — W. Henry Kennedy (R), teacher education; Andrew C. Porter, counseling, personnel services and educational psychology; Wayne D. Van Huss, health, physical education and recreation. Engineering — Leo V. Nothstine (R), civil engineering. Human

ecology — Dena C. Cederquist, foods and nutrition.

Others newly elected to the Council are:

Human medicine — Leif G. Suhrland (R), medicine. James Madison College — Chitra M. Smith (R). Justin Morrill — Paul M. Hurrell. Lyman Briggs — Steven T. Spees Jr. (R). Natural science — James Bath, entomology; Henry G. Blosser, physics; James H. Fisher, geology; Non - college faculty - Jack Breslin (R), executive vice president; Melvin C. Buschman (R), continuing education; Gwendolyn Norrell, Counseling Center. Social science — Gordon J. Aldridge, social work; Alan P. Grimes, political science. University College — Albert E. Levak, social science; Robert L. Wright (R), American Thought and Language. Veterinary medicine — Glenn R. Waxler (R), large animal surgery and medicine. Steering Committee — Thomas H. Greer (R), humanities; Gordon E. Guyer, entomology; Dozier Thornton, psychology.

WKAR

Tuesday, Aug. 11
7:30 p.m. (FM) BOOKBEAT. With Leonard Slater, author of "The Pledge."
8:30 p.m. (FM) BOSTON SYMPHONY.
Wednesday, Aug. 12
11 a.m. (AM) BOOKBEAT. With Arthur B. Lewis, author of "Carnival."
1 p.m. (AM) LECTURE. "Problems of Population," Bernard Berelson.
8 p.m. (FM) BBC THEATRE. "The Knight of the Burning Pestle."
Friday, Aug. 14
10:30 a.m. (FM) THE GOON SHOW.
11 a.m. (AM) CONVERSATIONS AT CHICAGO. The Middle East.
1 p.m. (AM) LECTURE. First of five weekly programs from Wake Forest U. Family and Child Development Symposium.
Saturday, Aug. 15
1 p.m. (AM) URBAN CONFRONTATION. Jimmy Breslin.
2 p.m. (FM) OPERA. "Bartered Bride."
7 p.m. (FM) LISTENER'S CHOICE.
Sunday, Aug. 16
2 p.m. (AM-FM) CLEVELAND ORCHESTRA.
9 p.m. (FM) CONVERSATION. With pianist Vladimir Ashkenazy.
Monday, Aug. 17
1 p.m. (AM) LECTURE. George Will, "A Republican from Washington Talks Back."
8 p.m. (FM) OPERA. "Ariadne auf Naxos."
10:30 p.m. (FM) MUSIC OF TODAY. Virgil Thompson.
Tuesday, Aug. 18
8:30 p.m. BOSTON SYMPHONY.
Wednesday, Aug. 19
11 a.m. (AM) BOOKBEAT. James Dickey, author of "Deliverance."
8 p.m. (FM) BBC THEATRE. "Ross."
Thursday, Aug. 20
11 a.m. (AM) SPECIAL. The American Flag.
1 p.m. (AM) LECTURE. Paul Goodman on powerlessness.
Friday, Aug. 21
10:30 a.m. (AM) GOON SHOW.
1 p.m. (AM) LECTURE. "The Community's Stake in the Child."
Saturday, Aug. 22
1 p.m. (AM) URBAN CONFRONTATION. S.I. Hayakawa.
2 p.m. (FM) OPERA. "Samson and Delilah."
Sunday, Aug. 23
2 p.m. (AM-FM) CLEVELAND ORCHESTRA.
4 p.m. (AM-FM) FROM THE MIDWAY. "Americanizing the Indian."
7 p.m. (FM) SPECIAL "Organizing the Poor and Oppressed." Saul Alinsky.

WMSB

Tuesday, Aug. 11
7 p.m. SILENT HERITAGE: THE AMERICAN INDIAN. The uncertain future of the American Indian.
Thursday, Aug. 13
7 p.m. HERE, THERE AND EVERYWHERE. WMSB on location.
Friday, Aug. 14
12 noon BLACK JOURNAL. The black athlete.
1 p.m. CONVERSATIONS. Sir Roland Penrose, friend of Picasso.
7 p.m. ON BEING BLACK. "Liberty," a drama focusing on penal life.
Saturday, Aug. 15
12:30 p.m. WHERE DO WE GO FROM HERE? A variety - talk show produced by teens.
Sunday, Aug. 16
11 a.m. EVENING AT POPS. American soprano Veronica Tyler.
1 p.m. THE FORSYTE SAGA.
2:30 p.m. CHICAGO FESTIVAL. Red Garter Banjo Band.
3 p.m. SCIENCE AND SOCIETY. Jonas Salk.
3:30 p.m. NET FESTIVAL. Indian culture and life, Bombay to Calcutta.
4:30 p.m. NET JOURNAL. Hiroshima Nagasaki bombings.
10 p.m. EVENING AT POPS. Guitarist Chet Atkins.
11 p.m. NET PLAYHOUSE. Sir John Gielgud stars, "The Mayfly and the Frog."
Tuesday, Aug. 18
1 p.m. PORTRAIT IN . . . Filmmaking.
7 p.m. THE SURREALISTS. James McConnell, MSU art department.
Wednesday, Aug. 19
12 noon THE FORSYTE SAGA. Repeat.
1 p.m. MAGGIE AND THE BEAUTIFUL MACHINE.
7 p.m. RECITAL HALL. Violinist Jerrie Lucktenberg and harpsichordist Goerge Lucktenberg.
Thursday, Aug. 20
12:30 p.m. MAN IN THE MIDDLE.
7 p.m. HERE, THERE AND EVERYWHERE.
Sunday, Aug. 23
11 a.m. EVENING AT POPS. Guitarist Chet Atkins.
1 p.m. THE FORSYTE SAGA.
2 p.m. A CONCERT AT THE VINEYARD. The Beaux - Arts String Quartet.
3:30 p.m. NET FESTIVAL. A documentary on Islam.
4:30 p.m. NET JOURNAL. Former Vice President Humphrey and Asian experts explore China's role in the '70s.
10 p.m. EVENING AT POPS. Gershon Kingsley and his musical computers.
11 p.m. NET PLAYHOUSE. "Unman, Wittering & Zigo."
Monday, Aug. 24
7 p.m. WHERE DO WE GO FROM HERE?

MSU Faculty News

Editor: Gene Rietfors
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Editorial Office: 296-G Hannah Administration Building, Michigan State University, East Lansing 48823, Phone 355-2285.
Published weekly during the academic year by the Department of Information Services.
Second-class postage paid at East Lansing, Mich. 48823.



Business is good

Traffic has been brisk to the swimming pool at the new Faculty Club, with a daily average of about 400 persons using the pool since its opening last month. The pool is open from 10 a.m. to 9 p.m. daily except Monday. Faculty Club membership information is available from Howard Zindel, professor and chairman of poultry science.

Photo by Bob Smith

Faculty helped . . .

(Continued from page 1)

this year based on about a 5 per cent faculty salary increase, and that additional funds had to be squeezed from other areas of the University's budget to bring the average figure up to its present level.

* * *

THE ACTING chairman of the University Faculty Affairs Committee, Donald K. Anderson, (professor of chemical engineering), said that his group spent nearly a year drawing up proposals for faculty compensation and working with the administration to modify those proposals.

Initially, the faculty affairs committee proposed an increase of about 20 per cent to cover the rising cost of living, to bring MSU salaries up in Big Ten comparisons, to reward merit and to increase fringe benefits.

This figure was later lowered to 14 per cent, according to Thomas H. Patten, professor of labor and industrial relations, and chairman of the FAC's subcommittee on compensation.

When it learned that a 1970-71 faculty salary increase of only 5 per cent was possible, the FAC met with the Administrative Group in June to reaffirm its contention that higher increases were necessary.

Faculty affairs committee spokesmen also wrote to Board Chairman Don Stevens, urging acceptance of 14 per cent increases and warning that raises in the 5 to 6 per cent area would be insufficient.

ANDERSON dismisses some of the concern over this year's salary increases. He said it would be "naive to think that an average raise is an across-the-board-raise."

He said he could understand the administration's reasoning in dispensing increases this year. "They had to erase some serious inequities in some colleges, and as a result more colleges were probably below the average than were above it."

The fact that the University was able to bring the faculty increases up to 7.5 per cent, over the rumored 5 per cent figure, made the FAC aware that someone was trying, Anderson added.

Both he and Patten said that problems still exist with faculty salaries. Anderson said that full professors are worse off than assistant professors in comparison with Big Ten salary averages. And he expressed hope that next year's budget would have funds to provide merit raises significantly above the cost of living rise.

Patten acknowledged unprecedented faculty involvement in this year's budget process, but he said the most important consideration is the result.

"We had hoped for more than we got this year," he said, "and we hope to do better next year. If we're going to provide some merit increases in the future, beyond 10 per cent, for instance, we'll have to look for more money from the legislature or from student fees."

Faculty bargaining: Some see it coming

Apparent confusion surrounding some aspects of the 1970-71 salary increases, plus growing concerns over public support for higher education, may be creating a climate favorable for renewed efforts to establish collective bargaining among MSU faculty.

That is the view of some observers here who point to several indications of increased faculty interest in organizing.

One event many are awaiting is a ruling by the Michigan Employment Relations Commission on a petition from a faculty group in the University College. The University College group is a chapter of the Michigan Association for Higher Education (MAHE), seeking designation as an "appropriate bargaining unit" for the college's faculty.

If that ruling, expected later this month, is favorable, then MAHE will seek to organize other units of the University and combine them into a campus-wide organization, according to Charles L. Belknap, higher education consultant for the Michigan Education Association (of which MAHE is a department). University officials are concerned that if the commission's ruling is in favor of the MAHE chapter, then it could conceivably open the door to separate bargaining units for every college on the campus.

* * *

COMPLICATING THE organizational picture here is the existence of two MAHE affiliates: The 10-member chapter in the University College and an MSU district, which is the original MAHE group on the campus and which currently claims about 30 members.

Another, less formal group, the Professors' Organizing Committee, has indicated interest in collective bargaining. The American Association of University Professors so far has sought means other than bargaining to involve faculty in budgetary matters.

Peter G. Haines, professor of

secondary education and curriculum, and president of MSU's MAHE district, says his group will conduct a membership drive this fall to try and involve more faculty in determining whether collective bargaining is desirable.

Haines said he doesn't minimize the importance of salary and benefits to faculty, but he adds: "I hope all of us will see our unit as a vehicle to the improvement of education here, and across the state and nation."

Haines wrote to Board of Trustees Chairman Don Stevens last month, underscoring his group's concern that faculty salaries be increased significantly to insure retention of promising teachers and to restore lost morale and confidence among the faculty.

* * *

MAHE ALREADY represents faculty

at Central Michigan University and is trying to organize faculty at Eastern Michigan University. (Elsewhere, the City University of New York faculty is affiliated with the National Education Association and faculty at the University of Wisconsin, Whitewater, has been organized by the Teamsters.)

Belknap said he is disturbed about this year's "treatment of higher education in the legislature." In a recent meeting with MAHE district officers, he suggested that faculty will need to get together to make their voices heard by lawmakers.

He reported that membership in MAHE has grown from a low of 976 four years ago to more than 1,400 this year, and has become the agent for Central Michigan and for 15 Michigan community colleges.

He predicts that some organization

will represent MSU faculty within a few years.

* * *

EINAR HARDIN, professor of labor and industrial relations who did a salary study earlier this year for the AAUP, admits hearing more talk of collective bargaining, but he says he has mixed feelings toward it.

He pointed out that the faculty have had substantial participation in University decision-making, participation they might not retain if, for example, the AAUP were to become an agent for bargaining.

"Faculty are involved in the types of decisions here that do not involve unions in private industry," he said. "I cannot classify myself among those who want collective bargaining."

— GENE RIETFORS

Faculty honors, projects

DAVID BELL, assistant professor of political science, is a coeditor of "Nationalism and the American Revolution: Issues in Politics and Government," published by Houghton Mifflin. Other editors are Karl Deutsch and Seymour Lipset.

HERBERT BERGMAN, associate professor of American Thought and Language, has received a research grant from the Center for Editions of American Authors. The funds are provided by the National Endowment for the Humanities, National Foundation on the Arts and the Humanities.

M. RAY DENNY and STANLEY C. RATNER, both professors of

psychology, are coauthors of a revised edition of "Comparative Psychology: Research in Animal Behavior" (The Dorsey Press, 1970). A companion work, "Study Guide and Method Manual for Comparative Psychology," is by Ratner and RALPH L. LEVINE, assistant professor of psychology.

ALAN W. FISHER, assistant professor of history, is the author of "The Russian Annexation of the Crimea, 1772 - 1783," published in April by the Cambridge University Press.

LAWRENCE J. GIACOLETTO, professor of electrical engineering, has written the book, "Differential Amplifiers." It was published in April by Wiley - Interscience, a division of John Wiley & Sons.

JOHN T. GULLAHORN, professor in sociology and in the Computer Institute for Social Science Research, is president-elect of the Midwestern Society of Multivariate Experimental Psychology. His wife, JEANNE E. GULLAHORN, associate professor of psychology, is secretary-treasurer.

TIMOTHY HENNESSEY, assistant professor of political science, is one of 20 faculty members in the U.S. selected for a Ford Foundation Research Fellowship. It provides a leave of absence for 1970-71.

ARMAND L. HUNTER, director and professor of continuing education, is the new secretary of the National University Extension Association. He was elected at the group's annual meeting.

