

DOCUMENT RESUME

ED 115 140

HE 006 838

AUTHOR Julius, Daniel J.; Allen, John C.
 TITLE Collective Bargaining in Higher Education. Bibliography No. 3.
 INSTITUTION City Univ. of New York, N.Y. Bernard Baruch Coll. National Center for the Study of Collective Bargaining in Higher Education.
 PUB DATE Apr 75
 NOTE 173p.
 AVAILABLE FROM National Center for the Study of Collective Bargaining in Higher Education, Baruch College/CUNY, 17 Lexington Avenue, New York, New York 10010

EDRS PRICE MF-\$0.76 Plus Postage. HC Not Available from EDRS.
 DESCRIPTORS Affirmative Action; *Annotated Bibliographies; Arbitration; Authors; Bibliographies; *Collective Bargaining; Collective Negotiation; Court Litigation; *Higher Education; Industrial Relations; *Labor Legislation; *Negotiation Agreements; Reference Materials

ABSTRACT

This bibliography represents the latest in a series of publications which expand coverage of retrospective and current references regarding labor relations that affect the numerous constituencies within higher education. The compilation includes 992 citations with reference to: (1) Affirmative Action, (2) Arbitration Awards, (3) Court Cases, (4) NLRB Decisions, (5) PERB Decisions, and (6) State and Federal Legislation. Included among the references are books, journals, newsletter articles, unpublished speeches and research, as well as relevant material from the Government Relations Report (GERR), and Labor Relations Reference Manuals (LRRM, LRR). The document includes an Author-Person Index and a Keyword-Subject Index which provide cross reference to the user. (Author/JMF)

 * Documents acquired by ERIC include many informal unpublished *
 * materials not available from other sources. ERIC makes every effort *
 * to obtain the best copy available. Nevertheless, items of marginal *
 * reproducibility are often encountered and this affects the quality *
 * of the microfiche and hardcopy reproductions ERIC makes available *
 * via the ERIC Document Reproduction Service (EDRS). EDRS is not *
 * responsible for the quality of the original document. Reproductions *
 * supplied by EDRS are the best that can be made from the original. *

ED115140

Collective Bargaining in Higher Education

Compiled by
Daniel J. Julius and John C. Allen

With Reference to:

- Affirmative Action
- Arbitration Awards
- Court Cases
- NLRB Decisions
- Public Employee Relations Board Decisions
- State and Federal Legislation
- Keyword Index

Bibliography No. 3

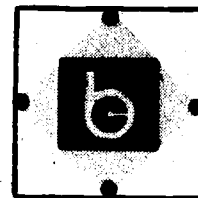
April 1975

U.S. DEPARTMENT OF HEALTH,
EDUCATION & WELFARE
NATIONAL INSTITUTE OF
EDUCATION

THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY.

PERMISSION TO REPRODUCE THIS COPYRIGHTED MATERIAL BY MICROFICHE ONLY HAS BEEN GRANTED BY *National Center for the Study of Collective Bargaining* TO ERIC AND ORGANIZATIONS OPERATING UNDER AGREEMENTS WITH THE NATIONAL INSTITUTE OF EDUCATION. FURTHER REPRODUCTION OUTSIDE THE ERIC SYSTEM REQUIRES PERMISSION OF THE COPYRIGHT OWNER.

National Center for the Study of
Collective Bargaining in Higher Education
Baruch College-CUNY



2

HE 016 838

**COLLECTIVE BARGAINING
IN HIGHER EDUCATION**

Bibliography No. 3

April, 1975

Compiled by Daniel J. Julius
and John C. Allen

Further reference to the bibliographies in Volume 2 (1974) of the National Center's Newsletter is unnecessary, since citations have been cumulated herein. In addition, some 560 references not in the Newsletter have been added.

References in this bibliography have not been included in earlier volumes.

© 1975

by the National Center for the Study of Collective Bargaining in
Higher Education - Baruch College/CUNY
17 Lexington Ave., New York, N.Y. 10010

212-725-3390

Portions may be reprinted by giving the Center credit and forwarding a copy of the reprint to the Center.

P R E F A C E

Since our inception in the summer of 1972, the National Center for the Study of Collective Bargaining in Higher Education has developed a series of publications and information exchange structures which will move us toward the goals set forth in our conceptual statement. Our annual conferences now draw an audience from a wide area within the continental United States, Hawaii, Puerto Rico and Canada. Statistics developed by the Center's library are regularly used by the Chronicle of Higher Education and other national publications. Our Newsletter has a growing subscription list. Our computerized contract file and other primary source data provide aid for those who are preparing for bargaining or doing contract content research.

In keeping with our responsibility to serve as an information clearinghouse, the Third Annual Bibliography, Collective Bargaining in Higher Education, April 1975, represents the latest in a series of publications which expand coverage of retrospective and current references regarding labor relations that affect the numerous constituencies within higher education.

This compilation includes citations to NLRB and Court Rulings, PERB Decisions, and Arbitration Awards. Included among the references are books, journals, newsletter articles, unpublished speeches and research, as well as relevant material from the Government Employee Relations Report (GERR), and Labor Relations Reference Manuals (LRRM, LRR).

All National Center bibliographies include an Author-Person Index and a Keyword-Subject Index which provide cross-references to the user. The reader may also note that references are made to

citations not included in this bibliography but indexed in the Center's other publications: Collective Bargaining in Higher Education Volumes I and II (April 1973 and 1974); and Higher Education Collective Bargaining: Other Than Faculty Personnel, Volume I (December 1974). (Such topics include state and federal legislation, pensions, affirmative action, arbitration procedures, etc.)

Large quantities of research and litigation material are generated each month and merely keeping abreast is a full-time occupation. Readers are, therefore, encouraged to supplement the present bibliography with other Center publications to gain additional information into selected and related areas of concern.

Information detailing the National Center's publications, services and contract file and computer system is incorporated at the end of this bibliography.

Additions and corrections to this bibliography are appreciated. The Center solicits copies of published and unpublished material to be included in future bibliographies, or for publication in the Center's Newsletter. We would welcome reprints of all appropriate articles, briefs, arbitration/fact-finding awards, NLRB, PERB decisions, etc.

No preface is complete without acknowledgement by the authors of the assistance and efforts of our fellow employees. We appreciate the advice and encouragement we received from Dr. Thomas Mannix, Acting Director of the Center; the supervision of clerical and administrative matters by Mrs. Evan Mitchell; and the typing of the manuscript by Carol Kenny, Annie Polite and Mary Ziegler.

TABLE OF CONTENTS

	<u>Pages</u>
Author - Person Index.....	A.i - A.vi
Keyword - Subject Index.....	K.i - K.xxix
Academic Freedom.....	1, 73-74
Administration.....	1-2, 74
Administration - No Union Position Papers.....	2
Affirmative Action.....	2-6, 74-76
Agency Shop.....	6
Agents.....	6-9, 77-78
Arbitration Awards.....	9
Arbitration Awards (Alphabetical by State)....	9-12, 78-81
Arbitration/Fact-Finding Awards (Alphabetical by State)....	12, 81-82
Arbitration Procedures.....	13-15, 82
Bargaining Units.....	15
Bibliographies.....	16
Carnegie Commission Reports.....	16
Collective Bargaining.....	17-22, 82-84
Collective Bargaining - International.....	22
Collective Bargaining - Students.....	84-85
Collegiality.....	85-86
Contracts.....	86-88
Contracts, Contents of.....	22-23, 88
Court Cases.....	23-24
Court Cases (Alphabetical by State).....	24-30, 89-95
CUNY.....	30, 95
Day Care Centers.....	30
Directories.....	30-31, 95
Discrimination.....	31
Dispute/Impasse Resolution.....	31
Duty to Bargain.....	31
Employment.....	32, 96
Employment Practices.....	96
Equal Employment.....	32, 96-97
EEOC Decisions.....	97
Faculty.....	33
Faculty Attitudes.....	98
Faculty Rights & Responsibilities.....	98
Finances.....	98
Financing Collective Bargaining.....	98
Fringe Benefits.....	33
Governance.....	33-35, 98-99
Governance - Student Participation.....	99
Grievance Procedures.....	99
Health Insurance.....	35-36

Impasse Resolution.....	36
Law.....	99
Legislation.....	100
Legislation - Federal.....	36-39, 100
Legislation - State.....	39-40, 101
Legislation (Alphabetical by State).....	40-41, 101-102
Maternity Leave.....	42, 102
Mergers.....	103
Negotiations.....	42, 103
Neutrals.....	103
NLRB Decisions.....	43
NLRB Decisions (Alphabetical by State).....	43-46, 103-106
NLRB - Health Care.....	46
Open Admissions.....	46-47
Pension Legislation.....	48-51
Pension Plans.....	51, 106
PERB Decisions (Alphabetical by State).....	51-53, 106-111
Performance Evaluation.....	53, 111-112
Personnel Files.....	112
Personnel Relations.....	53
Prepaid Legal Services.....	54
Productivity.....	54, 112
Public Sector Labor Relations.....	54-55, 112-113
Retirement.....	55-56, 113
Retrenchment.....	56-58, 113-114
Sabbatical Leaves.....	58, 115
Salaries.....	58-60, 115-116
Scope of Negotiations.....	60
Strike Rights.....	116
Strikes.....	60-62, 117
Student Employment.....	62, 117
Student Rights.....	117
Students.....	62-63
Television.....	63-64
Tenure.....	64-66, 117-119
Trustees.....	120
Union Security.....	67
Unions.....	67-69, 120
Women.....	70-72, 120-123
Workload.....	72, 123
Proceedings of the National Center's Second Annual Conference, April, 1974	124
Bibliographic Sources.....	125
Addresses of Associations and Publications....	126-127
Publications of the National Center.....	128

National Center Services	
Photocopying.....	129
Reference Service.....	129
Faculty Contract File and Computer System.....	129
An Invitation to Join the National Center.....	130

AUTHOR - PERSON INDEX

Numbers refer to specific citations.

Aboud, G. S. -396	Begin, J. P. -127, 648	Bylsma, D. -240
Adams, S. -11	Bender, M. -13	Caffrey, J. -768
Adell, B. I. -168	Benewitz, M. C. -95-96, 408 -865, 986	Caldwell, E. -759
Aiken, R. J. -568	Berrodin, E. F. -97	Carr, R. K. -156
Alexander -182, 190-192, -749-750	Bierstedt, B. -128	Carter, A. -229
Allen, J. C. -114	Birnbaum, R. -452, 989	Carter, D. D. -168
Allshouse, M. F. -489	Blackburn, R. -240	Carter, R. S. -3
Anderson, G. L. -235	Blakely, E. J. -580	Centra, J. A. -863
Andringa, R. C. -778	Bloodgood -184	Chambers, M. M. -292
Anello, M. -573	Boffey, P. M. -14, 562	Chanin, R. H. -166
Arden, E. -537	Boland, W. R. -569	Clark, R. T., Jr. -415
Balderston, F. E. -241	Bond, L. -129	Coan, J. -185, 188-189
Baldrige, J. V. -569	Bonham, G. W. -424	Coe, A. C. -130, 668
Balke, W. M. -125	Brennan, P. J. -97, 283, 286	Cohen -309, 795-796, -798, 800
Barber, N. -11	Buder, L. -217	Colbert, J. G. -672
Barton, F. -228	Bunzel, J. H. -563	Cope, R. G. -860
Baum, J. -538	Burkhart, R. C. -859	Corson, J. J. -241, 769

Cox, C. E. -917	Duffey, J. D. -532	Furniss, W. T. -538, 542
Crane, W. J. -644	Dugger, R. -243-244 -255	Gehring, D. D. -482
Creasy, J. -236	Dungan, R. A. 204, 716	Gilinsky -206, 721
Cross, J. G. -134	Duryea, E. D. -156	Goldblatt, H. -111
Cutter, W. B. -483	Edwards, H. T. -415	Golden, A. -104
Davenport, J. -198	Ehrlich, G. -485	Goldenberg, S. B. -169
Dawes -712	El-Khawas, E. H. -476	Gould, S. B. -770
DeBold, R. C. -242	Epstein, L. D. -245	Gould, S. L. -874
DeCrow, K. -539	Evans, J. -764	Graham, D. L. -650
DeFunis, M. -29, 213-214, -732-736	Fard -724-725	Graham, P. A. -538, 542
Deiulio, A. M. -484	Farley, E. -647	Grambsch, P. V. -123, 241, 246
Delene, L. M. -540	Fenske, R. H. -478	Griffiths -262
Dennis, R. E. -628	Feuille, P. -102	Gross, E. -123, 241, 246
Diener, T. -135	Fields, C. M. -19-25, 196- 197, 384, 443, -596, 799, 946- 948, 952	Gross, J. A. -99
Dileo, F. X. -692	Fisk, R. S. -156	Haak, H. H. -137
Doh, H. -136, 939	Foresi -505	Haehn, J. D. -138
Doherty, R. E. -396	Forsythe, E. J. -623	Hammond, K. R. -125
Dorfman -209		Hampton, R. E. -265, 275-6, -785

Hanson, H. P. -122	Hurst, J. -8	Kauffman, J. F. -250
Haslam, C. L. -247	Hyman, L. W. -653	Kelly, T. E., Jr. -178
Haug, M. R. -139	Ianni, L. -141	Kennedy, E. -262
Hayakawa, S. I. -759-760	Ingraham, M. H. -418	Kennedy, R. E. -312, 983
Healy, C. -706	Irish, H. -647	Kerr, C. -120, 124
Healy, T. S. -341	Jacobs, A. B. -636	Kershaw, J. A. -506
Heilbron, L. H. -938	Jaffe, I. B. -919	Kheel, T. W. -979
Helsby, R. D. -270	James, D. -706	Kibbee, R. J. -739-740, -929, 931
Hilgert, R. L. -154	Jaroch -737	Kinzer, J. L. -476
Hixson, R. A. -651	Jenkins, E. -419, 427	Kirp, D. L. -214
Hobart, T. -28	Jenny, H. H. -420	Kleindienst, R. -726
Hodgkinson, H. L. -248, 765	Johnson, S. -136	Knox, W. B. -574
Hofstadter, R. -566	Johnston, R. J. H. -683	Korff, M. -251
Hood, W. L. -343	Johnston, T. L. -170	Krohn, B. -544
Hopkins, B. R. -249	Jongeward, D. -543	Kruytbosch, C. E. -771
Hopkins, D. S. P. -417	Julius, D. J. -114	Ladd, E. C., Jr. -156, 653
Hopkins, E. B. -960	Kaplowitz -194	LaFleur -309, 795-796, -798, 800
Horowitz, I. L. -766	Kaplowitz, R. A. -575	La Noue, G. R. -30, 497
Humphrey, N. D. -174	Katz, D. A. -891	

Lavin, D. E.
-338

Lee, D. B.
-633

Lehmann, D. L.
-215

Leslie, D. W.
-252, 908

Leslie, L. L.
-236

Lester, R. A.
31, 39, 43

Levin, J.
-930

Lewis, R.
-522

Lindsey, P. A.
-585

Lipset, S. M.
-156, 653

Lombardi, J.
-428

Long, G.
-102

Lozier, G.
-143

Lykken, D. T.
-711

Lyman
-583

Lynn, R. A.
-892

MacDonald, B.
-982

Maeroff, G. I.
-498, 920-
922

Magarrell, J.
-7, 123, 364,
-421-23, 445,
-893

Maloney, C.
-32

Maloney, H.
-923

Mandel, E.
-726

Mannix, T. M.
-986

Marian, B.
-767

Marshal, P. G.
-639

Marson, R.
-703

Mathews, L.
-736

McKersie, R.
-409

McKnight, W. E.
-314

McLean, S.
-254

Megel, C.
-266, 277

Megill, K.
-193, 916

Meirowitz, C.
-310

Menges, R. J.
-863

Mesker
-278

Messick, D. M.
-144

Metzger, W. P.
-567

Meyer, G. D.
-125

Middleditch, L. B., Jr.
-239

Miles, M. W.
-255

Miller, R. I.
-401, 861

Miller, W. F.
-256

Mintz, B.
-104, 145-146,
-653

Mitford, J.
-958, 966

Montes, R. S.
-75

Morgan, A.
-8

Morgan, E.
-586

Mortimer, K. P.
-143, 147

Murphy, M. A.
-107

Najita, J. M.
-113, 227,
-457, 512

Naples, C. J.
-654, 984

Netzer, N.
-10

Newton, D.
-237

Nicolau, G.
-627

Nielsen, R.
-148

Nigro, P. D.
-149-151

Nisbet, R.
-926

Nixon, R. M.
-258-9,
-262-3

O'Connell
-722

Ogawa, D. T.
-113, 512

O'Neil, R. M.
-180

Orze, J. J.
-665

Osborne, W. B.
-267

Paltridge, J. G.
-8

Parasoff
-704

Parenti, M. J.
-212

Pendrell
-728

Perry, C. R.
-730

Peterson, I.
-201, 499-501,
-549, 613-614
-655, 685-686,
-925

Platt, A. M.
-504, 932

Pottinger, S. J.
-230, 234

Powel
-231

Rauch, H. H.
-635

Reed, G. W.
-171

Riesman, D.
-926

Rios
-182

Roberts, J.
-928

Rodin, M.
-863-864

Romberg, P.
-760

Ross, S. D.
-552, 930

Rossi, A. S.
-961

Roth, D.
-216, 509,
-738

Sagnet, C. J.
-38

Sandler, B.
-550, 962

Schmitt, H. F.
-636

Schneider, S.
-981

Schoen, S. H.
-154

Schrems, J. J.
-507

Schurke, M. L.
-634

Schwartz, E.
-526

Scott, C. S.
-478

Scully, M. G.
-9, 39, 195,
-484, 487-8,
-496, 757,
-883-884

Selden, D.
-530, 805,
-940-943

Semas, P. W.
-5, 155-158, 205,
-210, 215, 294,
-324-325, 430-435,
-451-452, 470-473,
-502-503, 508,
-528-532, 615-616,
-656-657, 667, 669,
-784, 789, 810,
-877-878, 882,
-885-886, 904, 927,
-933-934, 941-942

Shanker, A.
-40, 514, 517,
-530, 533-534,
-741-742

Shark, A. R.
-666, 991

Shaughnessy, M.
-389

Shay, J. E., Jr.
-559

Shipka, T. A.
-980

Shipley
-729

Shulman, C. H.
-509

Sievert, W. A.
-41, 504-505,
-607, 977

Silber, J. R.
-506

Sinderman, R. P.
-509, 730

Sinowitz, B. E.
-553

Smith, R. A.
-415

Soltis, A.
-808

Spivak, J.
-658

Starr, P.
-481

Starr, S. F.
-975

Steinbach, S. E.
-600

Steinberg, R.
-160

Stent, A.
-556

Sterlacci, M. A.
-107

Stetson, D.
-286, 336, 416

Stevens, A. R.
-619

Stigler, G. J.
-571

Surowka, T. D.
-673

Sussman, M. B.
-139

Swenson, N.
-992

Taliaferro
-731

Tanimoto, H. S.
-264

Teple, E. R.
-110

Thomas, R.
-162

Thompson, B.
-647

Thompson, F.
-899

Thomson, A. W. J.
-161

Tice, T. N.
-115

Tobias, S.
-43

Treaster, J. B.
-44

Tunney, Senator
-407

Usery, W. J.
-289-90, 901

Van Alstyne
-527

Van Dyne, L.
-163

Van Eyck, O. K.
-156

Vladeck, J. P.
-987

Waes, R. V.
-506

Wallerstein, I.
-481

Walters, D. E.
-659, 671, 990

Warczak, C.
-710

Watkins, B. T.
-229

Weaver, J.
-45

Webb, H.
-647

Webber, C. M.
-265

Weinberger
-598

Wessel, R. H.
-164

Westervelt, E. M.
-864

Westman, C. R.
-988

Whaley, J. P.
-257

Whitmore, E. H.
-660

Williams, B.
-167

Williams, T. H.
-243

Winkler, K. J.
-47-48, 437, 968

Wise, H. 519

Wollett, D. H. -166

Woodcock -263

Woodring, P. -873

Yaffee, B. -111

Yates, M. -167

Young, D. P. -482

Yudof, M. G. -214

Yucker, H. E. -561

Zeller, B. -740

KEYWORD SUBJECT INDEX

- Absence, Coverage of
 - Arbitration Award 85
- Academic Freedom 1-6, 495, 562-72
 - Academic Judgment 563
 - Censure 5, 877
 - Concordia Lutheran Seminary 4, 564-5, 572
 - Contracts 680
 - Court Cases 6
 - Courts and 563
 - See Due Process
 - Faculty Code of Conduct 2
 - Legal Concept of 568
 - Permissiveness 562
 - Promotion 563
 - See Tenure
 - Trustees 3
- Academic Judgment 563
- Access of Information
 - Arbitration Award 629
 - Court Cases 704, 720, 730, 738
 - NLRB Decision 324
- Activism
 - See Faculty Power
 - See Militancy
 - See Students
- Adirondack Community College
 - Bargaining Unit 397
 - PERB Decisions 397
- Administration 7-10, 573-78
 - C.B. Strategy 654
 - Federal Employment Regs. 745-8
 - No Union Position Papers 10
 - See Personnel Admin.
 - Presidential Selection Protest 759-60
 - Presidents 9
 - See Search Committees
 - Selection of 250, 575
 - See Trustees
- Administration of Legislation 131
- Administrators
 - Affirmative Action 589
 - Agents 72
 - Challenge NLRB Jurisdiction 325
 - Contracts 691, 700
 - Governance 246, 248, 254
 - PERB Decisions 399
 - Performance Evaluation of 578
 - Salaries 446-7, 455
 - See Search Committees
 - Selection of 250, 575
 - See Senates
 - Strikes, Policy During 404
 - Tenure 501
 - Unit, Part of 399
 - Women 540
- Affirmative Action 11-49, 579-600, 777
 - Administrators 589
 - See Back Pay
 - Bonuses 48
 - Budget Cut Effect 583
 - Carnegie Report 31, 39
 - Case Study 580
 - See Contract Revocation
 - See Court Cases-Subject
 - See Deferral to Arbitration
 - See DeFunis in Aurthor Index
 - Directory on Recruitment 11
 - See Discrimination
 - See EEOC Decisions & Equal Employment
 - Fringe Benefits 588, 599, 875
 - Fringe Benefits & Sex 33
 - Guidelines 581, 588, 592, 594, 599
 - Handicapped 26
 - Layoffs v. Seniority 13
 - See Maternity Leave
 - Preferential Treatment 35
 - Quotas 21, 28, 35, 598
 - Recruitment Directory 11
 - Regulations 12, 15-6, 22, 25-6, 31, 33, 42-3, 745-6, 748
 - Regulations Enforced 946, 955
 - Retirement Benefits 875
 - See Salaries
 - Seniority v. Layoffs 13
 - Sex & Fringe Benefits 33
 - Sex Guidelines 588
 - Tenure Related to 497, 503
 - Training 40
 - Union Self Enforcement 17
 - Voluntary Compliance 17-8
 - See Women
- Agency Shop 50, 157, 762
 - Court Case 710
 - Legislation 302, 710, 783
 - Maintenance of Membership 512
 - PERB Decision 387, 857
 - See Service Fees
 - See Unions Security
 - Union Shop 512
- Agents 51-74, 601-621
 - Bargaining Unit Dispute 51
 - NLRB Decisions 63-5, 67-8
 - See No Agent Vote
 - PERB Decisions 606, 833, 844, 847, 850-1
 - Petition Withdrawn 619
 - See Students
 - Surveys 74, 610, 617, 695
- Alaska
 - C.B. Election 72
 - Impasse Procedure 226
 - U. of Alaska 72

- Albion College
- Agents 609, 615
- Alexander vs Gardner-Denver
- See Alexander in Author Index
- Alfred University
- Administration 578
 - Evaluations 578
- Alpena Community College
- Arbitration Awards 623
 - Tenure 623
- Amnesty for Draft Evaders
- CUNY 217
- Antioch College
- Agents 609, 615
 - Retrenchment 876, 879, 885
- Appointment
- Arbitration Award 630
 - Continuing See Tenure
 - Court Cases 721-2
- Appropriations
- Legislation 292
- Arbitrability 101
- Arbitration Awards - Colleges
- Alpena Comm. College 623
 - Comm. College of Philadelphia 87
 - Cook County Junior College 622
 - C.U.N.Y. 82, 83, 84, 207, 627, 629, 638
 - Eau Claire Technical Institute 633
 - Erie Comm. College 630
 - Ferris State College 78
 - Finger Lakes Comm. College 91
 - Hudson Valley Comm. College 85
 - Lansing Comm. College 624
 - Lakeshore Area Board Vocational Technical College 634
 - Loretto Heights College 76
 - Middlesex County College 81, 626
 - Milwaukee Area Technical College 635
 - Onodaga Comm. College 628, 632
 - Rockland Comm. College 631
 - Sauk Valley College 77
 - S.U.N.Y. 86
 - Univ. of California 75
 - Washtenaw Comm. College 79
 - Wayne County Comm. College 80, 625
- Arbitration Awards - States
- California 75
 - Colorado 76
 - Illinois 77, 622
 - Michigan 78-80, 307, 623-5
 - New Jersey 81, 626
 - New York 82-86, 627-32
 - Pennsylvania 87
 - Rhode Island 88-90
 - Wisconsin 633-5
- Arbitration Awards - Subject
- 75-90, 208-9, 307, 622-35
 - Absence, Coverage of 85
 - Appointment 630
 - Assignment, Involuntary 85, 88
 - Calendar 80
 - Cancellation Summer Class 633
 - Certification for Reappointment 84
 - Computing Pay 624
 - Counselors 75, 79-80
 - Court Cases 208-9, 723
 - CUNY Analyses 986
 - Discrimination 81, 208, 623, 629
 - Employment, Outside 78
 - Experience for Salary Increase 634
 - Financial Exigency See Retrenchment
 - Grades, Non Submission 635
 - Information, Access to 629
 - Instructional Time for Planning 626
 - Just Cause 625, 635
 - Layoff See Retrenchment
 - Lectures 83-4
 - Management Rights 78
 - Maternity Leave 307
 - Non-Reappointment 83-4, 623, 625, 627, 630
 - Parking Space 86
 - Past Practice 76
 - Per Diem Salary 632
 - Performance Evaluation 89
 - Personality Conflict 89
 - Personnel File 623
 - Promotion 89-90, 208, 628-9
 - Rank Placement 77
 - Reappointment, Certif. for 84
 - Reinstatement 623
 - Resignation 87
 - Retrenchment 76
 - Salary 80, 87, 626
 - Salary, Computing 624
 - Salary Differential 81
 - Salary, Per Diem 632
 - Salary Step 77, 631, 634
 - Salary, Vacation 87
 - Secrecy 629
 - Summer Class Cancellation 633
 - Suspension 635
 - Temporary Substitute's Rights 622
 - Tenure 83, 623
 - Timeliness 80, 81, 625
 - Transfer, Involuntary 88
 - Transfer of Substitute, Right to 622
 - Unsatisfactory Performance 83
 - Vacation Pay 87
 - Voluntary Termination 75
- Arbitration, Binding
- See Binding Arbitration

Arbitration/Fact-Finding

- See Fact-Finding

Arbitration/Fact-Finding Awards -

Colleges

- Blackhawk Vocation, Technical College 639
- Niagara County Comm. College 637
- Peralta College 636

Arbitration/Fact-Finding Awards - States

- California 636
- New York 91, 637-8
- Wisconsin 639

Arbitration/Fact-Finding Awards - Subject

- Committees 637
- Health Insurance Clause 637
- Part Time v. Full Time 636
- Promotion Clause 637
- Salary Increment 91, 637, 639
- Salary, Retroactive 637
- Tenure 91

Arbitration Procedures 92-111, 134, 310, 640-1

- Arbitrability 101
- Arbitrator's Role 99
- See Binding Arbitration
- College Arbitration 96, 104
- See Compulsory Arbitration
- Court Cases 93, 640, 749-50
- Court Jurisdiction 101
- Deferral to Arbitration 92, 101, 105, 107, 110, 640-1, 749-50
- Discrimination 93
- Discrimination, Race 749-50, see Alexander in Author Index
- See Fact-Finding
- Final Offer 102, 268, 298
- See Impasse Resolution
- Information, Refusal to Furnish 105
- Interest Arbitration 108
- Jurisdiction 92, 101
- Legislation 787
- Mediation 98, 310, 413
- Neutrals 809
- NLRB Deferral to 92, 105, 107, 110, 640-1
- Preparation for 98
- Quantum of Proof 95
- Restructuring of 93
- Role of 413

Arbitrator's Role 99

Arizona

- Affirmative Action 589
- Court Cases 703
- Navajo Community College 703
- U. of Arizona 589

Ashland College

- Bargaining Unit 820
- NLRB Decisions 820

Assignment, Involuntary

- Arbitration Awards 85, 88

Back Pay

- Court Cases 177, 703
- Discrimination Damages 37, 44, 441, 450
- Maternity Leave 304

Ballot, Spoiled

- NLRB Decision 815

Bargaining Units 112-3

- Disputes 51
- See Unit Determinations

Barnard College

- NLRB Decisions 818
- Students 818

Becker Junior College

- Elections 812
- NLRB Decisions 812

Bibliographies

- Faculty 115
- Governance 115
- Non-Faculty 114
- Women 550

Bill of Rights

- Public Employees 871

Binding Arbitration

- Contracts 698
- Court Cases 749-50
- Deferral to Arbitration 749-50
- Discrimination, Racial 749-50
- See Alexander in Author Index
- Federal Legis. 280
- Legislation 295-6, 298

Blackhawk Vocational, Technical College

- Arbitration/Fact-Finding Awards 639
- Salaries 639

Bloomfield College

- Academic Freedom 5, 715, 877, 914
- Collective Bargaining 664
- Court Cases 201, 202, 713, 715
- Retrenchment 437, 877, 885
- Students 664
- Tenure 5, 201, 202, 502, 713, 920, 921, 922, 914, 885

Board of Trustees

- See Trustees

Boston State College
 - Collective Bargaining 672
 - Collegiality 672
 Boston University
 - NLRB Decisions 324
 - Retrenchment 324
 Broome Community College
 - Bargaining Unit 838
 - PERB Decisions 838
 Budget Cuts
 - Affirmative Action, Effect on 583
 - CUNY 218
 - See Retrenchment
 Budget Determination
 - Court Case 714, 717
 Budget Information
 - NLRB Decision 324
 Calendar
 - Arbitration Award 80
 California
 - Affirmative Action 589, 596-7, 952
 - Arbitration Award 75
 - Arbitration/Fact-Finding Award 636
 - Calif. St. Coll. & Univ. 137-8, 977
 - Claremont College 318
 - C.B. 137-8
 - C.B. Election 615
 - Contracts 444
 - Court Cases 183-9, 704-5
 - Faculty Code of Conduct 2
 - Governance 137
 - Impasse Procedures 226
 - La Verne Coll. 885
 - Leland Stanford U. 319
 - L.A. Comm. Coll. 183-9, 444, 705
 - Master Plan 764
 - NLRB Decisions 318-9, 810
 - Peralta Coll. 636
 - Performance Eval. 862
 - Presidential Selection Protest 759-60
 - Pub. Sector Lab. Rel. 413
 - Retrenchment 885
 - San Francisco St. U. 759-60
 - San Jose St. U. 505, 958, 966
 - Stanford U. 810, 862
 - Tenure 504-5, 932, 937
 - U. of Calif. 75, 597, 937
 - U. of Calif. - Berkeley 504, 596, 704, 932, 952

California (Cont.)
 - U. of Calif. - Riverside 885
 - U. of San Francisco 615
 - U. of Southern Calif. 589
 - Women 952, 958, 966
 - Workload 977
 California Community Colleges
 - Court Cases 183, 184
 - Master Plan 764
 - Salaries 183, 184, 444
 California State Colleges
 - Collective Bargaining 137, 138
 - Master Plan 764
 - Workloads 977
 Canada
 - C.B. 168
 - Legislation 171
 - Ontario Lab. Rel. Act 171
 Cancellation of Summer Classes
 - Arbitration Award 633
 Carnegie Comm. Reports 116-24
 - Affirmative Action 31
 - Governance 246
 - Open Admissions 339-40
 Cassette Tape on C.B. 129
 Censure 5, 877
 Central Michigan University
 - Collective Bargaining 657, 660
 - Strikes 473
 Certification for Reappointment
 - Arbitration Award 84
 Certification of Unit
 - See No Agent Vote
 - See Unit Determinations
 Chairmen
 - C.B. Role of 149
 Chatham College
 - Court Cases 728
 - Non-Renewal 728
 Check-Off 762
 - See Dues Check-Off
 - Federal Legislation 783
 - See Service Fees
 Chemketa Community College
 - Agents 601
 City Colleges of Chicago
 - Bargaining Unit 828
 - Contracts 675, 903
 - PERB Decisions 828
 City University of New York
 - See CUNY
 Claremont Colleges
 - Bargaining Unit 318
 - NLRB Decisions 318
 Class Size
 - Contracts, Contents of 560
 - Court Case 717

Classes, Summer Cancellation of
 - Arbitration Award 633
 Code of Conduct for Faculty 2
 Coe College
 - Tenure 491
 Coker College
 - Agents 59
 - Bargaining Unit 822
 - NLRB Decisions 822
 Collective Bargaining 125-171, 642-70
 777, 980-2
 - Administration v. 10
 - Administration Strategy 654
 - Advantages/Disadv. 153, 656
 - Adversarial 644
 - See Agency Shop
 - See Agents
 - Alternate Approach 125
 - Alternative to Closed C.B. 133
 - Anti Union Position 10
 - See Arbitration
 - Authority of Legislatures 227
 - See Bibliographies
 - Bluffing 134
 - Canada 168
 - Carnegie Council on 124
 - Cassett Tape 129
 - Chairmen 149
 - Collegiality 146, 984-5
 - Concessions 134
 - See Contracts
 - Cost of 134
 - See Court Cases
 - Courts & Academe 135
 - Dirty Tricks 134
 - See Due Process
 - Duty to Bargain Statutes 227
 - Economic Interests in 128
 - Economics of 134
 - Expectations Modified 134
 - See Faculty Attitudes
 - Faculty Strategy 650
 - Fed. Employment Regs. 745-6, 748
 - Financing 762
 - Glossary 131
 - Good Faith 740
 - See Governance
 - See Grievance
 - History 648, 661
 - Impact 127, 129, 131
 - Impact of Strikes 134
 - See Impasse
 - International 168-71

Collective Bargaining (Cont.)
 - Issues 131
 - See Legislation (Federal/State)
 - Management Concepts 149
 - See Mediation
 - Negotiation Strategy 650, 654
 - See Negotiations
 - See NLRB
 - No Union Position 10
 - Non Faculty Personnel 114
 - Non Instructional Personnel 310
 - Open C.B. 295-6
 - Past Practice 76, 987-8
 - See PERB
 - Prepaid Legal Services 405-7
 - Preparation for 98, 310
 - Problems/Challenges 651-2
 - Professionalism 139
 - Pros/Cons 153, 656
 - See Public Sector
 - See Quality
 - Radicals & Unions 167
 - See Retrenchment
 - See Salaries
 - Scope of C.B. 203-5, 227, 413, 787
 - See Senates
 - See Service Fees
 - Strategy of 654, 655
 - See Strikes
 - See Students
 - Sunshine Law 295-6
 - See Surveys
 - See Tenure
 - Unionization, Causes 148, 160
 - See Union(s)
 - Voting Behavior 143, 147
 - See Women
 College Calender
 - See Calendar
 College of St. Francis
 - Bargaining Unit 322
 - NLRB Decisions 322
 Collegiality 146, 671-3, 984-5
 Colorado
 - Affirmative Action 589
 - See Alexander in Author Index
 - Arbitration Award 76
 - C.B. 132
 - C.B. Election 56
 - Court Cases 182, 190-2, 749-50
 - Loretto Heights Coll. 76
 - Student C.B. 670
 - U. of Colorado 56, 589, 670

- Columbia University
 - Affirmative Action 206, 721, 722
 - Court Cases 206, 721, 722
 - Prepaid Legal Services 405
- Committees
 - Fact-Finding Award 637
- Community College of Allegheny County
 - Contracts 694
- Community College of Beaver County
 - Bargaining Unit 846
 - Collective Bargaining 673
 - Collegiality 673
 - PERB Decisions 846
- Community College of Philadelphia
 - Arbitration Awards 87
 - Certification 843
 - PERB Decisions 843
 - Vacation Pay 87
- Community Colleges
 - Retrenchment 428
 - Workload 560
- Compensation
 - See Salary
- Compulsory Arbitration Procedures 97
 - Canada 168
 - Federal Legis. 280
- Concordia Lutheran Seminary
 - Academic Freedom 4, 564, 572, 565
 - Dismissal 564, 565, 572
 - Governance 4
- Conduct Code for Faculty 2
- Confidentiality
 - Court Cases 704
 - See Information, Access to
- Conflict, Personality
 - Arbitration Award 89
- Connecticut
 - Contracts 692
 - Court Cases 181, 355, 706
 - Retirement Law 355
 - Union Merger 803
 - U. of Bridgeport 692
 - U. of Conn. 181
- Constitutional Rights
 - Court Cases 706, 726
 - See Due Process
- Contents of Contracts
 - See Contracts, Contents of
- Contract Administration 131
- Contract Requirements 688
- Contract Revocation
 - Affirmative Action 14, 36-7, 41, 584, 590-1, 596
- Contracts 461-3, 473, 674-701
 - Academic Freedom 680
 - Administrator 691, 700
 - See Arbitration/Fact-Finding Awards
 - Binding Arbitration 698
 - Continuing Appointment 700
 - Cost of Living 691
 - See CUNY
 - Disputes 686
 - Governance 690, 692
 - Hospital 336
 - Medical Coll. 683
 - Merit Increases 699
 - Non Teaching Professionals 700
 - Personnel Policies 692
 - Sabbatical Leave 887
 - Salary Increases 691, 696-7, 699, 701
 - Savings Clause Legis. 457
 - Students 663, 681
 - Surveys 695
 - Tenure 680, 690, 700, 927, 933
 - Unilateral Settlement 686-7
 - See U. of Hawaii
- Contracts, Contents of 172-75, 702
 - Class Size 560
 - Day Care Centers 219
 - Discrimination Clauses 225
 - Dues Check-Off 511
 - Fringe Benefits 238
 - Non-Discrimination Clauses 225
 - Massachusetts Survey 173
 - Michigan Comm. Coll. Survey 172
 - New York State Survey 175
 - Office Hours 560
 - Preparations 560
 - Retrenchment 429
 - Union Security 511
 - Wood Chopping Clause 693
 - Workload 560
- Contracts, Federal
 - See Contract Revocation
- Cook County Junior College
 - Arbitration Awards 622
 - Transfer Rights 622
- Cooper Union
 - Agents 70
- Cornell University
 - Health Care 335
 - NLRB Decisions 335
 - Productivity 409
- Cost of Living
 - Contracts 691
 - Salaries Compared to 442, 445, 451, 892-3

Costs - See Economics

Counselors

- Arbitration Awards 75, 79-80

Court Cases - Colleges

- Bloomfield College 201, 202, 713, 715
- California Comm. Colleges 183, 184
- Chatham College 728
- Columbia Univ. 206, 721, 722
- C.U.N.Y 207, 208, 209
- Eastern Kentucky Univ. 707, 708
- Fisk Univ. 729
- Georgia State Univ. 181
- Minnesota State College 199
- Navajo Comm. College 703
- New Jersey State College 203, 204, 716, 718, 719
- New York Institute of Technology 723
- New York Univ. 724, 725
- Odessa Junior College 509, 730
- Oklahoma College of Liberal Arts 210
- Oregon State Univ. 181
- Rutgers Univ. 714, 717
- San Jose State Univ. 958, 966
- Slippery Rock State College 727
- Southern Maine Vocational Institute 709
- Temple Univ. 211
- Tufts Univ. 197
- Univ. of California 704
- Univ. of Conn. 181
- Univ. of Dubuque 195
- Univ. of Florida 193
- Univ. of Maryland 196
- Univ. of Minnesota 711
- Univ. of Nebraska 712
- Univ. of New Mexico 200, 720
- Univ. of Vermont 212
- Univ. of Washington 213, 214
- Virginia State College 948
- Washtenaw Comm. Colleges 198
- Whitman College 215
- Wisconsin State Univ. 216, 509, 737, 738

Court Cases - States

- Arizona 703
- California 183-9, 704-5
- Colorado 182, 190-2, 749-50
- Connecticut 181, 355, 706
- Florida 193, 296
- Georgia 181
- Illinois 194, 878

Court Cases - States (Cont.)

- Iowa 195
- Kentucky 707-8
- Maine 709
- Maryland 196
- Massachusetts 197, 300
- Michigan 51, 198, 710
- Minnesota 199, 711
- Montana 302
- Nebraska 712
- New Hampshire 411
- See New Jersey - Court Cases
- New Mexico 200, 720
- New York 206-9, 721-26, 887
- Ohio 304-5, 309
- Oklahoma 210
- Oregon 181
- Pennsylvania 211, 727-8
- Tennessee 729
- Texas 509, 730
- Vermont 212
- Virginia 731, 948, 963, 974
- Washington 29, 213-5, 732-6
- Wisconsin 216, 509, 737-8

Court Cases - Subject 176-216, 703-738

- Academic Freedom 6
- Affirmative Action 29, 49, See DeFunis in Author Index
- Agency Shop 50, 710
- See Alexander in Author Index
- Appointment 721-2
- Arbitration 723
- Arbitration Awards 208-9
- Arbitration Restructuring 93
- Back Pay 177, 703
- Bargaining Unit Dispute 51
- Binding Arbitration 749-50
- Budget Determination 714
- Class Size 717
- C.B., Scope of 204-5
- Confidentiality 704
- Constitutional Rights 706, 726
- Deferral to Arbitration 92, 182, 190-2, 640, 749-50
- Discrimination 182, 190-2, 196-7, 200, 206, 208, 707, 712, 720-2, 724-5, 727, 729, 731, 737
- Discrimination Nation Origin 720
- Discrimination, Race 749-50, See Alexander
- Discrimination, Reverse 211, 213-4, See DeFunis
- Discriminatory Pension Law 355
- Due Process 181, 210, 730, 738
- Educational Philosophy 758

Court Cases - Subject (Cont.)

- Employment Agency, College as 194
- Employment, Outside 203
- Financial Exigency 411, See..
- Retrenchment
 - Funding Formula 717
 - Grievance Restructuring 93
 - Hearings, Right to 730, 738
 - Hiring 411
 - Improper Practices 196
 - Information, Access to 200, 704, 720, 730, 738
 - Legislation (Agency Shop) 710
 - Management Rights 714, 716-7
 - Managerial Employees 179
 - Maternity Leave 304-5, 308-9, 795-6, 798, 800
 - Merit System 411
 - National Origin Discrimination 720
 - NLRB 179
 - NLRB Deferral to Arbitration 92, 640
 - Non Renewal 703, 707-8, 724-5, 727-8, 730, 731, 737-8
 - Out of Court Financial Settlement 211-2
 - PERB Decisions 199, 719
 - Personnel Files 200, 720
 - Promotion 208, 411
 - Reappointment 210, 215-6
 - Rent Free Apartment 729
 - Retaliation 711, 720
 - Retirement Law 355
 - Retirement Plan Contributions 198
 - Retrenchment 195, 201-2, 432, 434-5, 437, 713, 715
 - Reverse Discrimination 211, 213-4
- See DeFunis
 - Sabbatical Leave 887
 - Salary, Computing 723
 - Salary Increase (Calif.) 183-9, 705
 - Salary Inequities 712, See
- Back Pay
 - Scope of C.B. 203-5
 - Service Fees 50
 - Sex Discrimination 49, 196-7, 206, 208
 - Student/Faculty Ratio 717
 - Students 482
 - Supervisory Employees 179
 - Surveys 412, 415

Court Cases - Subject (Cont.)

- Tenure 181, 193, 195, 201-2, 215, 502, 509, 713, 715-6, 724-5, 730
- Tenure Guidelines 716
- Tenure Quotas 204-5, See Quotas
- Unilateral Actions 716-7
- Unit Determinations 199, 719
- Wage Price Freeze (Calif.) 183-9, 705
- Women 707, 712, 721-2, 724-5, 727-9, 731, 737, 945, 948, 958, 963, 974
- Women's Salary 37, 44, 177, See
- Back Pay
 - Workload 717
 - Work Restrictions 718
- Court Jurisdiction
 - Arbitration Procedures 101
- Courts
 - Academic Freedom 563
- Cumberland Community College
 - Bargaining Unit 391
 - PERB Decisions 391
- C.U.N.Y.
 - Affirmative Action 208, 549
 - Arbitration Awards 82, 83, 84, 207, 627, 629, 638
 - Arbitration Procedures 84, 104, 986
 - Bargaining Unit 839
 - Contracts 676, 678, 679, 684, 685, 686
 - Contract Violation 627, 740
 - Court Cases 207, 208, 209
 - Draft Evaders 217
 - Index 82, 207
 - Negotiations 808
 - Non-Reappointment 83, 208, 629
 - Open Admissions 337, 338, 339, 345, 348, 741, 742
 - PERB Decisions 398, 839
 - PSC 915
 - Salaries 653
 - Students 218, 337, 338, 398, 839
 - Tenure Quotas 490, 494, 499, 500, 508, 912, 915, 918, 913, 931, 925, 934, 929
 - Women 549
 - Workload 976, 978
- Curry College
 - Rolling Contracts 496
 - Tenure 493, 496
- Dartmouth College
 - Pension Plans 825
- Day Care
 - Centers 219
 - Services 542, 545

- Dean Junior College
 - Agents 60
- Deferral to Arbitration 92, 101, 105, 107, 110
 - Court Cases 182, 190-2, 749-50
 - NLRB 640-1
 - NLRB Decisions 313
- DeFunis
 - See Author Index
- Delaware
 - C.B. Election 72
 - Contracts 701
 - Delaware Tech. & Comm. Coll. 72
 - U. of Delaware 701
- Delaware County Community College
 - Certification 844
 - PERB Decisions 844
- Delaware Technical and Community College System
 - Agents 72
- Department Chairmen
 - See Chairmen
- De Paul University
 - Retrenchment 885
- Directories
 - Affirm. Action Recruitment 11
 - NYS Public Employees 221-2, 743
 - Public Employees 220-3, 743
- Discrimination 224
 - See Affirmative Action
 - See Alexander in Author Index
 - Arbitration Awards 81, 208, 623, 629
 - Arbitration, Binding 749
 - See Back Pay
 - Binding Arbitration 749
 - Court Cases 49, 182, 190-2, 196-7, 200, 208, 255, 707, 712, 720-2, 724-5, 727, 729, 731, 737, 749-50, 206
 - See Deferral to Arbitration
 - See DeFunis in Author Index
 - See EEOC
 - See Equal Employment
 - Equal Pension Payments 355, 384
 - Federal Remedies for 751
 - National Origin 720
 - NLRB Decision 313
 - See NLRB Deferral to Arbitration
 - Non-Discrimination Clauses 225
 - Race 749-50, 756, See Alexander
 - Reverse 756, See DeFunis
 - Reverse Court Cases 211, 213-4
 - Sex 49, 196-7, 206, 208, 754
 - Tenure Procedures 754
 - See Women
- Disputes/Impasse Resolution 226, 264
 - Contract 686
 - See Final Offer Arbitration
 - See Impasse Resolution
 - Legislation 264
- Draft Evaders
 - CUNY 217
- Due Process 140
 - See Academic Freedom
 - Canada 168
 - See Constitutional Rights
 - Court Cases 181, 210, 730, 738
 - See Tenure
- Dues Check-Off
 - Contracts, Contents of 511
 - Legislation 512
 - See Service Fees
- Duke University
 - Health Care 335
 - NLRB Decisions 335
- Duty to Bargain 227
- Eastern Kentucky University
 - Academic Freedom 707, 708
 - Court Cases 707, 708
- Eastern Michigan University
 - Agents 51, 54, 603
 - Collective Bargaining 603
 - Election dispute 51
- Eastern Montana University
 - Affirmative Action 441
 - Salaries 441
- Eau Claire Technical Institute
 - Arbitration Awards 633
 - Workload 633
- Economic Interests in C.B. 128
- Economics
 - Re C.B. 134
 - Costs of Impasse Resolution 264
- Education
 - Affirmative Action Training 40
 - Philosophy-Court Case 758
 - Union Members 526, 762
- EEOC
 - See Affirmative Action
 - See Discrimination
 - See Equal Employment
 - See Women
- EEOC Decisions 754-6
- Elections
 - See Agents
 - See Bargaining Units
 - Disputes 66, 394-5, 815
 - Legislation 301
 - See No Agent Vote
 - Procedures Legislation 301

Electronic Reprod. Service Corp.

- NLRB Decision 313

Employment 228-9

- Federal Regulations 745-8
- Outside Employment 78, 203
- Practices 745-8
- Statewide Survey 744
- See Students - Employment

Equal Employment 230-4, 749-53

- See Affirmative Action
- See Discrimination
- EEOC Decisions 754-6
- Guidelines 232
- Jurisdiction 230, 234
- Legislation 787
- See NLRB Deferral to Arbitration
- Pattern Practice 230, 234
- See Women

Erie Community College

- Arbitration Awards 630
- Non-Renewal 630

Escalator Raises

- See Cost of Living

Essex County College

- Bargaining Unit 392, 834
- PERB Decisions 392, 834

Evaluation

- See Performance Evaluation

Exigency

- See Financial Exigency
- See Layoffs
- See Retrenchment

Fact-Finding 111

- See Arb/Fact-Finding Awards
- See Impasse Resolution
- Preparation of 98
- Role of 413

Faculty

- Affirmative Action Effect on 39
- Attitudes 142, 153, 236-7, 252, 757
- Average Monthly Salary 744
- C. B. Strategy 650
- Governance 246, 248, 252, 481
- Morale & Affirm. Action 39
- Number 235, 744
- See Pennsylvania
- Power 168, 481
- Protests 759-60
- Quality & Affirm. Action 39
- Rights 758-60
- Salary, Average 744
- See Salary
- Search Committee 250

Faculty (cont.)

- Senates 248, 764
- Student Ratio 717
- Surveys 235, 744
- See Women

Fair Labor Standards

- Federal Regs. 745-6, 748

Fairleigh Dickinson Univ.

- Agents 54, 63

Federal Contracts

- See Contract Revocation

Federal Employment Regulations

- Covers Affirmative Action, C.B., Fair Labor Standards, Fringe Benefits, Personnel Administration 745-8

Federal Funds/Subsidies

- See Contract Revocation
- Tenure Related 919

Federal Legislation

- See Legislation - Federal

Female Faculty

- See Women

Ferris State College

- Arbitration Awards 78
- Collective Bargaining 669
- Outside Employment 78
- Students 669

Final Offer Arbitration 102

- Impasses 268
- Legislation 298

Finances

- See Economics
- See Financial Exigency
- Pennsylvania 761

Financial Exigency

- See Budget Cuts
- Court Cases
- See Layoffs
- NLRB Decision 324
- See Retrenchment

Financial Settlements

- See Back Pay
- Out of Court 211-2

Finger Lakes Community College

- Arbitration Awards 91
- Salaries 91

Fisk Univ.

- Affirmative Action 729
- Court Cases 729

Florida

- Advantages C.B. 153
- Affirmative Action 48
- C.B. 153, 155
- C.B. Election 58, 602

Florida (cont.)

- Court Cases 193, 296
- Disadvantages C.B. 153
- Faculty Attitudes 153
- Florida Tech. U. 153
- Hillsboro C.C. 602
- Legislation 153, 295-6
- McGill Case 193, 916
- NLRB Decisions 320-1
- Tenure 916
- Union Drives 535
- Union Merger 516, 518-9
- U. of Florida 193, 916
- U. of Miami 58, 320-1

Florida Technological Univ.

- Collective Bargaining 153

Franklin Pierce College

- Agents 615
- Contracts 693, 694

Fringe Benefits 239

- Affirmative Action 588, 599
- Contract Clauses 238
- Federal Regulations 745-8
- See Health Insurance, Maternity Leave, Pension, Retirement, Sabbatical Leaves, Salary
- Sex Guidelines 33
- Wood Chopping Clause 693

Full-Time v. Part-Time Faculty

- Fact-Finding Award 636
- NLRB Decision 817

Funding Formula

- Court Cases 717

Funds, Federal

- See Contract Revocation
- Tenure Related 919

Genesee Community College

- Bargaining Unit 399
- PERB Decisions 399

Georgia

- Court Cases 181
- Georgia State U. 181

Georgia State Univ.

- Court Cases 181
- Trespass 181

Glossary 131

Good Faith Bargaining

- CUNY 740

Governance 127, 131, 137, 142,

- 147, 163, 240-57, 763-75
- Administrative Power 246, 248
- Bibliography 115
- Canada 168
- Carnegie Study 246
- C.B. 252
- Contracts 690, 692

Governance (cont.)

- External Power 246
- Faculty Attitudes 252
- Faculty Power 246
- Faculty Senates 248, 764
- Legitimacy 252
- Power Structure 767
- Role of President 254
- Senates 248, 764
- Students 162, 246, 248, 481, 773-5

Grades, Non Submission

- Arbitration Awards 635

Graham Junior College

- Agents 64, 71
- Elections 813
- NLRB Decisions 813

Grand Valley State Colleges

- Agents 70

Green River Community College

- Strikes 460, 461, 473, 474

Grievance Procedures 127, 776

- Canada 168
- Costly Review 791
- Legislation 457
- Remedy, Lack of 791
- Restructuring of 93

Guidelines

- Affirmative Action 581, 588, 592, 594, 599
- Equal Employment 232
- Tenure 716
- Women 33, 541, 543, 547, 953

Handicapped Workers

- Affirmative Action 26

Hawaii

- Academic Freedom 680
- C.B. Election 52-3, 70, 607
- Contracts 674, 677, 680, 682, 927
- Legislation 790
- PERB Decisions 387, 827
- Tenure 680, 927, 933
- Union Merger 803
- U. of Hawaii 52-3, 70, 387, 607, 674, 677, 680, 682, 827, 927, 933

Health Care

- Fed. Preempts State Laws 336
- NLRB Decisions 330-5

Health Insurance 258-63

- Contract Clauses 238
- Court Cases 305
- See Fringe Benefits
- Legislation 258-9, 261-3
- See Maternity Leave
- Survey 260

- Health Insurance Clause
 - Fact-Finding Award 637
- Hearings, Right to
 - Court Cases 730, 738
- Hillsboro Community College
 - Agents 602
 - Collective Bargaining 602
- History of C.B. 648, 661
- Hofstra University
 - Non-Faculty 460
 - Strikes 460
- Howard University
 - Jurisdiction 329, 824
 - NLRB Decision 329, 824
- Hudson Valley Community College
 - Arbitration Awards 85
 - Coverage Assignments 85
- Illinois
 - Arbitration Awards 77, 622
 - City Coll. of Chicago 622, 675, 828, 903
 - Coll. of St. Francis 322
 - Contracts 675
 - Court Cases 194, 878
 - De Paul University 885
 - Legislation 297, 773
 - Loyola University 335
 - Moraine Valley C. C. 462-3, 473
 - Morton Coll. 829
 - NLRB Decisions 322, 335
 - PERB Decisions 828-9
 - Retrenchment 424, 426, 432-4, 878, 885
 - Sauk Valley Coll. 77
 - Southern Ill. U. 424, 426, 432-4, 878, 885
 - Strikes 462-3, 473, 903
 - Student Governance 773
 - U. of Chicago 194
- Impact of C.B. 127, 129, 131
- Impasse Resolution 131, 226, 264
 - See Arbitration/Fact-Finding
 - Costs 264
 - See Dispute/Impasse Resolution
 - See Fact-Finding
 - See Final Offer Arbitration
 - Judicial Review 264
 - Legislation 264, 297, 457
 - Machinery of 264
 - Time Schedules 264
- Impasses
 - Breaking 979
- Improper Practices
 - Court Case 196
 - Legislation 297, 301
 - PERB Decision 856
- Indexes
 - Arbitration Awards 82
 - Court Cases 82
 - NLRB Decisions 311
 - PERB Decisions 389-90
- Indiana
 - Indiana St. U. 885
 - Indiana U. 578
 - Presidential Performance Eval. 578
 - Retrenchment 885
- Indiana State University
 - Retrenchment 885
- Indiana University
 - Administration 578
 - Evaluation 578
- Inflation
 - See Cost of Living
- Information, Access to
 - Arbitration Award 629
 - Court Cases 200, 704, 720, 730, 738
 - NLRB Decision 324
- Instructional Planning Time
 - Arbitration Award 626
- Insurance
 - Contract Clauses 238
 - See Fringe Benefits
 - See Health Insurance
- Interest Arbitration Procedures 108
- Iowa
 - Coe College 491
 - Court Cases 195
 - Legislation 294, 298
 - Maternity Leave 306
 - Tenure 491
 - Union Merger 803
 - U. of Dubuque 195
- Jamestown College
 - Agents 602
 - Collective Bargaining 602
- Job Security
 - Canada 168
 - See Tenure
 - Unions and 655
- Judicial Review
 - Impasse Resolution 264
 - See Jurisdiction
- Junior Colleges
 - See Community Colleges

Jurisdiction

- Admin. Challenge of NLRB 325
- Arbitration Procedures 92, 101
- See Deferral to Arbitration
- Justice Dept. & EEOC 753
- Legislation 270
- NLRB Declines 329, 824
- NLRB Health Care 330-5
- Union Disputes 868
- Vesting of in Fed. Law 270

Just Cause

- Arbitration Awards 625, 635

Kansas

- C.B. Election 70
- Kansas State Coll. 70

Kansas State Colleges

- Agents 70

Kellogg Community College

- Certification 833
- PERB Decisions 833

Kentucky

- Court Cases 707-8
- Eastern Kentucky U. 707-8

Lakeshore Area Board Vocational, Technical College

- Arbitration Awards 634
- Salaries 634

Lane Community College

- Agents 603
- Collective Bargaining 603

Lansing Community college

- Arbitration Awards 624
- Salaries 624

LaVerne College

- Retrenchment 885

Layoffs

- Affirmative Action & Seniority 13
- See Financial Exigency
- NLRB Decision 324
- See Retrenchment
- Seniority & Aff. Action 13

Leaves of Absence

- Contract Clauses 238
- See Maternity Leave
- See Sabbatical Leave

Legal Services, Prepaid 405-7

Legislation - Canada 171

Legislation - Federal 265-90, 779-87

- Agency Shop 783
- Check-off 783
- Health Care 330-6
- Health Insurance 258-9
- Maternity Leave 799
- New York & 781
- Pension 349-80
- Preemption of State Laws 336

Legislation - Federal (Cont.)

- Retirement 349-80
- Retirement Court Case 355
- Retrenchment 880
- Strike Rights 783, 898-901
- Survey 642
- Vesting Jurisdiction 270
- Women 545
- Writing of 778

Legislation - States

- Connecticut 355
- Florida 153, 295-6
- Hawaii 790
- Illinois 297, 773
- Iowa 294, 298
- Maine 299
- Massachusetts 300
- Michigan 464, 898
- Minnesota 791
- Montana 294, 302
- New York 293, 303, 310, 781
- Rhode Island 792
- Washington 793
- West Virginia 794, 909
- Wisconsin 293, 872

Legislation - State 153, 159, 291-4 787-94

- Administration of 131
- Agency Shop 302, 710
- Anti Strike Sanctions 295-6
- Appropriations 292
- Arbitration 787
- Arbitration Act 103
- Binding Arbitration 295-6, 298
- Coverage of 131
- Duty to Bargain 227
- Election Procedures 301
- Equal Employment Laws 787
- Final Offer Arbitration 298
- Grievance Act 103
- Grievance Procedures 457
- Grievance Remedy, Lack of 791
- Health Care 336
- Impasse Resolution 131, 264, 297,
457
- Management Rights 457
- Merit System 457
- Open Bargaining 295-6
- Preemption by Fed. Laws 336
- Proposed (Calif.) 413
- Recognition 131
- Retrenchment 880
- Right to Work 295-6
- Savings Clause 457
- Scope of C.B. 131, 297, 457, 787
- Service Fees 302, 512

Legislation - State (Cont.)

- Strike Limits 464
- Strike Right 792, 898-901
- Strikes 787
- Student Fees 794
- Surveys 113, 131, 227, 264, 291-4, 302, 412, 415, 457, 512, 642, 787, 789
- Trustee Authority 457
- Unfair Practice 297, 301
- Union Dues 302, 512
- Union Security 457, 788
- Unit Determination 113, 131, 297, 301
- Writing of 778

Legislatures

- Authority & Role of 227

Lehigh County Community College

- Bargaining Unit 847
- Certification 845
- PERB Decisions 845, 847
- Strikes 462, 473

Lehman College

- Academic Freedom 930
- Tenure 930

Leland Stanford Junior Univ.

- Bargaining Unit 319
- NLRB Decisions 319

Librarians 70

- NLRB Decision 318
- Salaries 439

Life Insurance

- Contract Clauses 238

Lockout 463

Loretto Heights College

- Arbitration Awards 76
- Retrenchment 76

Loyola University

- Health Care 335
- NLRB Decisions 335

Luzerne County Community College

- Bargaining Unit 849
- Department Chairman 849
- PERB Decisions 849

Macomb County Comm. College

- Bargaining Unit 830
- PERB Decision 830

Maine

- Arbitration Procedures 103
- C.B. Election 59
- Court Cases 709
- Legislation 299
- NLRB Decision 811
- PERB Procedures 388
- Ricker College 59, 811
- Southern Maine Voc. Inst. 709

Maintenance of Membership

- Legislation 512
- See Service Fees
- See Union Security

Management Rights

- Arbitration Award 78
- Budget Determination 714
- Court Cases 714, 716-7
- Legislation 457
- Performance of Tenured Fac. 716
- Reasonable Policies 78
- Student/Faculty Ratio 717
- Tenure Guidelines 716
- Unilateral Action 716-7

Managerial Employees

- Court Cases 179
- NLRB Decision 315-7

Marshall University

- Athletics 954
- Women 954

Maryland

- Court Cases 196
- Union Merger 803
- U. of Maryland 196

Marymount College of Virginia

- Agents 65, 72
- Elections 823
- NLRB Decisions 823

Massachusetts

- Becker Jr. College 812
- Boston U. 324
- C.B. Election 60, 64, 71, 609, 616, 618
- Contracts, Contents of 173
- Court Cases 197, 300
- Curry College 493, 496
- Dean Jr. College 60
- Grahm Jr. College 64, 71, 813
- Grievance Procedures 776
- Legislation 300
- Maternity Leave 801
- NLRB Decisions 324-5, 812-3
- Northeastern U. 776
- Rolling Contract 493, 496
- Southeastern Mass. U. 665
- Student C.B. 665, 667
- Tenure 493, 496
- Tufts U. 197
- U. of Mass. Amherst 609, 616, 618
- Wentworth Coll. Tech. 325

Mass. Institute of Tech.

- Agents 59
- Non-Faculty 59
- Strikes 72

- Maternity Leave 304-9, 542, 545, 795-802
 - Affirmative Action Rules 802
 - Arbitration Award 307
 - Back Pay 304
 - Court Cases 304-5, 308-9, 795-6, 798, 800
 - See Fringe Benefits
 - Paid Leave 306
 - Proposed Federal Policy 799
- Mediation 310
 - Preparation for 98
 - Role of 413
- Medical Schools
 - Contracts 683
 - NLRB Decisions 320-1, 331-3, 335
- Membership
 - AFT 521
 - See Maintenance of
 - See Service Fees
 - See Union Security
- Mercer County Community College
 - Bargaining Unit 393
 - PERB Decisions 393
- Mercy College
 - Agents 66
 - NLRB Decisions 815
 - Spoiled Ballot 815
- Mergers of Unions 515-6, 518-9, 523-4, 536, 803-7
- Merit Increases
 - Contracts 699
- Merit System
 - Legislation 457
- Michigan
 - Albion College 609, 616
 - Alpena C. C. 623
 - Arbitration Awards 78-80, 307, 623-5
 - Bargaining Units 112
 - Central Mich. U. 473, 660
 - C.B. 163
 - C.B. Election 51, 54, 61, 70-1, 73, 603, 609, 616, 660
 - C.B. Petition Withdrawn 619
 - Contracts 473, 691
 - Contracts, Contents of 172
 - Court Cases 51, 198, 710
 - Eastern Mich. U. 51, 54, 603
 - Ferris State Coll. 78, 669
 - Grand Valley St. Coll. 70
 - Lansing C.C. 624
 - Legislators Favor Strike Right 898
 - Macomb County C.C. 830
 - Maternity Leave 307
 - Mich. St. U. 112
 - Olivet Coll. 619
 - Pension Law 365
 - PERB Decisions 51, 830
 - Southwestern Mich. C. 163
 - Strike Law 464
 - Strike Rights 898
 - Strikes 72
 - Student C.B. 620, 669
 - Students 71, 73
 - Union Merger 803
 - U. of Detroit 54, 61
 - U. of Mich. 71, 73, 620
 - Washtenaw C. C. 79, 198
 - Wayne County C. C. 72, 80, 625
 - Wayne St. U. 691
- Michigan Community Colleges
 - Contracts 172
- Michigan State Univ.
 - Bargaining Units 112
- Middlesex County College
 - Arbitration Awards 81, 626
 - Bargaining Unit 836
 - Contract Violation 81
 - PERB Decisions 836
 - Salaries 626
- Militancy 310, 416
 - Strikes 472
- Mills College
 - Women 957
- Milwaukee Area Technical College
 - Agency Shop 857
 - Arbitration Awards 635
 - Bargaining Unit 858
 - PERB Decisions 857, 858
 - Suspension 635
- Minimum Wage 448, 453, 475, 545
- Minnesota
 - Academic Freedom 570
 - Affirmative Action 38
 - C.B. Election 62
 - Court Cases 199, 711
 - Kellogg C.C. 833
 - Legislation 791
 - Minn. St. Coll. 199, 831
 - PERB 791
 - PERB Decisions 831-3
 - Student C.B. 62, 620, 832
 - Students 477
 - U. of Minn. 38, 62, 570, 620, 711, 832
- Minnesota State College
 - Bargaining Unit 199
 - Court Cases 199

Missouri

- Academic Freedom 4, 564-5, 572
- Concordia Lutheran Seminary 4, 564-5, 572

Monmouth College

- Bargaining Unit 814
- NLRB Decisions 814

Montana

- Agency Shop Fees 302
- Back Pay 441
- Court Cases 302
- Eastern Montana Coll. 441
- Legislation 294, 302
- Women 441

Moraine Valley Community College

- Strikes 462, 463

Morale

- See Faculty Morale

Morton College

- Elections 829
- PERB Decisions 829

Nassau Community College

- Bargaining Unit 840
- PERB Decisions 840
- Strikes 465

National Labor Relations Board

- See NLRB

National Origin Discrimination

- Court Cases 720

Navajo Community College

- Academic Freedom 703
- Court Cases 703

Nebraska

- Court Cases 712
- Retrenchment 885
- Salary 895
- State Colleges 885
- Student Governance 774
- U. of Nebraska 712

Nebraska State Colleges

- Retrenchment 885
- Salaries 895

Negotiations

- Conduct of 227
- CUNY 808
- Impact 310
- Preparation for 310
- See Scope of Bargaining
- Strategy 650, 654

Neutrals 809

Nevada

- Impasse Procedures 226
- Performance Evaluation 402

New England College

- Agents 54, 67

New Hampshire

- C.B. Election 54, 67, 615
- Contracts 693-4
- Court Case 411
- Dartmouth 825
- Franklin Pierce Coll. 615, 693-4
- Hiring Freeze 411
- New England Coll. 54, 67
- Pension Plan 825

New Jersey

- Arbitration Awards 81, 626
- Back Pay 37, 450
- Bloomfield Coll. 5, 201, 437, 502, 664, 713, 715, 877, 885, 914, 920-2
- Censure 5
- C.B. Election 54, 63, 70, 608
- Contracts 681, 683, 687, 698
- Court Cases 201-5, 713-19, 914
(See also Bloomfield Coll.)
- Cumberland County Coll. 391
- Essex County Coll. 392, 834
- Fairleigh Dickinson U. 54, 63
- Mercer County Coll. 393
- Middlesex County Coll. 81, 626, 836
- Monmouth Coll. 814
- N.J. Coll. Med. & Dent. 394-5, 683
- N.J. State Coll. 203-5, 466-7, 470-1, 508, 663, 687, 698, 716, 719, 837, 904-5
- NLRB Decision 814
- PERB Decisions 389-95, 834-7
- Retrenchment See Bloomfield Coll.
- Richard Stockton S.C. 663
- Rider Coll. 459-60, 469, 608
- Rutgers U. 37, 44, 450, 472, 681, 714, 717
- Salary Inequity 37, 44
- Strikes 458-60, 466-7, 469, 470-2, 904-5
- Student C.B. 663-4, 681
- Tenure 508 and Bloomfield Coll.
- Tenure Quotas 508
- Union Coll. 70
- Women 450

New Jersey College of Medicine & Dentistry

- Contracts 602
- Elections 394, 395
- PERB Decisions 394, 395

New Jersey State Colleges

- Bargaining Unit 719, 837
- Binding Arbitration 698
- Collective Bargaining 663
- Contracts 687, 698
- Court Cases 203, 204, 716, 718, 719
- Outside Employment 203
- PERB Decisions 719, 837

New Jersey State Colleges (Cont.)

- Strikes 466, 467, 470, 471, 472, 904, 905
- Students 663
- Tenure Quotas 204, 205, 508, 716

New Mexico

- Court Cases 200, 720
- U. of New Mexico 200, 720

New York

- Adirondack C.C. 397
- Administrators 576
- Alfred U. 578
- Arbitrations at CUNY 82, 986
- Arbitration Awards 82-86, 627-32
- Arbitration/Fact-Finding Awards 91, 637-8
- Arbitration Procedures 104
- Barnard Coll. 818
- Broome C.C. 838
- C.B. 136, 740, 939
- C.B. Elections 54, 66, 68-70, 604-5, 611, 613-6, 658
- Columbia U. 206, 721-2
- Contracts 473, 676, 678-9, 684-6, 689-90, 697, 700
- Contracts, Contents of 175
- Cooper Union 70
- Cornell U. 333, 335
- Court Cases 206-9, 721-26, 887
- See CUNY
- Directories 221-2, 743
- Erie C.C. 630
- Fact-Finding 111
- Faculty Attitudes 237
- Finger Lakes C.C. 91
- Genesee C.C. 399
- Grievances at CUNY 82, 986
- Hudson Valley C.C. 85
- Legislation 293, 303, 310, 781
- L.I.U. (C.W. Post) 468, 615, 689-90
- Mercy Coll. 66, 815
- Nassau C.C. 465, 840
- Niagara County C.C. 637
- NLRB Decisions 332-3, 335, 815-18
- No Union Admin. Position 10
- N. Y. Inst. Tech. 723
- N.Y.U. 10, 54, 68-9, 332, 604-5, 611, 613-4, 616, 658, 724-5, 817
- Onondaga C.C. 576, 628, 632
- Open Admissions 337-48, 739, 741-2

New York (cont.)

- PERB Decisions 397-400, 838-42
- PERB Procedures 396
- Presidential Performance Eval. 578
- Public Employee Directories 221-2, 743
- Rockland C.C. 631
- Salary Schedules 653
- Strikes 465, 468
- Student C.B. 818, 839
- See SUNY
- Syracuse U. 54, 817
- Taylor Law - see Legis. above
- Tenure 501, 924, 929-31, 935
- Tenure Quotas 490, 494, 499-500 508, 912-3, 915, 918, 925, 931, 934
- Trocaire Coll. 70, 816
- Vassar Coll. 924, 935
- Westchester C.C. 697, 841
- Women 549
- Workload 976, 978

New York Institute of Technology

- Court Cases 723
- Faculty Transfer 723

New York Univ.

- Administration 10
- Affirmative Action 724, 725
- Agents 54, 68, 69, 604, 605, 611, 613, 616
- Bargaining Unit 817
- Collective Bargaining 658
- Court Cases 724, 725
- Law School 605
- NLRB Decisions 817
- Productivity 408

Niagara County Community College

- Arbitration/Fact-Finding Awards 637
- New Contract Terms 637

NLRB

- Bargaining Unit 312, 314, 983
- Deferral to Arbitration 92, 105, 107, 110, 233, 313, 640-1
- Discrimination 224, 233
- Index 311
- See Legislation - Federal
- Preemption over States 336
- Unit Determination Surveys 312, 314, 983
- University Representation 312, 314, 983

NLRB Decisions - Colleges

- Ashland College 820
- Barnard 818
- Becker Junior College 812
- Boston Univ. 324
- Claremont Colleges 318
- Coker Colleges 822
- College of St. Francis 322
- Cornell Univ. 335
- Duke Univ. 335
- Gramm Junior College 813
- Howard Univ. 329, 824
- Leland Stanford Jr. Univ. 319
- Loyala Univ. 335
- Marymount College of Va. 823
- Mercy College 815
- Monmouth College 814
- New York Univ. 817
- Oberlin College 323, 819
- Point Park College 821
- Randolph-Macon College 328
- Ricker College 811
- Stanford Univ. 810
- Syracuse Univ. 817
- Trocaire College 816
- Univ. of Miami 320, 321
- Univ. of Scranton 326, 327
- Wentworth College of Technology 325

NLRB Decisions - States

- California 318-9, 810
- Florida 320-1
- Illinois 322, 335
- Maine 811
- Massachusetts 324-5, 812-3
- New Jersey 814
- New York 332-3, 335, 815-8
- North Carolina 335
- Ohio 323, 819-20
- Pennsylvania 326-7, 821
- South Carolina 822
- Virginia 328, 823
- Washington, D.C. 329, 824

NLRB Decisions - Subject 313-29, 810-24

- Access to Information 324
- Admin. Challenge to NLRB 325
- Agents 63-5, 67-8
- Ballot, Spoiled 815
- Budget Information 324
- Court Cases 179
- Deferral to Arbit. See NLRB
- Discrimination 313
- Election Disputes 66, 815
- Elections See Unit Determinations

- Electronic Reprod. Serv. Corp. 313
- Financial Exigency 324
- Health Care 330-5
- Information, Access to 324
- Jurisdiction 330-5
- Jurisdiction, Admin. Challenge 325
- Jurisdiction Declined 329, 824
- Law School 320-1
- Layoffs 324
- Librarians 318
- Managerial Employees 315-7
- Medical Schools 320-1, 331-3, 335
- No Agent Vote 60, 69, 328
- Part-Time v. Full-Time 817
- Professional Schools 320-1, 817
- Refusal to Bargain 325
- Retrenchment 324
- Spielberg Policy see Deferral to Arbit.
- Student Units 319, 810, 818
- Supervisory Employees 315-7
- Textron Inc. 179, 315-7
- Unit Determinations 318-23, 326, 810-14, 816-23
- Voluntary Recognition 327

No Agent Vote

- Albion Coll. 609, 616
- Antioch Coll. 609, 616
- Dean Jr. Coll. 60
- Grand Valley St. Coll. 70
- New York U. 54, 604, 611
- NLRB Decisions 60, 69, 328
- PERB Decisions 832
- Ricker Coll. 59
- Syracuse U. 54
- U. of Detroit 54, 61
- U. of Mass. 609, 616, 618
- U. of Miami 58
- U. of Minnesota 832
- U. of Toledo 56
- Villanova U. 609, 616

No Union Position Papers 10

Non-Faculty Personnel

- Bibliographies 114

Non-Reappointment

- See Non Renewal

Non Renewal

- Arbitration Awards 834, 623, 625, 627, 630
- Court Cases 210, 215-6, 703, 707-8, 724-5, 727-8, 730, 731, 737, 738
- See Reappointment
- See Reinstatement
- See Tenure

Non Teaching Professionals

- Tenure 501, 700

North Carolina

- Duke University 335
- NLRB Decision 335

North Dakota

- C.B. Election 602
- Jamestown Coll. 602

Northeastern University

- Collective Bargaining 776
- Grievance Procedures 776

Oberlin College

- Bargaining Unit 323, 819
- NLRB Decisions 323, 819

Odessa Junior College

- Court Cases 509, 730
- Tenure 509, 730

Office Hours

- Contracts, Contents of 560

Ohio

- Antioch College 609, 616, 876, 879, 885
- Ashland College 820
- C.B. Election 56-7, 609, 616
- Contracts 696
- Court Cases 304-5, 309
- Cuyahoga C. C. 696
- Maternity Leave 304-5, 309, 795-6, 798, 800
- NLRB Decisions 323, 819-20
- Oberlin College 323, 819
- Retrenchment 876, 879, 885
- U. of Cincinnati 57
- U. of Toledo 56

Oklahoma

- Court Cases 210
- Oklahoma Coll. Lib. Arts 210

Oklahoma College of Liberal Arts

- Court Cases 210
- Faculty Rights 210

Olivet College

- Agents 619

Onondaga Community College

- Administration 576
- Arbitration Awards 628, 632
- Damage Payments 576
- Salaries 632
- Tenure 628

Open Admissions 337-48

- CUNY 337, 739, 741-2
- SUNY 346-7

Open (Sunshine) C.B.

- Legislation 295-6

Oregon

- Arbitration Procedures 102

Oregon (Cont.)

- Chemeketa C. C. 601
- C.B. Elections 55, 601, 603
- Court Cases 181
- Impasse Procedures 226
- Lane C. C. 603
- Oregon St. U. 181
- Portland C. C. 55, 603
- Southern Ore. Coll. 601
- Southwestern Ore. C. C. 601
- Student Governance 775

Oregon State University

- Court Cases 181
- Tenure 181

Overload

- See Workload

Parking Space

- Arbitration Award 86

Part-Time v. Full-Time Faculty

- Fact-Finding Award 636
- NLRB Decision 817

Past Practice

- Arbitration Award 76
- C.B. 987-8

Pay

- See Salary

Pennsylvania

- Affirmative Action 580, 591
- Arbitration Award 87
- Chatham Coll. 728
- C.B. 142-3, 147
- C.B. Elections 54, 59, 70, 143, 147, 606, 609, 616
- Comm. Coll. Allegheny County 694
- Comm. Coll. Beaver County 846
- Comm. Coll. Philadelphia 87, 843
- Contracts 473, 694
- Court Cases 211, 727-8
- Delaware County C. C. 844
- Faculty Attitudes 142, 147, 236, 252
- Governance 142, 147, 236, 252
- Indiana U. 143, 147
- Lehigh County C. C. 462, 473, 845, 847
- Luzerne County C. C. 849
- NLRB Decisions 326-7, 821
- Penn. St. Coll. & U. 143, 147, 473, 848
- PERB Decisions 606, 843-53
- Point Park Coll. 821
- Reading Area C. C. 606, 851
- Retroactive Salary 449

Pensylvannia (cont.)

- Robert Morris Coll. 59
- Slippery Rock S.C. 554, 727
- State Financing of Pvt. Colleges 761
- Strikes 462, 473
- Student Salaries 907
- Temple U. 211
- U. of Pittsburgh 580, 591, 852
- U. of Scranton 70, 326-7
- Villanova U. 54, 609. 616
- Voting Patterns of Faculty 143, 147
- Westmoreland Count C.C. 853
- Williamsport Area C.C. 850
- Women 554

Pensylvania State Colleges and Univ. System

- Collective Bargaining 142, 143, 147
- PERB Decisions 848
- Strikes 473
- Unit Determination 848

Pension Legislation 349-80

- College Exemptions 364
- Discrimination Court Case 355
- Women 545

Pension Plans/Programs 381-6, 825-6

- Admin. Expenses 381
- Equal Payments for M/F 384
- Flexible Plan 825
- See Retirement
- Surveys 826

Peralta College

- Arbitration/Fact-Finding Awards 636
- Employee Classification 636

Per Diem Salary

- Arbitration Award 632

PERB

- Index 389-90
- Rules 388, 396

PERB Decisions - Colleges

- Adirondack Comm. College 397
- Broome Comm. College 838
- City Colleges of Chicago 828
- Comm. Coll. of Beaver Cty. 846
- Comm. Coll. of Phila. 843
- Cumberland Comm. Coll. 391
- CUNY 398, 839
- Delaware Cty. Comm. Coll. 844
- Essex Cty. Coll. 392, 834
- Genesee Comm. Coll. 399
- Kellog Comm. Coll. 833
- Lehigh Cty. Comm. Coll. 845, 847

PERB Decisions - Colleges (cont.)

- Luzerne Cty. Comm. Coll. 849
- Macomb Cty. Comm. Coll. 830
- Mercer Cty. Comm. Coll. 393
- Middlesex Cty. Coll. 836
- Milwaukee Area Tech. Coll. 857, 858
- Morton College 829
- Nassau Comm. Coll. 840
- New Jersey College of Medicine & Dentistry 394, 395
- New Jersey State College 719, 837
- Penn. St. Coll. & Univ. Sys. 848
- Reading Area Comm. Coll. 606, 851
- Rhode Island Jr. Coll. 854
- Rutgers Univ. 835
- SUNY 400, 842
- Univ. of Hawaii 387
- Univ. of Minnesota 832
- Univ. of Pittsburgh 582
- Univ. of Rhode Island 855
- Vermont State Colleges 856
- Westchester Comm. College 841
- Westmoreland Cty. Comm. Coll. 853
- Williamsport Area Comm. Coll. 850

PERB Decisions - States

- Hawaii 387, 827
- Illinois 828-9
- Michigan 51, 830
- Minnesota 831-3
- New Jersey 389-95, 834-7
- New York 397-400, 838-42
- Pennsylvania 606, 843-53
- Rhode Island 854-5
- Vermont 856
- Wisconsin 857-8

PERB Decisions - Subject 387-400, 827-58

- Admin. in Unit 399
- Agency Shop 387, 857
- Agents 606, 833, 844, 847, 850-1
- Bargaining Unit Dispute 51
- Court Cases 199, 719
- Election Disputes 394-5
- Expand Units 827, 849
- Improper Practices 856
- Index to N. J. Dec. 389-90
- No Agent Vote 832
- Performance Evaluation 398
- Personnel Committee 398
- Separate Units 831, 837
- Service Fees 387
- Single Unit 842, 852
- Students 398, 832, 839
- Union Dues 387
- Unit Determinations 199, 391-3, 397, 399-400, 719, 828-31, 834, 836-7, 838-43, 845-6, 848-9, 852-5, 858

PERB Decisions - Subject (cont.)

- Unit Dispute 51
- Units Expanded 827, 849
- Units, Separate 831, 837
- Units, Single 842, 852
- Performance Evaluation 401-3, 859-64
 - Arbitration Award 89
 - PERB Decision 398
 - Presidents 578
 - Validity of 861
- Performance, Unsatisfactory
 - Arbitration Award 83
- Personality Conflict
 - Arbitration Award 89
- Personnel Administration
 - Federal Reg. 747
- Personnel Committee
 - PERB Decision 398
- Personnel Files
 - Arbitration Award 623
 - Court Cases 200, 720
 - Duplicity of 865
- Personnel Policies
 - Contracts 692
- Personnel Relations
 - During a Strike 404
- Point Park College
 - Bargaining Unit 821
 - NLRB Decisions 821
- Portland Community College
 - Agents 55, 603
 - Collective Bargaining 55, 603
- Post, C.M (of L.I. Univ.)
 - Agents 615
 - Contracts 689, 690
 - Strikes 468
- Preferential Treatment
 - Affirmative Action 35
- Prepaid Legal Services 405-7
- Preparations, Class
 - Contracts, Contents of 560
- Productivity 408-9, 866-7
 - Salaries & 891
- Professional Schools
 - NLRB Decision 320-1, 817
- Promotion
 - Academic Freedom 563
 - Arbitration Awards 89-90, 208, 628-9
 - Fact-Finding Award 637
 - Women 542, 549
- Public Employment Relations Boards
 - See PERB
- Public Policy Issues in C.B. 131

Public Sector Labor Relations 263, 410-16, 858-72

- Arbitration Role 413
- Bill of Rights 871
- Court Cases 411
- Court Case Survey 412, 415
- Fact-Finding Role 413
- Financial Exigency 411
- Legislation Proposed 413
- Legislation Survey 412, 415
- Mediation Role 413
- Militancy 416
- Scope of C.B.413
- Strikes 413
- Union Jurisdiction 868
- Union View of Strikes 414

Publications

- AFT 525
- See Bibliographies
- See Directories
- See Indexes
- See Surveys

Publish or Perish

- Film Work 403
- TV Work 403

Puerto Rico

- Retrenchment 425, 436
- U. Puerto Rico 425, 436

Quality of Education

- Effect of C. B. on 129, 164

Quantum of Proof

- Arbitration Procedures 95

Quotas

- Affirmative Action 21, 28, 35, 598
- Tenure 28, 140, 204-5, 490, 494, 499-500, 508, 510, 910-3, 915, 918, 923, 925, 929, 931, 934, 936

Raises

- See Salary

Randolph-Macon College

- Agents 328
- NLRB Decisions 328

Rank Placement

- Arbitration Award 77

Reading Area Community College

- Agents 606, 851
- PERB Decisions 606, 851

Reappointment, Certification for

- Arbitration Award 84

Reappointment

- Court Cases 210, 215-6
- See Non Renewal
- See Reinstatement

Recruitment Directory

- Affirmative Action 11

- Reduction In Force
 - See Retrenchment
- Refusal to Bargain
 - NLRB Decision 325
- Regulations
 - See Affirmative Action Reg.
- Reinstatement
 - Arbitration Award 623
 - Court Cases 210, 215-6
 - See Non-Renewal
 - See Reappointment
- Rent Free Apartment
 - Court Case 729
- Research Assistants
 - See Students
- Resignation
 - Arbitration Award 87
- Retaliation
 - Court Cases 711, 720
- Retirement 124, 417-23, 873-5
 - Affirmative Action 875
 - Coll. Exemptions in Legis. 364
 - Contract Clauses 238
 - Court Cases 198
 - Early 417, 420-1
 - Equal Payments M/F 384
 - Federal Legis. 349-80
 - Legis. Court Case 355
 - See Pension
 - Phased 873-4
 - Plans/Programs 381-6
 - TIAA/CREF Experience 418, 422
 - Women's Benefits 545
- Retrenchment 140, 419, 424-37, 876-85
 - AAUP Censure 877
 - Arbitration Award 76
 - See Bloomfield Coll.
 - Community Coll. 428
 - Contracts, Contents of 429
 - Court Cases 195, 201-2, 432, 434-5, 437, 713, 715
 - Dismissal Law 880
 - See Layoffs
 - Mid Career Transition 881
 - NLRB Decision 324
 - See Southern Ill. U.
 - Tenure 435, 877-8, 882, 885, 914, 920-2
 - Training 881
- Retroactive Salary 449
 - See Back Pay
 - Fact-Finding Award 637
- Reverse Discrimination
 - Court Cases 211, 213-4,
 See De Funis
- Rhode Island
 - Arbitration Awards 88-90
 - C.B. Election for Admin. 72
 - Contracts 699
 - Legislation 792
 - PERB Decisions 854-5
 - Rhode Island Coll. 699
 - Rhode Island Jr. Coll. 854
 - U. of Rhode Island 72, 88-90, 855
- Rhode Island College
 - Contracts 699
 - Salaries 699
- Rhode Island Junior College
 - Bargaining Unit 854
 - PERB Decisions 854
- Ricker College
 - Agents 59
 - Elections 811
 - NLRB Decisions 811
- Rider College
 - Agents 608
 - Strikes 458, 459, 460, 466, 467, 469, 470, 471, 472
- Rights & Responsibilities
 - See Faculty
 - See Governance
 - See Management
 - See Students
- Robert Morris College
 - Agents 59
- Rockland Community College
 - Arbitration Award 631
 - Salaries 631
- Rolling Contracts
 - Re Tenure 493, 496
- Rutgers Univ.
 - Affirmative Action 37, 44
 - Budgets 714, 750
 - Collective Bargaining 127
 - Contracts 681
 - Court Cases 714, 717
 - Graduate Assistants 681
 - PERB Decisions 835
 - Salaries 44, 450
 - Workload 717
- Sabbatical Leaves 438, 886-7
 - Contract 887
 - Court Cases 887
 - See Fring Benefits
 - See Leaves of Absence

St. Eduard's Univ.

- Retrenchment 882, 885

Salaries 439-56, 888-97

- Administrators 446-7, 455
- Affirmative Action 894, 947
- Arbitration Awards 77, 80-1, 87, 624, 626, 631-2, 634
- Average Monthly 744
- See Back Pay
- California 183-9, 705
- C.B. Effect on 645, 989
- Compared to Cost of Living 442, 445, 451
- Computing 624, 723
- Contracts 691, 696-7, 699, 701
- Cost of Living 442, 445, 451, 892-3
- Court Cases 705, 712, 723
- Differentials 81, 624
- Discrimination 441, 450, 456
- Domino Effect 645, 989
- Fact-Finding Awards 91, 637, 639
- Increments 91, 637, 639, 691, 696-7, 699, 701
- Inequities 712, 754, 894

See Back Pay

- Librarians 439
- Manuals 896
- Minimum Wage 448, 453
- Per Diem 632
- Productivity 891
- Retroactive Increases 449, 637
- Schedules 653
- Statewide 744
- Step 77, 631, 634
- Students 475-6, 670, 907
- Surveys 440, 446-7, 452, 454, 890

- Wage Price Freeze 897
- Women 441, 450, 456, 546

San Francisco State Univ.

- Faculty Rights 759, 760

San Jose State Univ.

- Court Cases 958, 966
- Double Jeopardy 505
- Tenure 505
- Women 958, 966

Sauk Valley College

- Arbitration Awards 77
- Salaries 77

Savings Clause

- Legislation 457

Scope of C.B. 227, 413

- Canada 168

Scope of C.B. (Cont.)

- Court Cases 203-5
- Legislation 297, 457, 787
- Limits on 457
- Statutory Provisions 457
- Surveys 457

Scope of Legislation 131

Search Committees 250, 575

Senates, Faculty 248, 657, 764

Seniority

- Layoffs & Affirmative Action 13

Service Fees 50, 157

- Check-Off 511
- Contracts, Contents of 511
- Legislation 302, 512
- PERB Decisions 387

Sex Discrimination

- See Affirmative Action
- See Discrimination
- See Women

Shoreline Community College

- Agents 55

Slippery Rock State College

- Affirmative Action 554, 727
- Court Cases 727
- Women 554

South Carolina

- Coker College 59, 822
- NLRB Decision 822

Southeastern Massachusetts University

- Collective Bargaining 665, 667
- Students 665, 667

Southern Illinois University

- Retrenchment 424, 426, 432, 433, 434, 878

Southern Maine Vocational Institute

- Court Cases 709
- Dismissal 709

Southern Oregon College

- Agents 601
- Collective Bargaining 601

Southwestern Michigan College

- Agents 601
- Collective Bargaining 163

Spielberg Policy

- See NLRB - Deferral to Arbitration

Stanford University

- Graduate Assistants 810
- NLRB Decisions 810
- Performance Evaluation 862

State University of New York

- See SUNY

Statistics

- See Surveys
- Women 546, 555, 557

Statues

- See Legislation

Strikes 59, 72, 458-74, 787, 898-906

- Anti Strike Plans 906
- Canada 168
- Impact of 134
- Legal Limits to 295-6, 464
- Legalized 783, 792, 898-901
- Lockout 463
- Militancy 472
- Personnel Policy During 404
- Right to See Legal, Legalized above
- Role in Calif. 413
- Students 459, 670
- Surveys 902
- Union View 414

Students

- At C.B. Table 664-5, 667, 669
- C.B. 479, 620, 662-70, 810, 818, 990-2
- C.B. Elections 62, 71, 73
- Contracts 663, 681
- Court Cases 482, 717
- Effect of C.B. on 668
- Employment 475-6, 907
- Faculty Ratio 717
- Fees for Lawyer 794, 909
- Governance 162, 246, 248, 481, 773-5
- Implication of C.B. on 130, 162, 164
- Minimum Wage 475
- Movement 477
- NLRB Decisions 319, 810, 818
- See Open Admissions
- PERB Decisions 398, 832, 839
- Personnel Administrators 130, 162
- Power 481
- Profile of 478, 480
- Protest 218
- Research Assistants 319
- Rights 908-9
- Salaries 475-6, 670, 907
- Senates 248
- Strike Protest 459
- Strikes 670
- Teaching Assistants 620
- Unions 663

Substitute's Right to Transfer

- Arbitration Award 622

Summer Class Cancellation

- Arbitration Award 633

Sunshine C.B. Law 295-6

S.U.N.Y

- Agents 86
- Albany Campus 86
- Arbitration Awards 86
- Bargaining Unity 400, 842
- Collective Bargaining 136, 939
- Contracts 700
- Faculty Rights 86, 700
- Open Admissions 346-7
- PERB Decisions 400, 842
- Strikes 473
- Tenure 501
- Unions 136, 939

Supervisory Employees

- Court Cases 179
- NLRB Decision 315-7

Surveys

- Agents 610, 617, 695
- Contracts 695
- Contents of Contracts 172-3, 175
- Legislation Re C.B. 113, 131, 227, 264, 291-4, 302, 457, 512
- Legislation - State 787, 789
- Number of Faculty 235, 744
- Pension Plans 826
- Salaries 235, 440, 446-7, 452, 454, 890
- Strikes 902
- Women 546, 555, 557

Suspension

- Arbitration Award 635

Syracuse University

- Agents 54
- Collective Bargaining 817
- Law School 817
- NLRB Decisions 817

Teaching Assistants

- See Students

Teaching Load

- See Workload

Technical Colleges

- See Community Colleges

Television 483-88

- Publish or Perish 403

Temple University

- Affirmative Action 211
- Court Cases 211
- Reverse Bias 211

Temporary Substitute's Rights

- Arbitration Award 622

Tennessee

- Court Cases 729
- Fisk University 729

Tenure - States

- California 504-5, 932, 937
- Florida 916
- Hawaii 680, 927, 933
- Massachusetts 493, 496
- New Jersey 508 and Bloomfield Coll.
- New York 501, 924, 929-31, 935
- Texas 509, 730
- Virginia 917
- Wisconsin 216, 509, 738, 928

Tenure 489-510, 910-37

- See Academic Freedom
- Administrators 501
- Affirmative Action 497, 503
- Affirmative Action Quotas 28
- Arbitration Awards 83, 623
- Carnegie Council on 124
- Changes in 655
- C.B. and 152
- Contracts 680, 690, 700, 927, 933
- Court Cases 181, 193, 195, 201-2, 204-5, 215, 432, 434-5, 437, 502, 509, 713, 715-6, 724-5, 730
- Fact-Finding Award 91
- Federal Subsidies 919
- Guidelines 716
- Non-Renewal 916, 928, 930
- Non-Teaching Professionals 501
- Quotas 140, 204-5, 490, 494, 499-500, 508, 510, 910-3, 915, 918, 923, 925, 929, 931, 934, 936
- Renewable Contract 917, 924, 935
- Retrenchment 877-8, 882, 885, 914, 920-2, See Retrenchment
- Rolling Contracts 493, 496
- Sex Discrimination 754
- Single Campus Limit 937
- Union Views 495
- Women 928, 930

Termination, Voluntary

- Arbitration Award 75

Texas

- Court Cases 509, 730
- Governance 243-4
- Perry 509, 730
- Retrenchment 882, 885
- St. Edwards U. 882, 885
- Sinderman 509, 730
- Tenure 509, 730
- U. of Texas 243-4

Textron Inc.

- NLRB Decision 179, 315-7

Time Schedules

- Impasse Resolution 264

Timeliness

- Arbitration Awards 80-1, 625

Training

- Affirmative Action 40
- Union Members 526

Transfer, Involuntary

- Arbitration Award 88

Transfer of Substitute, Right to

- Arbitration Award 622

Trocaire College

- Agents 70
- Elections 816
- NLRB Decisions 816

Trustees 938

- Academic Freedom 3
- Lay Members 246, 251
- Legislative Authority 457
- Liability of 777
- Research on 8
- Search Committees 250
- Training of 253

Tufts Univ.

- Affirmative Action 197
- Court Cases 197

Unfair Practices

- Court Case 196
- Legislation 297, 301

Unilateral Action

- Contracts 686-7
- Court Cases 716-7

Union College

- Agents 70

Union Dues 50, 157

- Check-off 511
- Contracts, Contents of 511
- Legislation 302, 512
- PERB Decision 387
- See Unions

Union Security 655

- Contracts 511
- Legislation 457, 512, 788

Unions 513-36, 939-43

- Activity 165, 658
- Affirmative Action 17
- AFT Membership 521
- Agency Shop 50, 157
- Causes for Unionization 148, 160
- Educating Members 526
- Florida 516, 518-9
- Mergers 515-6, 518-9, 523-4, 536, 803-7
- Prepaid Legal Services 405-7
- Publications AFT 525
- Radicals in 167
- Service Fees 50, 157

Unions (cont.)

- See Students
- SUNY 939
- Tenure, Views on 495
- To join or Not 144
- Training Members 526
- Union Shop 512,
See Agency Shop
- View of Strikes 414
- Women Members 551

Unit Determinations

- See Bargaining Units
- Court Cases 199, 719
- Expanded Unit 827, 849
- Legislation 113, 131,
297, 301
- NLRB 893
- NLRB Decisions 318-23, 326,
810-14, 816-23
- NLRB Survey of 312, 314, 983
- PERB Decisions 199, 391-3,
397, 399, 400, 719, 828-31,
834, 836-7, 838-43, 845-6,
848-9, 852-5, 858
- Separate Units 831, 837
- Single Units 842, 852

U. S. Naval Academy - Annapolis

- Women 951, 956, 971

Univ. of Alabama

- Collective Bargaining 135

Univ. of Alaska

- Agents 72

Univ. of Arizona

- Administrators 589

Univ. of Bridgeport

- Contracts 692

Univ. of California

- Academic Freedom 704
- Affirmative Action 504, 597, 952
- Arbitration Awards 75
- Berkeley Campus 504, 932, 952
- Collective Bargaining 129, 137, 138
- Court Cases 704
- Master Plan 764
- Students 129, 764
- Tenure 932, 937, 504
- Termination 75
- Women 952

Univ. of California - Berkeley

- Affirmative Action 504, 952
- Federal Funds 504
- Tenure 504, 932
- Women 952

Univ. of California - Riverside

- Retrenchment 885

Univ. of Chicago

- Agents 59
- Court Cases 194
- Employment Agency 194
- Non-Faculty 59

Univ. of Cincinnati

- Agents 57

Univ. of Colorado

- Administrators 589
- Affirmative Action 589
- Agents 56
- Collective Bargaining 132, 670
- Library Workers 670
- Salaries 670

Univ. of Connecticut

- Court Cases 181
- Grading 181
- Tenure 181

Univ. of Delaware

- Contracts 701
- Salaries 701

Univ. of Detroit

- Agents 54, 61

Univ. of Dubuque

- Court Cases 195
- Tenure 195

Univ. of Florida

- Court Cases 193
- Tenure 193, 916

Univ. of Hawaii

- Agents 52, 53, 70, 607
- Contracts 674, 677, 680,
682, 933
- Contract Procedures 387
- PERB Decisions 387
- Tenure 680, 927, 933

Univ. of Maryland

- Affirmative Action 196
- Court Cases 196

Univ. of Massachusetts

- Agents 609, 615, 618

Univ. of Miami

- Bargaining Unit 320, 321
- NLRB Decisions 320, 321

Univ. of Michigan

- Agents 71, 73, 603, 620
- Collective Bargaining 71, 73, 603
- Students 71
- Teaching Assistants 71, 73, 620

Univ. of Minnesota

- Academic Freedom 570, 711
- Affirmative Action 38, 62
- Agents 620
- Bargaining Unit 832
- Court Cases 711

- Univ. of Minnesota (cont.)
 - PERB Decisions 832
 - Teaching Assistants 62, 620
- Univ. of Nebraska
 - Court Cases 712
 - Salaries 712
 - Women 712
- Univ. of New Hampshire
 - Affirmative Action 585
- Univ. of New Mexico
 - Affirmative Action 200, 720
 - Court Cases 200, 720
- Univ. of Oregon
 - Agents 603
 - Arbitration Procedures 102, 106
 - Collective Bargaining 603
- Univ. of Pittsburgh
 - Affirmative Action 580, 591
 - Bargaining Unit 852
 - EEOC 580, 591
 - PERB Decisions 852
- Univ. of Puerto Rico
 - Retrenchment 436
- Univ. of Rhode Island
 - Administrators 72, 88, 89, 90
 - Arbitrability Waiver 88
 - Bargaining Unit 855
 - Contract Violation 90
 - Elections 72
 - PERB Decisions 855
 - Promotion 89
- Univ. of San Francisco
 - Agents 615
 - Law School 615
- Univ. of Scranton
 - Agents 70
 - Bargaining Unit 326, 327
 - NLRB Decisions 326, 327
- Univ. of Southern California
 - Administrators 589
 - Affirmative Action 589
- Univ. of Texas
 - Governance 243, 244, 255
- Univ. of Toledo
 - Agents 56
- Univ. of Vermont
 - Agents 612
 - Court Cases 212
 - Faculty Rights 212
- Univ. of Washington
 - Affirmative Action 14, 36, 41, 213, 214, 584, 590, 732, 733, 734, 735, 736
 - Court Cases 213, 214
 - Federal Contracts 14, 36, 41, 584, 590
- Univ. of Washington (cont.)
 - Reverse Bias 213, 214, 732, 733, 734, 735, 736
- Univ. of Wisconsin
 - See Wisconsin State Univ.
- Unsatisfactory Performance
 - Arbitration Award 83
- Vacation Pay
 - Arbitration Award 87
- Vassar College
 - Renewable Contracts 924, 935
 - Tenure 924, 935
- Vermont
 - C.B. Dispute 612
 - C.B. Election 621
 - Court Cases 212
 - PERB Decision 856
 - Unionization Drive 535
 - U. of Vermont 212, 612
 - Vermont State Coll. 612, 621, 856
- Vermont State Colleges
 - Agents 612, 621
 - Bargaining Unit 856
 - PERB Decisions 856
- Villanova Univ.
 - Agents 54, 609, 615
- Virginia
 - C.B. Election 65, 72
 - Court Cases 731, 948, 963, 974
 - Marymount Coll. 65, 72, 823
 - NLRB Decisions 328, 823
 - Randolph-Macon Coll. 328
 - Tenure 917
 - Union Merger 536
 - Virginia St. Coll. & Univ. 948, 963, 974
 - Women 948, 963, 974
- Virginia State College
 - Court Cases 948
 - Women 948
- Voluntary Recognition of Unit
 - Private Sector 327
 - Public Sector 132
- Voluntary Termination
 - Arbitration Award 75
- Voting Patterns in C.B. 143, 147
- Wage Price Freeze
 - Court Cases (Calif.) 183-9, 705
 - Salaries 897
- Wages
 - See Salary

Washington

- Affirmative Action 14, 36, 41, 584, 590
- C.B. Election 55
- Court Cases 29, 213-5, 732-6
- De Funis 29, 213-4, 732-6
- Green River C.C. 460-1, 474
- Impasse Procedures 226
- Legislation 793
- Seattle C.C. 474
- Shoreline C.C. 55
- Strikes 460-1, 474
- U. of Wash. 14, 29, 36, 41, 213-4, 585, 590, 732-6
- Whitman Coll. 215

Washington, D. C.

- Howard U. 329, 824
- NLRB Decisions 329, 824

Washtenaw Community College

- Arbitration Awards 79
- Court Cases 198
- Part-Time Employees 79
- Retirement 198

Wayne County Community College

- Arbitration Awards 80, 625
- Non-Reappointment 625
- Salaries 80
- Strikes 72

Wayne State Univ.

- Contracts 691
- Cost-of-Living 691

Wentworth College of Technology

- Bargaining Unit 325
- NLRB Decision 325

West Virginia

- Legislation re Student Fees 794, 909
- Marshall U. 954
- West Virginia U. 909
- Women 954

West Virginia Univ.

- Legislation 794
- Students 794, 909

Westchester Community College

- Bargaining Unit 841
- Contracts 697
- PERB Decisions 841

Westmoreland Cty. Comm. College

- Bargaining Unit 853
- PERB Decisions 853

Whitman College

- Court Cases 215
- Tenure 215

Williamsport Area Cty. College

- Bargaining Unit 850
- PERB Decisions 850

Wisconsin

- Admin. Salaries 455
- Anti Strike Plans 906
- Arbitration Awards 633-5
- Arbitration/Fact-Finding Awards 639
- Blackhawk Tech. Inst. 639
- Court Cases 216, 509, 737-8
- Eau Claire Tech. Inst. 633
- Lakeshore Tech. Inst. 634
- Legislation 293, 872
- Maternity Leave 797
- Milwaukee Area Tech. Coll. 635, 857-8
- PERB Decisions 857-8
- Retrenchment 885
- Roth Case 216, 509, 738
- Strike Prevention 906
- Tenure 928 also Roth Case
- Union Merger 803
- U. of Wisc. 737, 885, 928
- Wisc. St. U. 216, 509, 738

Wisconsin State Univ.

- Court Cases 216, 509, 737, 738
- Retrenchment 885
- Salaries 452
- Tenure 216, 509, 738, 928

Women 135, 537-58, 944-74

- Administration 540
- Affirmative Action 542-45, 952, 961
- Back Pay 441, 450
- Bibliographies 550
- Court Cases 37, 44, 177, 707, 712 721-2, 724-5, 727-9, 731, 737, 945, 948, 958, 963, 974
- Day Care 542, 545
- Discrimination 441, 450, 456, 754-5, 948, 955, See Court Cases Above
- Discriminatory Pension Law 355
- EEOC Guidelines 541, 543, 547, 953
- Legislation Proposed 545
- See Maternity Leave
- Minimum Wage 545
- Pension Benefits 545
- Promotion 542, 549
- Regulations Enforced 946, 955
- Salary 37, 44, 177, 441, 450, 456, 546
- Salary Enforcement 947

Women (cont.)

- Statistics on 546, 555, 557
- Tenure 754, 928, 930
- Unemployed 960
- Union Membership 551

Wood Chopping Clause

- Contract 693

Workload 559-61, 975-8

- Cheating on 977
- Class Size 560
- Contracts, Contents of 560
- Court Case 717
- CUNY 976, 978
- Measuring 975
- Office Hours 560
- Preparations 560
- Teaching Hour Alternative 975

Work Restrictions

- Court Cases 718

ACADEMIC FREEDOM

- 1 "AAUP Withholds Its (Academic) Freedom Award" for third time in last four years. Chronicle of Higher Educ., 8(30): 11, April 29, 1974.
- 2 "California Regents Approve Conduct Code for Faculty." Chronicle of Higher Educ., 8(36): 2, June 24, 1974.
- 3 Carter, R. S., Letter to the Editor. "An Additional Culprit in the Degeneration of Academic Freedom: Board of Trustees." Chronicle of Higher Educ., 8(25): 14, March 25, 1974.
- 4 "Concordia Lutheran Seminary Is Put on a New Probation." Chronicle of Higher Educ., 8(36): 1, 7, June 24, 1974.
C.L.S. which has been torn by a bitter doctrinal quarrel in Lutheran Church Missouri Synod has been placed on probation until 1976 by the American Association of Theological Schools.
- 5 Semas, P. W. "AAUP Likely to Censure College That Dropped Tenure." Chronicle of Higher Educ., 8(29): 3, April 22, 1974.
Regarding the abolishment of tenure at Bloomfield College, four-year private institution in New Jersey.
- 6 "6 Academic Freedom Cases." Chronicle of Higher Educ., 8(38): 8, 9, July 22, 1974.
In each, an aggrieved professor seeks redress.

ADMINISTRATION

- 7 Magarrell, J. "The New Managers on Campus: Are Their 'Systems' Changing the Character and Control of Higher Education?" Chronicle of Higher Educ., 8(26): 9+, April 1, 1974.
- 8 Paltridge, J. G., J. Hurst and A. Morgan. Board of Trustees: Their Decision Patterns, Report on Research (at 4 public colleges). Center for Research and Development in Higher Education., University of California, 2150 Shattuck Avenue, Berkeley, Ca. 94704, \$3.00.

ADMINISTRATION (Cont.)

- 9 Scully, M. G. "University Presidents are Found Living in World of Ambiguities." Chronicle of Higher Educ., 8(14): 1, 6, December 24, 1973.
Carnegie Commission on Higher Education study entitled "Leadership and Ambiguity: The American College President."

ADMINISTRATION - NO UNION POSITION PAPERS

- 10 Series of five lengthy memorandums from Dick Netzer of NYU regarding the election of the NYU Faculty and Librarians concerning union representation. October to December, 1973. 47 pp. (Available from this Center.)

AFFIRMATIVE ACTION

- 11 Adams, S and N. Barber. Affirmative Action Recruitment Directory: Human Resources in Higher Education. Western Interstate Commission for Higher Education, P.O. Drawer P, Boulder, Colo. 80302, \$5.00.
Aimed at assisting institutions of higher education in identifying members of minority groups and women interested in pursuing careers of teaching or administration in higher education.
- 12 Affirmative Action Guidebook. EEOC, P.O. Box 1612, Springfield, Va. 20402; free in limited quantities.
This guidebook outlines the legal basis for the government's equal employment opportunity laws and orders and the basic steps employers should take to develop programs that will put them in compliance.
- 13 Bender, M. "Job Discrimination, 10 Years Later: Layoffs Creating Conflict Between Seniority Systems and Equality Objectives." New York Times, Section 3, November 10, 1974, p. 1.
- 14 Boffey, P. M. "University of Washington Threatened with Loss of Federal Contracts." Chronicle of Higher Educ., 8(27): 7, April 8, 1974.
- 15 Combating Discrimination in the Schools: Legal Remedies and Guidelines. NEA. 32 pp. 1973.
- 16 "Controversial Portions of U. S. Rules Against Sex Discrimination." Chronicle of Higher Educ., 8(37): 9, July 8, 1974.
Article contains the more controversial portions of the HEW's guidelines forbidding sex discrimination at colleges and universities.

AFFIRMATIVE ACTION (Cont.)

- 17 "EEOC, AFL-CIO Self-Enforcement Agreement." News and Background Information, 87-LRR-142 to 143.
House hearings look into proposed plan.
- 18 "Equal Opportunity for Women Conference." News and Background Information, 85-LRR-171 to 173.
Voluntary compliance procedures are favored over courtroom confrontations.
- 19 Fields, C. M. "Affirmative Action 4 Years Later." Chronicle of Higher Educ., 8(39): 1, 8-9, August 5, 1974.
Despite some gains, critics find it's still marred by campus tokenism and government ineptitude.
- 20 Fields, C. M. "Anti-Bias Obligations." Chronicle of Higher Educ., 8(40): 8, August 19, 1974.
A congressional panel begins sorting out the complaints.
- 21 Fields, C. M. "Are Job 'Goals' Quotas?" Chronicle of Higher Educ., 9(4): 7, October 15, 1974.
Congress looks at affirmative action on campus and revives a smoldering controversy.
- 22 Fields, C. M. "Colleges Told: Hire the Best Qualified." Chronicle of Higher Educ., 9(14): 1, 8-9, December 23, 1974.
U. S. memorandum says race, sex, and ethnicity must play no part in selecting people. Text of memorandum which is from the Office of Civil Rights, HEW, included.
- 23 Fields, C. M. "To Meet Complaints." Chronicle of Higher Educ., 9(4): 7, October 15, 1974.
Two federal agencies authorized to probe employment discrimination will mesh their anti-bias efforts.
- 24 Fields, C. M. "2,000 Guideline Critics." Chronicle of Higher Educ., 9(5): 7, Oct. 21, 1974.
Anti-sex-bias rules draw heavy response.
- 25 Fields, C. M. "U. S. Publishes Its Anti-Sex-Bias Guidelines for Colleges But Delays Enforcement; Textbooks Are Not Affected." Chronicle of Higher Educ., 8(36): 1, 4, June 24, 1974.
HEW expects rules won't take effect before January 1.

AFFIRMATIVE ACTION (Cont.)

- 26 "Handicapped Workers Affirmative Action Rules." News and Background Information Section, 86-LRR-129 to 131.
Labor department has issued regulations covering hiring of the handicapped by government contractors.
- 27 "HEW Seeks Rights Data at Vocational Schools." Higher Educ. and National Affairs, 23(7): 7, February 15, 1974.
- 28 Hobart, T. What Price Quotas? N. Y. S. United Teachers, 80 Wolf Rd., Albany, N. Y. 12205.
"Hobart Tells NEA State Presidents Quotas Set Back Drive for Equality" and could jeopardize tenure. New York Teacher, 16(16): 16, December 15, 1974.
- 29 Journal of College and University Law, The. 1(1) Fall 1973.
Articles in this issue cover affirmative action, equal employment opportunity in higher education, litigation of fair employment practices, federal administration, equal employment and the DeFunis Case.
- 30 LaNoue, George R. "The Future of Antidiscrimination Enforcement." Change Magazine, 6(5): 44-45, June, 1974.
Essay on the potential scope and extent of federal antidiscrimination legislation in higher education.
- 31 Lester, Richard A. Antibias Regulation of Universities: Faculty Problems and Their Solutions. Report by the Carnegie Commission on Higher Education, McGraw-Hill Book, Co., Ave. of the Americas, New York 10020, \$4.95.
- 32 Maloney, C. Letters to the Editor. Chronicle of Higher Educ., 9(9): 10, November 18, 1974.
Are "equal opportunity" and "affirmative action" mutually contradictory terms?
- 33 "OFCC Hearings on Fringe Benefits in Sex Guidelines." News and Background Information, 86-LRR-315 to 316.
Consideration of comments on alternative proposals in guidelines.
- 34 "Poll Obtains Opinions on Affirmative Action." Higher Educ. and National Affairs, 23(6): 12, February 8, 1974.

AFFIRMATIVE ACTION (Cont.)

- 35 "Re-emergence of Racial and Ethnic Discrimination, A." Chronicle of Higher Educ., 8(40): 2, August 19, 1974.
Anti-Defamation League of B'Nai B'rith charges that the federal government had failed to prevent preferential treatment and quota systems despite "the prohibitions against preferential treatment in the 1964 Civil Rights Act."
- 36 "Rights Pact Offered by University of Washington" after warning of revocation of all federal contracts. Chronicle of Higher Educ., 8(32): 2, May 13, 1974.
- 37 "Rutgers Pays \$369,000 In Discrimination Damages in Past Year." 1974-GERR-560: B-4 to B-8.
HEW also issues proposal for enforcement of law banning sex discrimination by educational institutions receiving federal aid and solicits comments on rule to take effect in early 1975.
- 38 Sagnet, Charles J. "The University of Minnesota: The Uncertain Progress of Affirmative Action." Change Magazine, 6(4): 37-42, May, 1974.
The author describes his institution's experience with compliance and wonders, now that the crash-program period is past, what the next phase will be.
- 39 Scully, M. G. "Affirmative Action Scored." Chronicle of Higher Educ., 8(37): 8, July 8, 1974.
Study calls it a threat to faculty quality and morale. Article cites R. A. Lesters' Carnegie Study.
- 40 "Shanker Urges Affirmative Action Through Better Training, More Jobs on Campuses." American Teacher, 59(2): 22, Oct., 1974.
- 41 Sievert, W. A. "Relaxed Colossus on Puget Sound." Chronicle of Higher Education, 8(37): 3, July 8, 1974.
Major crisis - a threatened cut-off of federal funds, battles in the courts and the legislature - hardly ripple the University of Washington's calm.
- 42 "State Data Packets for Affirmative Action Programs." Labor Relations Reporter, News and Background Information Section, 85-LRR-169 to 170.
- 43 Tobias, Sheila. "Antibias Regulations of Universities: Faculty Problems and Their Solutions by Richard A. Lester." Change Magazine, 6(9): 56-57, November 1974.
Insightful book review.

AFFIRMATIVE ACTION (Cont.)

- 44 Treaster, Joseph B. "Rutgers University to Compensate 210 For Bias on Salary." New York Times, 1:5, June 7, 1974.
- 45 Weaver, J., Letters to the Editor. Chronicle of Higher Educ., 9(12): 11, December 9, 1974.
"Shed no tears for the disadvantages of men."
- 46 What is Affirmative Action? Combating Discrimination in Employment. NEA. 17 pp. 1973.
- 47 Winkler, K. J. "In 3 of 4 Key Elements in Desegregation, Notable Progress." Chronicle of Higher Educ., 8(37): 4, July 8, 1974.
Summary of actions by the federal government.
- 48 Winkler, K. J. "\$10,000 Bonuses Offered Teachers to Push Florida Desegregation." Chronicle of Higher Educ., 9(10): 2, November 25, 1974.
- 49 "Women's Groups Sue U. S. Over Aid to 'Sex-Biased' Colleges." Chronicle of Higher Educ., 9(11): 5, December 2, 1974.

AGENCY SHOP

- 50 "Public Employees Explain Opposition to Agency Shop." 1974-GERR-554:2, B-11 to B-12.
Teachers and other public employees tell why they are fighting union membership or agency shop service fees in court actions around country.

AGENTS

- 51 "AAUP Defeats AFT In Rerun Vote at Eastern Michigan University." 1974-GERR-548: B-20 to B-21.
Controversy surrounds MERC, the bargaining unit description and court of appeals outline of MERC's responsibilities in such an election dispute.
- 52 "AAUP-NEA Coalition Replaces AFT as Bargaining Agent for Hawaii Faculty." 1974-GERR-579: B-11 to B-14.
- 53 "AAUP-NEA Coalition Wins 47 Percent of (U. of) Hawaii Faculty Vote." Chronicle of Higher Educ., 8(26): 1, April 1, 1974.

AGENTS (Cont.)

- 54 "AAUP Wins 2 Elections; AFT, One." Chronicle of Higher Educ., 8(27):6, April 8, 1974.
AAUP defeats AFT at Eastern Michigan and Fairleigh Dickinson Universities. AFT wins election at New England College a private four-year institution in New Hampshire. New York, Syracuse, and Villanova Universities and at the University of Detroit defeat AAUP and reject collective bargaining.
- 55 "AFT Defeats NEA Twice in Pacific Northwest." Chronicle of Higher Educ., 8(36): 2, June 24, 1974.
Portland Community College in Oregon and Shoreline Community College in Seattle elect AFT agents.
- 56 "Campus Notes." Chronicle of Higher Educ., 9(14): 2, December 23, 1974.
Faculty members at the University of Colorado have voted in favor of collective bargaining, while professors at the University of Toledo (Ohio) have rejected it. Neither Colorado nor Ohio has public-employee bargaining laws, so both elections were held under rules established by the universities' governing boards.
- 57 "Campus Notes." Chronicle of Higher Educ., 9(9): 2, November 18, 1974.
Faculty members at the University of Cincinnati have chosen the AAUP as their bargaining agent.
- 58 "Campus Notes." Chronicle of Higher Educ., 9(8): 2, November 11, 1974.
Faculty members at the University of Miami have rejected collective bargaining.
- 59 "Campus Notes." Chronicle of Higher Educ., 9(4): 2, October 15, 1974.
Coker College Faculty (S.C.) withdraws bargaining petition; the faculty of Robert Morris College (Penn.) selected the AFT as its agent; Faculty at Ricker College (Me.) rejected the AFT; strikes settled by campus workers have been settled at MIT and at the University of Chicago. Both actions concerned wage increases.
- 60 "Dean Junior College (Mass.) turns down bargaining 33 to 18." NLRB Case No. 1-RC-13144. NLRB Election Report, ER-148: 18, June 11, 1974.

AGENTS (Cont.)

- 61 "Detroit (U.of) Faculty Rejects Collective Bargaining," resolved Oct., 1973 vote by NLRB. Chronicle of Higher Educ., 8(26): 2, April 1, 1974.
- 62 "1800 Univ. of Minn. Grad. Assistants to Vote if They Wish to be Represented by the Univ. of Minn. Federation of Teachers." Higher Educ. and National Affairs, 23(9): 7, March 1, 1974.
- 63 Fairleigh Dickinson University votes for AAUP agent in unit of 447. NLRB Case No. 22-RC-05310. NLRB Election Report, ER-149: 35, Jul. 22, 1974.
- 64 Grahm Junior College, Mass. chooses AFT unit of 32. NLRB Case No. 1-RC-13135. NLRB Election Report, ER-149: 18, July 22, 1974.
- 65 Marymount College of Virginia votes for an Independent agent in a unit of 35. NLRB Case No. 5-RC-08944. NLRB Election Report, ER-153: 34, January 9, 1975.
- 66 Mercy College, New York. Election results in dispute. NLRB Decision covering 42 votes for; against 41, Case No. 2-RC-16181. NLRB Election Report, ER-153: 34, January 9, 1975.
- 67 New England College (New Hampshire) votes for bargaining in AFT unit of 94. NLRB Case No. 1-RC-13107. NLRB Election Report, ER-148: 18, June 11, 1974.
- 68 New York University Law School votes for Independent agent in unit of 76. NLRB Case No. 2-RC-15757. NLRB Election Report, ER-149: 30, July 22, 1974.
- 69 New York University turns down bargaining 507 to 404. NLRB Case No. 2-RC-15719. NLRB Election Report, ER-146: 18, May 9, 1974.
- 70 Semas, P. W. "Recent Collective-Bargaining Actions." Chronicle of Higher Educ., 9(7): 3, November 4, 1974.
The Univ. of Hawaii voted to replace the AFT with a group affiliated with both the AAUP and NEA; the faculty of Kansas State College selected the NEA as its agent; the AAUP was named the bargaining agent for Union College (N.J.); faculty members and librarians at Cooper Union (N.Y.C.) voted to be represented by the merged New York AFT-NEA; Univ. of Scranton faculty chose an independent organization which had already negotiated two contracts for the faculty but had never been officially certified by the NLRB; the faculty of the Grand Valley State Colleges (Mich.) rejected collective bargaining; an election at Trocaire College (N.Y.) a two-year Catholic institution remains in doubt.

AGENTS (Cont.)

- 71 "Teaching Assistants Vote to Unionize at Univ. of Michigan." Chronicle of Higher Educ., 8(30): 2, April 29, 1974.
Grahm Jr. Coll. in Mass. selects AFT, while TA's at Mich. voted for independent union.
- 72 "Unions-Campus bargaining elections and strike actions." Chronicle of Higher Educ., 9(2): 2, Sept. 30, 1974.
"Middle Management" administrators at the Univ. of Rhode Island have voted to unionize; Faculty members at the Univ. of Alaska selected the AFT as their agent; the NEA won an election at three campuses of the Delaware Technical and Community College system; the faculty of Marymount College of Virginia, a two-year Catholic institution voted to be represented by an independent agent; about 800 non-faculty were on strike last week at MIT; faculty members struck Wayne County Community College in Michigan for four days before an agreement was reached.
- 73 "U. of Mich. Teaching Assistants vote 807 to 425 to Unionize." 1974-GERR-550: B-20.
T.A's at Ann Arbor select the Graduate Employees Organization as their exclusive agent. Major demands of the union are reported to be waiver of tuition, cost-of-living increases in their stipend, and limit on class size.
- 74 "Where College Faculties Have Chosen Or Rejected Collective Bargaining Agents." Chronicle of Higher Educ., 8(35): 24, June 10, 1974.
Extensive fact-file compiled by various organizations involved in collective bargaining and higher education.

ARBITRATION AWARDS

Awards listed in Arbitration in the Schools or with an AAA Case No. may be obtained for 30¢ per page from American Arbitration Association, 140 West 51st Street, N.Y., N.Y. 10020.

ARBITRATION AWARDS - CALIFORNIA

- 75 University of California, R. S. Montes vs. 1974-GERR-577: C-1.
Arbitrator denies grievance of counselor who wanted job back after terminating in order to return to school on full-time basis. (June 15, 1974.)

ARBITRATION AWARDS - COLORADO

- 76 Loretto Heights College and Faculty Association.
Retrenchment (Lay-off) without faculty participation in the decision was not a violation of the contract, although there had been a type of past-practice of faculty making recommendations concerning reduction in force. (August 15, 1974.)
Arbitration in the Schools, 59:5, Jan. 1, 1975.
AAA Case No. 59-11, 20 pp.

ARBITRATION AWARDS - ILLINOIS

- 77 Sauk Valley (Ill.) College Board of Trustees and Faculty Association.
The College was not obligated to change the salary step and placement and the rank of a faculty member notwithstanding that the grievant presented evidence that the number of years of his professional experience had been incorrectly recorded when he was hired in 1970. (May 22, 1974.)
Arbitration in the Schools, 56:7, Oct. 1, 1974.
AAA Case No. 56-JM-16, 12 pp.

ARBITRATION AWARDS - MICHIGAN

- 78 Ferris State College and Faculty Association.
The policy set forth in an executive memorandum which required that faculty members must obtain permission before accepting outside employment was considered reasonable in light of contractual language which gave the college the authority to adopt "reasonable policies" that were in agreement with state and federal laws. (November 2, 1974.)
Arbitration in the Schools, 60:8, Feb. 1, 1975.
AAA Case No. 60-21, 11 pp.
- 79 Washtenaw Community College Board of Trustees and Education Association.
The Board did not violate the contract when it assigned part-time employees to register students over the telephone instead of using full-time counselors. (July 10, 1974.)
Arbitration in the Schools, 58:4, Dec. 1, 1974.
AAA Case No. 58-W-6, 7 pp.
- 80 Wayne County Community College Board of Trustees and Federation of Teachers.
A grievance pertaining to the work year and proper pay for guidance counselors was arbitrable, even though the college had orally protested the timeliness of the grievance when it was filed. The arbitrator found that the timeliness was a "jurisdictional defect" which required any objections to be made in writing or be deemed waived. (January 15, 1974.)
Arbitration in the Schools, 52:4, June 1, 1974.
AAA Case No. 52-AF-5, 13 pp.

ARBITRATION AWARDS - NEW JERSEY

- 81 Middlesex County College and American Federation of Teachers.

Although the grievant waited over three years before filing a grievance alleging that the college violated the contract by hiring a new professor at a salary higher than she was receiving, the issue was not barred by laches as the college had claimed.

(May 10, 1974.)

Arbitration in the Schools, 56:5, Oct. 1, 1974.

AAA Case No. 56-AJ-9, 8 pp.

ARBITRATION AWARDS - NEW YORK

- 82 CUNY. Index, Digest and Tables of Arbitration and Court Cases Arising Under Collective Agreements Covering Instructional Staff. Vol. 1, 1974. Cases from September 1, 1969 through January 31, 1974. \$30.00 to full subscribers; \$50.00 to others. Available from this Center.

- 83 CUNY Board of Higher Education and PSC.

Non-reappointment of certified lecturer for unsatisfactory performance - Right to due process procedure in non-reappointment - Certification equated with tenure status. (July 29, 1974.)

Arbitration in the Schools, 57:6, Nov. 1, 1974.

AAA Case No. 57-D-11, 28 pp.

- 84 CUNY Board of Higher Education and PSC.

Concerns arbitrability-procedure for reappointment of lecturers and certification process for lecturers' reappointment. (June 12, 1974.)

Arbitration in the Schools, 56:3, Oct. 1, 1974.

AAA Case No. 56-AD-2, 7 pp.

- 85 Hudson Valley Community College and Faculty Association.

College faculty advised to accept coverage assignments of absent instructors. (February 21, 1974.)

Arbitration in the Schools, 54:4, Aug. 1, 1974.

AAA Case No. 54-K-4, 8 pp.

- 86 SUNY - Albany Campus

"UUP (United Univ. Professions) Regains Faculty Rights at SUNY Albany Campus." New York Teacher, 15(28): 30, March 17, 1974.

Just prior to arbitration, N.Y.S. agrees to restore faculty parking rights.

ARBITRATION AWARDS - PENNSYLVANIA

- 87 Community College of Philadelphia and Faculty Federation.
Vacation pay received deducted from final pay
check upon resignation. (Feb. 28, 1974.)
Arbitration in the Schools, 52:6, June 1, 1974.
AAA Case No. 52-F-10, 5 pp.

ARBITRATION AWARDS - RHODE ISLAND

- 88 Univ. of Rhode Island and AAUP.
Arbitrability-waiver of contractual bar to arbitration -
Involuntary assignment of University professor to
teach at Extension Division. (Feb. 26, 1974.)
Arbitration in the Schools, 53:5, July 1, 1974.
AAA Case No. 53-AW-9, 9 pp.
- 89 Univ. of Rhode Island and AAUP.
Promotion of associate professor to full professor.
The negative peer evaluation was held to be of
little merit by all parties where the chairman
acknowledged the existence of interpersonal dif-
ficulties in the grievant's department. (August
16, 1974.)
Arbitration in the Schools, 59:6, Jan. 1, 1975.
AAA Case No. 59-15, 21 pp.
- 90 Univ. of Rhode Island and AAUP.
Denial of promotion from assistant to associate
professor by Acting President did not violate contract
where the agreement gave the President the authority
to act upon recommendations for promotion and where
the contract did not grant automatic promotion.
(Sept. 4, 1974.)
Arbitration in the Schools, 59:7, Jan. 1, 1975.
AAA Case No. 59-16, 9 pp.

ARBITRATION/FACT-FINDING AWARDS - NEW YORK

- 91 Finger Lakes Community College and Faculty Association.
Recommends faculty enter into a 2-year contract with
8.4% increase each year; grant a five-year continuing
appointment after probationary period. (Oct. 30, 1974.)
Arbitration in the Schools, 60:5, Feb. 1, 1975.
AAA Case No. 60-10, 14 pp.

ARBITRATION PROCEDURES

- 92 "Approval of NLRB's Collyer Doctrine." Labor Relations Reporter, Summary of Developments, 85(17): 1 March 4, 1974.
A second Court of Appeals approves the NLRB's Collyer Doctrine which grants an opportunity to settle through arbitration machinery a dispute that is cognizable under a contract.
- 93 "Arbitration and Race Or Sex Discrimination." News and Background Information, 86-LRR-27 to 34.
U.S. Supreme Court ruling said to indicate need for restructuring of grievance-arbitration process.
- 94 "Arbitration Reports Experiments to Cut Hearing Time and Cost." 1974-GERR-557: 2, B-1 to B-6.
Michigan arbitrator reports on recent experiments to minimize incidence of grievance arbitrations and reduce time-cost factor, including pre-hearing joint stipulations, "speaker-phone" hearings which cut travel and lodging costs, and scheduling several hearings in same locale on same day at reduced fees. He suggests AAA, FMCS, and state public employment relations agencies could arrange scheduling and service functioning on such programs.
- 95 Benewitz, M. C. "Discharge, Arbitration and the Quantum of Proof." Arbitration Journal, 28(2): 95-104, June, 1973.
- 96 Benewitz, M. C. "A Modest Proposal for Improving College Arbitration." Arbitration Journal, 29(1): 43-49, March, 1974.
- 97 Brennan, Peter J. and Eugene F. Berrodin. "Compulsory Arbitration: A Dialogue." Public Personnel Management, 3(2): 100-103, March-April, 1974.
Excerpts from letters, concerns a workable definition of the term.
- 98 "Checklists on Mediation, Fact-Finding and Arbitration, and Preparation for Bargaining." 1974-GERR-577: G-1 to G-2.
Checklists were included as part of a discussion paper on "Preparation for and Participation in Mediation, Fact-Finding, and Contract Arbitration" presented at the International Personnel Management Association annual conference.

ARBITRATION PROCEDURES (Cont.)

- 99 Gross, J. A. The Labor Arbitrator's Role: Tradition and Change. N.Y.S. School of Industrial and Labor Relations, Cornell Univ., Reprint No. 299. 13 pp.
- 100 "Increased Use of Arbitration for State Employees Commended." 1974-GERR-550; B-19.
AAA agents are finding an increased interest in expedited grievance arbitration among organizations representing state employees.
- 101 "The Issue of Arbitrability - Authority of Courts to Determine Issue." 1974 Labor Relations Expiditer - 23 to 24 (LR and LA - Q4.09). Part of the LRRM publication from BNA.
Exploration of legal concept of arbitrability.
- 102 Long, G. and P. Feuille. "Final Offer Arbitration: Sudden Death of Eugene." Industrial and Labor Relations Review, January 1974. Published by Cornell Univ., ILR School, Ithaca, N.Y. 14850. Full text of article published in 1974-GERR-547: E-1 to 15.
- 103 "Maine's Uniform Arbitration Act Governs Grievances." 1974-GERR-573; B-2 to B-5.
The state legislature intended that grievance arbitrations for public employees be handled under uniform Arbitration Act, which also covers private employees, rules Maine Supreme Court. It finds procedures under Municipal Public Employee Labor Relations Act limited to impasse arbitration, and thus upholds order for reinstatement of dismissed teacher. (Total quote.)
- 104 Mintz, Bernard and Allan Golden. "Faculty Collective Bargaining and the Arbitral Process." Journal of Coll. and Univ. Personnel Assoc., 25(8), July-August, 1974.
The emergence of faculty collective bargaining in colleges and universities has brought the industrial process of arbitration into the academic arena. This article examines one institution's experience with this process.
- 105 "Modification of Collyer Guidelines." Labor Relations Reporter, News and Background Information Section, 85-LRR-65 to 67.
NLRB General Counsel modifies guidelines for deferral to arbitration in cases of refusal to furnish information.

ARBITRATION PROCEDURES (Cont.)

- 106 "More Use of Final Offer Arbitration Urged on Basis of Successful Use in Eugene, Oregon." 1974-GERR-547, 2, B-6 to 7, Text E-1 to 15.
- 107 Murphy, Michael A. and Michael A. Sterlacchi. "A Review of the National Labor Relations Board's Deferral Policy." Fordham Law Review, 42(2), December, 1973.
- 108 "NAA Panel Considers Public Sector Interest Arbitration, Bargaining Scope." 1974-GERR-553: 2, B-14 to B-16. Interest arbitration of bargaining dispute has arrived as "respectable option to the strike route," A. Anderson tells public sector panel session of NAA.
- 109 "Study of Influences in Successful Arbitration." News and Background Information, 86-LRR-151 to 154. Seven factors examined as to effect on management or union awards.
- 110 Teple, E. R. "Deferral to Arbitration: Implications to NLRB Policy." Arbitration Journal, 29(2): 65-97, June, 1974.
- 111 Yaffee, B. and H. Goldblatt. Factfinding in Public Employment Disputes in New York State: More Promise than Illusion. N.Y. S. School of ILR, Cornell University. ILR Paperback No. 10, June 1971. 132 pp. \$2.50.

BARGAINING UNITS

- 112 "Advisory Commission to Michigan CSC Issues Recommendation for 11 Units of State Employees." 1974-GERR-547, 2, B-12 to 15. Public hearings included representatives for employee associations and unions, personnel directors, Michigan State University, etc.
- 113 Ogawa, D. T. and J. M. Najita. Guide to Statutory Provisions in Public Sector Coll. Barg.: Unit Determination. Ind. Rel. Center, Coll. Bus. Admin., U. of Hawaii, 1973. \$1.00. 74 pp. (Second Issue 1974. \$2.25. 91 pp.) Summary of statutes through 1972 (1973) on appropriate unit in private, federal and state/local sectors; covering administering agencies, exclusion of employees, separate units and other limitations.

BIBLIOGRAPHIES

- 114 Allen, J. C. and D. J. Julius., comps. Higher Education Collective Bargaining: Other than Faculty Personnel. Vol. 1, 1974. \$3.00. Available from this Center.
Covers some 250 references related to non-faculty, especially arbitration awards, court cases, NLRB decisions and PERB decisions. Keyword index.
- 115 Tice, T. N. Resources on Academic Bargaining and Governance. ERIC Clearinghouse on Higher Educ., George Washington U., Washington, D.C. 20036. 1974.
Covers some 200 references on public sector labor law; coll. barg. and governance in higher education. Keyword index.

CARNEGIE COMMISSION REPORTS

- 116 Carnegie Commission Expires After Six Years, 21 Reports. Higher Educ. Daily, October 10, 1973, p. 1.
- 117 The Carnegie Higher Education Prognosis: Curably Ill. Higher Educ. Daily, Oct. 10, 1973, p. 4.
- 118 The Carnegie Higher Education Prognosis: Curably Ill - II. Higher Educ. Daily, October 11, 1973, p.3.
- 119 The Carnegie Higher Education Prognosis: Curably Ill - III. Higher Educ. Daily, October 12, 1973, p. 4.
- 120 Clark Kerr Chides Doomsayers. Higher Educ. Daily, October 15, 1973, p. 1.
- 121 Digest of Reports of the Carnegie Commission on Higher Education, A. McGraw-Hill Book Co., 1221 Ave. of Americas, New York 10020; \$15.00.
Summarizes reports and contains index to recommendations and suggested assignments of responsibility for action.
- 122 Hanson, Harold P. Letter to the Editor. Chronicle of Educ., 8(41): 8, Sept. 3, 1974.
Carnegie Commission reports are indicted: "Most of little value, some dangerous."
- 123 Magarrell, J. "Power: Its Higher Education's Insiders vs. Outsiders, A Study Says." Chronicle of Higher Educ., 8(38): 2, July 22, 1974.
Summary of E. Gross' and P. V. Grambsch's report; Changes in University Organization 1964-1971.
- 124 "New Carnegie Council, Under (Clark) Kerr, To Study Higher Education Issues." Chronicle of Higher Educ., 8(16): 1, 6, January 21, 1974.
Topics include faculty development, including changing patterns and policies on retirement, tenure, and collective bargaining.

COLLECTIVE BARGAINING

- 125 Balke, W. M., K. R. Hammond and G. D. Meyer. "An Alternate Approach to Labor-Management Relations." Administrative Science Quarterly, 18(3): 311-27, Sept., 1973.
This study applies social judgment theory and interactive computer graphics to labor-management negotiations. It is based on a re-enactment of actual negotiations.
- 126 "Bargaining in Higher Education Explored at New York City Conference." 1974-GERR-2, B-15 to B-19.
Collective bargaining on campus was subject of addresses delivered at second annual conference of this Center.
- 127 Begin, J. P. Academics at the Bargaining Table: Early Experience. Institute of Management and Labor Relations Library, Rutgers Univ., New Brunswick, New Jersey 08903. 1973. 81 pp.
Covers its impact, governance, grievance procedures.
- 128 Bierstedt, B. "Representation of Economic Interests." AAUP Bulletin, 52:230, Summer, 1966.
- 129 Bond, L. "The Impact of Collective Bargaining on the Quality of Instruction.: Cassette Tape. AAHE Conference Cassettes, Current Infor. Systems, P. O. Box 23, Hyattsville, Md. 20781.
A 50-minute tape by the co-director of the U. of Calif. Student Lobby, discussing student concerns relative to coll. barg.
- 130 Coe, A. C. "Implications of Collective Bargaining for Students and Student Personnel Administrators." National Association of Student Personnel Administrators Journal, 11: 9-18, October 1973.
- 131 Collective Bargaining in Postsecondary Educational Institutions: Applications and Alternatives in the Formulation of Enabling Legislation. Education Commission of the States, 1860 Lincoln St., Suite 300, Denver, Colorado 80203. 1974. Report 45. \$3.50. 104 pp.
Covers collective bargaining impact; federal and state laws through Jan., 1974; governance, public policy issues; component parts of legislation (types, scopes, coverage, administration, recognition, unit determination, procedures, impasse resolution, admin. of contract); and glossary.

COLLECTIVE BARGAINING (Cont.)

- 132 "Colorado Ruling Says Regents May Bargain With Univ. Faculty." 1974-GERR-558; B-16.
- 133 Community at the Bargaining Table, The. Institute for Responsive Education, Boston Univ., 704 Commonwealth Ave., Boston, Mass. 02215. \$3.00.
Offers alternatives to "closed" system of coll. barg.
- 134 Cross, J. G. The Economics of Bargaining. New York, Basic Books, 1969. 247 pp. \$8.95.
Discusses the cost of negotiation in terms of time and money, how to modify expectations during negotiations and how this determines the kind of concessions each side is prepared to make to reach a settlement. Also discusses arbitration, impact of strikes, role of bluffing and dirty tricks.
- 135 Diener, Thomas, ed. College Teaching and Teachers: Legal Implications of Academic Affairs. Institute of Higher Education Research and Services, University of Alabama, University, Ala. 35486. \$3.00.
Papers presented at a conference on women's rights in academe, faculty collective bargaining and the courts and academic affairs.
- 136 Doh, H. and S. Johnson. "Collective Bargaining in SUNY." This Center's Newsletter, 2(3): 1-5, May/June, 1974.
Summary of study published in Journal of the Coll. and Univ. Personnel Assoc. 25(2), April, 1974. Surveys SUNY union leaders, consultation and grievance experience.
- 137 Haak, H. H. Collective Bargaining and Academic Governance: The Case of the California State Colleges. San Diego: Public Affairs Research Institute, San Diego State College, 1968.
- 138 Haehn, J. D. Collective Bargaining in Higher Education: An Empirical Analysis of the California State Colleges. Chico, Ca.: Chico State College, 1971.
- 139 Haug, M. R. and M. B. Sussman. "Professionalization and Unionism: A Jurisdictional Dispute?" American Behavioral Scientist, 14: 525-540, March, 1971.
- 140 Higher Education Advocate. 7(3), Spring 1974.
Published by the NEA, this issue of the Advocate is devoted to quotas, retrenchment, AFT-NEA rivalry, academic due process, and NEA collective bargaining activities. Available from National Education Assn. 1201 16th Street, N.W., Washington D.C. 20036.
(202 - 833-4262)

COLLECTIVE BARGAINING (Cont.)

- 141 Ianni, L. "Critical State of Collective Bargaining in Higher Education." Intellect, 102: 294-296, Feb. 1974.
- 142 Insights Into Higher Education: Selected Writings of CSHE, 1969-73. Vol. I and II. Center for the Study of Higher Education, The Penn. State University, University Park, Pa.
Selected studies including some collective bargaining in Penn. faculty attitudes, governance and unions, community college and postsecondary occupational education available.
- 143 Lozier, G. and K. P. Mortimer. Anatomy of a Collective Bargaining Election in Pennsylvania's State-Owned Colleges. Center for the Study of Higher Education, Penn. State University, University Park, Pa. 16802; Single copies available free.
A report on the voting behavior of the faculty members in the 13 Penn. State Colleges and Indiana University of Pa. in an election to choose a bargaining agent in 1971.
- 144 Messick, David M. "To Join or Not to Join: An Approach to the Unionization Decision." Organizational Behavior and Human Performance, 10: 145-156, 1973.
The problem of joining or not joining a faculty union is analyzed via simplified analogy. The effects of group size are discussed and it is shown that the decision structure is an in-person prisoner's dilemma. Several possible solutions to the dilemma are discussed but the ultimate solution appears to be more a matter of social ethics than logic.
- 145 Mintz, B. "The Birth and Growth of The Science of Collective Bargaining" in higher education. History of this Center. College and Univ. Business, 58(1): 16, Jan., 1974.
- 146 Mintz, Bernard. Collective Bargaining--A Collegial Activity. Speech given at North Central Association Conference, Chicago, September 27, 1972. On file, NCSCBHE.
- 147 Mortimer, Kenneth P. Faculty Voting Behavior in Collective Bargaining Elections. Prepared for Panel: "New Patterns of Governance in Higher Education," American Society of Public Administration, May 6, 1974. 21 pp. On file, NCSCBHE; or write Center for the Study of Higher Educ., Penn. State U., 101 Rackley Bldg., University Park, Pa. 16802.
- 148 Nielsen, R. "Even the Tribune Understands a Little" about why college professors are now unionizing. American Teacher, 59(4): 30, Dec., 1974.

COLLECTIVE BARGAINING (Cont.)

- 149 Nigro, Peter D. "Changing Managerial Concepts of the University, Department Chairmen: Supervisor or Group Leader Under A Union Contract." Journal of Business Education, November, 1973, 75-76.
- 150 Nigro, Peter D. "What Does A Unionized Faculty Mean?" College Management, January, 1970, 40-41.
- 151 Nigro, Peter D. "Workers on The Campus Unite." Journal of Business Education, March, 1973, 253-254.
- 152 "Public Sector Bargaining Issue Aired at New York Labor Conference." 1974-GERR - 560: B-2, B-3.
Baruch College professor sees union growth in public sector colleges but says faculty will forego tenure protections as they opt for bargaining.
- 153 Report of the Florida Technological University Faculty Senate Ad Hoc Committee on Collective Bargaining. Oct., 1974. 35 pp. Write President, Faculty Senate, Florida Technological Univ., Orlando, Fl. 32816 or this Center.
Covers Florida law, advantages/disadvantages and attitudes of Florida faculty.
- 154 Schoen, Sterling H. and Raymond L. Hilgert. "Cases in Collective Bargaining and Industrial Relations: A Decisional Approach." Revised Edition; Richard D. Irwin, Inc., Homewood, Illinois, 1974; 360 pp. paperback; indexed.
- 155 Semas, P. W. "Fla Public Colleges Near Vote on Faculty Unionization." Chronicle of Higher Educ., 8(26): 3, April 1, 1974.
- 156 Semas, P. W. "Putting Faculty Unions Between Covers." Chronicle of Higher Educ., 9(3): 10, October 7, 1974.
Author reviews Professors, Unions, and American Higher Education by E. C. Ladd, Jr., and S. M. Lipset. (Carnegie Commission on Higher Education, 124 pp., \$1.75); Faculty Unions and Collective Bargaining by E. D. Duryea, R. S. Fisk and Associates. (Jossey-Bass, 236 pp., \$8.75); Collective Bargaining Comes to Campus by R. K. Carr and O. K. VanEyck. (American Council on Education, 314 pp., \$9.00).
- 157 Semas, P. W. "Require Professors to Pay Union Dues." Chronicle of Higher Educ., 9(7): 3, November 4, 1974.
Unionized college faculties are increasingly facing one of the classic issues of organized labor: mandatory union dues.

COLLECTIVE BARGAINING (Cont.)

- 158 Semas, P. W. "Teacher Unions Girding." Chronicle of Higher Education, 9(1):3, September 23, 1974.
Campaigns to organize College Professors this year are likely to be the most aggressive ever seen on campuses.
- 159 "States Urged to Enact Laws on Faculty Unions," Higher Education and National Affairs, 23(10):7, March 8, 1974.
- 160 Steinberg, R. "Professionals in Unions Cite Old Reasons: Pay, Security." New York Times, July 28, 1974, p.10.
- 161 Thomson, A. W. J. An Introduction to Collective Bargaining in Higher Education. Key Issues No. 16. New York State School of Industrial and Labor Relations, Cornell University, Ithaca, N. Y. 14850. \$2. per copy.
All Key Issues reports are based on research publications, legislative documents, and other published material available in the comprehensive library collection of the school. They are designed to provide background information.
- 162 Thomas, R. "Collective Bargaining: Albatross or Talisman for Student Affairs." Copies available from Res. Proj. on Students and Coll. Barg., 1730 Rhode Island Ave., N.W., Suite 500, Washington, D. C. 20036.
Impact of collective bargaining on student personnel administrators. Some 60% of SPA's surveyed think collective bargaining will restrict SPA's latitude in working with student concerns, and 53% think it hinders student participation in governance, but SPA are generally supportive of collective bargaining.
- 163 Van Dyne, L. "Ruckus in Dowagiac." Chronicle of Higher Education, 8(40):4-5, August 19, 1974.
The hometown of Southwestern Michigan College is stirred by a Trustee's battle with the North Central Accreditors. Issues also concern governance and collective bargaining.
- 164 Wessel, Robert H. Collective Bargaining and the Quality of Graduate Education. Speech presented to the Eastern Economic Association, Albany, New York, October 25, 1974.
On file, NCSCBHE.

COLLECTIVE BARGAINING (Cont.)

- 165 "White Collar Organizing in 1973." Labor Relations Reporter, News & Background Information Section, 85-LRR-227 to 228.
Unions attempted to organize more professionals such as employees of colleges, in 1973 than in 1972. The AAUP went to seven NLRB contests in 1973, winning four of them. The NEA won 3 out of 4 of its elections. The largest unit to reject a union was 261 office clericals at Drexel University which voted against continued representation by AFSCME. Total quote relating to colleges.
- 166 Wollett, Donald H. and Robert H. Chanin, The Law and Practice of Teacher Negotiations. Incorporating 1973 supplement; BNA Books, Washington, D. C.; 1200 pages; loose-leaf binder format; indexed; \$39.50.
- 167 Yates, M and B. Williams, "What Radicals Can Do for the Teachers' Unions." Change Magazine, 6(10): 8-9, January, 1974-75.
Authors admonish radical faculty to join teacher unions. The potential for radicalizing the working class is discussed.

COLLECTIVE BARGAINING-INTERNATIONAL

- 168 Adell, B. I. and D. D. Carter, Collective Bargaining for University Faculty in Canada. Industrial Relations Centre, Queen's Univ., Kingston, Ontario. 1972. 95pp.
Covers the changing market, dissatisfaction with job security, governance, government control, faculty power, due process, grievances, comparison with Britain, absence of legal obstacles, scope and subject matter, effect on standards of performance, strikes and compulsory arbitration.
- 169 Goldenberg, S. B. Public Service Bargaining: Implications for White Collar Unionism. Industrial Relations Centre, Queen's Univ., Kingston, Ontario. 32 pp. 1973.
- 170 Johnston, T. L. Public Sector and White Collar Bargaining. Industrial Relations Centre, Queen's Univ., Kingston, Ontario. 18 pp. \$1.00. 1970.
- 171 Reed, G. W. White Collar Bargaining Units Under the Ontario Labor Relations Act. Industrial Relations Centre, Queen's Univ., Kingston, Ontario. 61 pp. \$3.50. 1969.

CONTRACTS, CONTENTS OF

- 172 Analysis of Faculty Contract Information at Public Community Colleges in Michigan 1969-70. Lansing, Mich.: Michigan Community College Association, 1970.

CONTRACTS, CONTENTS OF (Cont.)

- 173 Collective Bargaining in Public Institutions of Education in the Commonwealth of Massachusetts: Contract Content - November, 1974. Mass. Board of Regional Comm. Colleges, 177 Milk Street, Boston, Mass. 02109.
Covers bargaining unit definitions, workload, chairmen, promotion, tenure, grievance procedures, arbitration provisions, union/management rights, sabbatical leaves and salary ranges.
- 174 Humphrey, N. D. An Analysis of Collectively Bargained Contracts in Senior Colleges and Universities in 1973. Dissertation, Brigham Young University, 1974. 140 p.
- 175 Tables Summarizing Salaries, Fringe Benefits and Related Practices Affecting Professional Employees of (31) New York State Community Colleges, 1973-74. NYSPRB, 50 Wolf Road, Albany, N. Y. 12205. Published Jan. 1974.
Covers 20 provisions in charts from Bargaining Unit Definitions, Department Chairmen, Sabbatical Leave to Union Privileges, etc.

COURT CASES

- 176 College Law Digest. Bi-monthly publication with summary of court cases and legal developments affecting colleges. Vol. 4, 1974, \$15.00 subscription. Vol. 1-3, 1971-73, bound set \$45.00. Digest of College Law, 1935-70. Published 1974, paper \$12.00. Order from Fred B. Rothman & Co., 57 Leuning St., So. Hackensack, N.J. 07606.
- 177 "Equal Pay for Women Backed by Court." Chronicle of Higher Education, 8(35):6, June 10, 1974.
The 1964 Equal Pay Act upheld by the Supreme Court. The decision may give a boost to women's groups seeking salary adjustments and back wages for both academic and nonacademic employees.
- 178 Kelly, Thomas E., Jr. "Double Prosecution of the State University Student." Journal of College and University Law, 1(3):269-288, Spring, 1974.
- 179 NLRB v. Textron, Inc. Supreme Court of the United States. No. 72-1598, April 23, 1974.
Concerns managerial employees. All employees properly classified as "managerial," rather than just those in positions susceptible to conflicts of interest if they are represented by union, are excluded from protections of LMRA. Relevant to higher education. 85-LRRM-2945-2961.
- 180 O'Neil, Robert M. "Court and Campus - Striking A New Balance." The Journal of College and University Law, 1(3): 199-205, Spring, 1974.

COURT CASES (Cont.)

- 181 "3 University Cases Go to High Court." Chronicle of Higher Education, 8(26):4, April 1, 1974.

Merely indicates cases by U. of Connecticut over grading, tenure laws, etc.; Georgia State U. faculty over trespass charges; faculty at Oregon State U. over due process in tenure cases. Cases asking Supreme Court to review lower court decisions.

- 182 "Title VII Arbitrations." This Center's Newsletter, 2(3): 6-7, May/ June, 1974.

Discusses deferral of discrimination complaints by courts to the arbitration procedures in faculty contracts. Discusses Rios vs. Reynolds Metal and Alexander vs. Gardner-Denver Court Cases.

COURT CASES - CALIFORNIA

- 183 "L.A. Ordered To Pay Increases That Were Frozen In Fall 1971." 1974-GERR - 579: B-8 to B-9.

County of Los Angeles is ordered to pay about 2,000 community college teachers wage increases withheld during the 1971 wage-price freeze.

- 184 Los Angeles College Teachers Association, et al. v. Bloodgood, et al. California Supreme Court, Los Angeles County Case No. C92178, September 23, 1974.

Proceeding in which college teachers of Los Angeles Community College District, who were not paid a salary increase during and because of Phase I of federal wage freeze, seek payment of such increase retroactively. Payment ordered. 21-WH Cases - 1023 to 1024.

- 185 "The State of California et al. v. James Coan et al."

Economic Stabilization Act of 1970 inapplicable to states' regulation of their employees' salaries, California Supreme Court holds. Court orders state to pay 4.5 percent cost-of-living council pared from average 11.5 percent raises 1973 budget provided. One dissenting opinion, however, asserts state court lacks jurisdiction to consider matter, and second dissenter holds congress does have power to limit state employee salary increases. 1974-GERR-554:B-1 to B-3; F-1 to F-10.

- 186 State of California v. U. S. U. S. District Court, Eastern District of California No. S74-17, October 15, 1974.

In action by State of California against Federal Government for judicial review of administrative order of Federal Cost-of-Living Council, the Federal Government is not entitled to amend its counterclaim so as to seek temporary injunction enjoining payment of wage and salary increases by the State in compliance with California Assembly Bill 4428. 22-WH Cases-43 to 46.

COURT CASES-CALIFORNIA (Cont.)

- 187 "TECA Voids Ban On California Employees' Pay Raise: Government Appeals." 1974-GERR-576, B-6 to B-9, E-1 to E-6.
Temporary Emergency Court of Appeals rules office of Economic Stabilization cannot prevent State of California from paying some 180,000 state workers average 4.2 percent retroactive raise denied under now expired Stabilization Act.
- 188 United States v. State of California, et al., Coan and California State Employees' Association. U. S. Temporary Emergency Court of Appeals. Case Nos. 9-13 and 9-14, September 19, 1974.
Federal district court did not have jurisdiction of action brought by Federal Economic Stabilization Act to enjoin State of California from implementing State Budget Act in disregard of order of Cost-of-Living Council. 21-WH Cases - 1012 to 1017.
- 189 United States v. State of California, et al., and Coan and California State Employees' Association. U. S. District Court, Eastern District of California, Case No. S74-186, June 25, 1974.
Federal Government is entitled to preliminary injunction enjoining payment by State of California of wage and salary increases which were disallowed by order of Cost-of-Living Council during existence of Economic Stabilization Program. 21-WH Cases-1010 to 1012.

COURT CASES-COLORADO

- 190 Alexander v. Gardner-Denver Company. U. S. District Court District of Colorado, Case No. C-2476, July 7, 1971.
Case on radical discrimination in the private sector with relevance to higher education. Discussed in Vol. I No. 2 and Vol. 2 No. 3 of the NCSCBHE Newsletter. 4-FEP Cases - 1205 to 1209.
- 191 Alexander v. Gardner-Denver Company. U. S. Court of Appeals, Denver, No. 71-1548, August 11, 1972.
Appeal affirms the trial court opinion. 4-FEP Cases-1210 to 1211.
- 192 Alexander v. Gardner-Denver Company. U. S. District Court District of Colorado, No. C-2476, November 19, 1974.
An employer did not violate Title VII of the Civil Rights Act of 1964 when it discharged a black employee on the basis of a subjective evaluation by a single supervisor, a federal district court holds on remand from the U. S. Supreme Court. 8-FEP Cases 1153 to 1155.

COURT CASES-FLORIDA

- 193 University of Florida, K. Megill vs. "Union Appeals Megill Case" over denial of tenure. American Teacher, 59(4): 28, December, 1974.

COURT CASES-ILLINOIS

- 194 University of Chicago, Kaplowitz v. U. S. District Court Northern District of Illinois. No. 73-3760, October 22, 1974.

A law school placement office is an "employment agency" within the meaning of Section 701(c) of the Civil Rights Act of 1964, a federal district court finds, where, the placement office is the primary source through which employers hire the law school's students and recent graduates, and the vast majority of all positions obtained by students and recent graduates is through utilization of the placement office. 8-FEP Cases-1131 to 1137.

COURT CASES-IOWA

- 195 University of Dubuque. Scully, M. G. "Tenure: An Iowa Court says Financial Exigency Justifies Firing a Teacher." Chronicle of Higher Education, 8(39):2, August 5, 1974.

An Iowa district judge has ruled that U. of Dubuque had the right to fire a tenured professor.

COURT CASES-MARYLAND

- 196 University of Maryland. Fields, C. M. "U. of Maryland Charges Civil Rights Office Threatened It With Adverse Ruling Unless It Settled Bias Suit." Chronicle of Higher Education, 8(35): 1-2, June 10, 1974.

The University of Maryland has filed suit against the U. S. Office for Civil Rights charging that its investigators improperly interfered in a federal court suit accusing the university of sex discrimination.

COURT CASES-MASSACHUSETTS

- 197 Tufts University. Fields, C. M. "Sex-Bias Charges." Chronicle of Higher Education, 8(41):3, September 3, 1974.

The EEOC is seeking a preliminary injunction ordering Tufts University to reinstate two female faculty members.

COURT CASES-MICHIGAN

- 198 Washtenaw Community College Education Association and James Davenport v. Board of Trustees. Michigan Court of Appeals, Division 2, Case No. 15662, August 19, 1974.

Statute prohibiting colleges from contributing funds to more than one retirement plan unconstitutionally impaired bargaining agreement between Washtenaw Community College and Education Association which required Board of Trustees to contribute amount equal to maximum of 5 percent of professor's pay to private retirement plans, Michigan Court of Appeals decides, reversing lower court. 1974-GERR-579:B-1 to B-3.

COURT CASES-MINNESOTA

- 199 Minnesota State College Board v. PERB. Minnesota District Court No. 397320, November 13, 1974.

Appeal from MPERB's determination under State PELRA(SLL33:237) of appropriate bargaining unit for faculty members employed in state college system is governed by Chap. 15 of Minn. Administrative Procedure Act rather than conventional certiorari proceeding, and therefore substantial evidence standard applies. 87-LRRM-2981 to 2990.

COURT CASES-NEW MEXICO

- 200 University of New Mexico, EEOC v. U. S. Court of Appeals, Tenth Circuit (Denver). No. 74-1119, October 30, 1974.

EEOC is entitled to enforcement of subpoena duces tecum requiring university, which has been charged with discriminating against certain professor, to produce records and personnel files of other professors, even though no "probable cause" has been shown that university violated Title VII. 8-FEP Cases 1037 to 1044.

COURT CASES-NEW JERSEY

- 201 Bloomfield College. Peterson, I. "A Faculty Union is Suing College: Jersey School Dismissed 11 Teachers with Tenure." New York Times, April 29, 1974, p. 67.

- 202 Bloomfield College. "Court Decides a Question of Tenure." New York Times, June 30, 1974, p.6.

- 203 Education Association v. New Jersey Board of Education. New Jersey Supreme Court No. A-25, November 20, 1974.

School board is required to negotiate with teachers' union sections of guidelines unilaterally imposed by board that require written approval of chief executive officer of employer institution before employee may have outside employment. 87-LRRM-2951 to 2953. (New Jersey State Colleges)

COURT CASES-NEW JERSEY (Cont.)

- 204 New Jersey State College Facilities, Inc., v. Ralph A. Dungan, Chancellor of Higher Education and Association of New Jersey County Facilities, Inc., v. The New Jersey Board of Higher Education; N. J. Supreme Court Nos. A-26 and A-27, March 5, 1974. 1974-GERR-552:1, B-6 to B-9.

In another decision delimiting scope of teacher bargaining, New Jersey Supreme Court rules that boards of trustees may set quotas of tenured faculty at state, county colleges -- but adds that "prior consultation" would further goal of tranquil labor relations. N. J. Chancellor of Education has recommended proportion of 60 percent tenured to 40 percent nontenured faculty.

- 205 New Jersey State College System. "High Court in N. J. Upholds State's Tenure Restrictions," by P. W. Semas in Chronicle of Higher Education, 8(26):3, April 1, 1974.

COURT CASES-NEW YORK

- 206 Columbia University v. Gilinsky. U. S. District Court Southern District of New York. Case No. 73 Civ. 4211, September 24, 1974.
Action under Title VII of Civil Rights Act of 1964 by rejected female applicant against university, wherein university moved for summary judgment and applicant moved for preliminary judgment. Both motions denied. 8-FEP Cases-846 to 848.
- 207 CUNY. Index, Digest and Tables of Arbitration and Court Cases Arising Under Collective Agreements Covering Instructional Staff. Vol. 1, 1974. Cases from Sept. 1, 1969 through Jan. 31, 1974. \$30.00 to full subscriber; \$50.00 to others. Available from this Center.
- 208 CUNY/Professional Staff Congress v. Board of Higher Education. New York Supreme Court Case No. 00831/74, May 1, 1974.
Motion to vacate, and cross-application to confirm, arbitration award denying grievance of Assistant Professor at college that her promotion to Associate Professor was denied because of illegal sex discrimination. Motion denied and cross-application granted. 87-LRRM-2399 to 2400.

COURT CASES-NEW YORK (Cont.)

- 209 CUNY, Board of Higher Education of City of New York v. Dorfman. New York Supreme Court Special Term, Part I New York County, No. 41478/74, Sept. 23, 1974.
On petition to stay, and cross-application to compel arbitration of dispute under collective bargaining contract. Petition granted and cross-application denied. 87-LRRM-3002 to 3003.

COURT CASES-OKLAHOMA

- 210 Oklahoma College of Liberal Arts, Semas, P. W. "Firing 'Divisive' Teachers." Chronicle of Higher Education, 9(7):2, November 4, 1974.
A U. S. Appeals Court has ruled that Oklahoma College of Liberal Arts violated the constitutional rights of 11 faculty members and 3 administrators, when it refused to hire them because they were "divisive."

COURT CASES-PENNSYLVANIA

- 211 Temple University. "White Historian gets \$5,000 in Settlement of Reverse-Bias Suit." The Wall Street Journal, Monday, July 29, 1974, p. 10.
Temple University has paid an out-of-court settlement of \$5,000 to an historian who claims he was denied a faculty position because he is white.

COURT CASES-VERMONT

- 212 University of Vermont, M. J. Parenti v. "Radical Professor Settles His \$175,000 Suit Against U. of Vermont for \$15,000." Chronicle of Higher Education, 8(30):2, 6-8, April 29, 1974.

COURT CASES-WASHINGTON

- 213 University of Washington, DeFunis, M. v. "Higher Court Avoids Ruling on Preference to Minorities in Law School Admissions." Chronicle of Higher Education, 8(30):1, April 29, 1974.
- 214 University of Washington. Kirp, David L. and Mark E. Yudof. "DeFunis and Beyond." Change Magazine, 6(9):22-26, November, 1974.
Two legal scholars examine the difficult problem of race-conscious admissions in the wake of the Supreme Courts' nondecision in the DeFunis case.

COURT CASES-WASHINGTON

- 215 Whitman College. Semas, P.W. "A Tenured Professor's Dismissal." Chronicle of Higher Education, 9(6):2, October 29, 1974.
D. L. Lehmann, dismissed from his post as a tenured professor of biology at Whitman College sues for reinstatement and \$2 million.

COURT CASES-WISCONSIN

- 216 Wisconsin State University. Roth, Board of Regents v. Famous Case of non-renewal of appointment.
460-GERR-B-1, E-1.

CUNY

- 217 Buder, L. "CUNY Sets Policy on Draft Evaders: Would Allow Them to Tutor to Satisfy Amnesty Plan." New York Times, September 22, 1974, p. 25.
- 218 "CUNY Union, Students Protest Budget Cuts." New York Teacher, 16(17): 16, December 22, 1974.

DAY-CARE CENTERS

- 219 "Day-Care Centers as Union Bargaining Points: Few Unions Have Negotiated Contracts Providing for Centers." Labor Relations Reporter - News & Background Infor., 87-LRR-329 to 330.

DIRECTORIES

- 220 A Directory of Public Employee Organizations: A Guide to the Major Organizations Representing State and Local Public Employees. U. S. Dept. of Labor, LMSA, Public Sector Labor Relations Information Exchange, 1974. 61p.
- 221 Directory of Public Employee Organizations in New York State. Special Bulletin No. 244, August 1973. New York State Department of Labor, Division of Research and Statistics, 2 World Trade Center, New York, N. Y. 10047, \$3.30.
- 222 Public Employee Organizations in New York State, 1972. Labor Research Report No. 1, January, 1974. New York State Department of Labor, Division of Research and Statistics, 2 World Trade Center, New York, N.Y. 10047.

DIRECTORIES (Cont.)

- 223 "Study Published on State Civil Service Employee Associations."
1974-GERR-548: B-22.

A study of independent state associations of public employees has been published by the Department of Labor's Labor-Management Services Administration. The Study "is an attempt to fill in a knowledge gap as to the origins of these associations, their structure, membership, functions, and policies."

DISCRIMINATION

- 224 "Discussion of Discrimination at NYU Conference." News and Background Information, 86-LRR-171 to 174.

Speakers see EEOC emerging as key agency in regulation of labor relations, eclipsing NLRB.

- 225 Non-Discrimination Clause Data." This Center's Newsletter, 2(4):8-11, Sept./Oct., 1974.

A review of 148 faculty contracts of which 27.7% make no mention of non-discrimination.

DISPUTE/IMPASSE RESOLUTION

- 226 "Impasse Resolution in the West-Northwest Public Sector Scrutinized." 1974-GERR-556:1-2, B-3 to B-8.

Diversity of procedures and methods to resolve public employee labor relations conflicts in five West-Northwest states examined at recent conference conducted by National Center for Dispute Settlement of American Arbitration Association. Conferees look to refine and develop impasse procedures in Alaska, Washington, Oregon, Nevada, and California.

DUTY TO BARGAIN

- 227 Najita, J. M. Guide to Statutory Provisions in Public Sector Collective Bargaining: The Public Employer and the Duty to Bargain. Industrial Relations Center, College of Business Administration, U. of Hawaii, 1974. \$2.25. 93p.

Summary of statutes through 1973 on designation of public employer, conduct of negotiations, scope of negotiations, limits on authority and role of legislative body.

EMPLOYMENT

- 228 Barton, F. Letters to the Editor, Chronicle of Higher Education, 9(12):11, December 9, 1974.
What needs to be done to get jobs for professionals in higher education.
- 229 Watkins, B. T. "Academic Jobs: Stability in the '70's." Chronicle of Higher Education, 9(12):3, December 9, 1974.
But look for a downturn in the 1980's, economist Allan Carter advises, citing demographic factors.

EQUAL EMPLOYMENT

- 230 "Clarity Sought on Justice's Role in Public Sector Discrimination Cases." 1974-GERR-548:B-2 to B-6.
Assistant Attorney General Stanley Pottinger says Administration will seek legislation to clarify Justice Department's authority to file "pattern and practice" suits in public sector alleging employment discrimination.
- 231 "EEOC Progress Against Job Bias." News and Background Information, 86-LRR-48 to 57.
Commission Chairman Powell sees more employer willingness to conciliate discrimination charges. Case on racial discrimination with relevance to higher education discussed in Vol. 2 No. 3 and Vol. I No. 2 of the NCSCBHE Newsletter.
- 232 "EEOC Proposes Reporting System For Institutions of Higher Education." 1974-GERR-555:B-14.
The EEOC has published its proposals for record-keeping and reporting regulations applicable to all public and private institutions of higher education. Available at 75¢. Write: Superintendent of Documents, U.S. Government Printing Office, Washington, D. C. 20402.
- 233 "Ninth Annual Labor Relations Institute."
Atlanta Conference covers public sector bargaining, equal employment opportunity, and the role of NLRB in EEO. 87-LRR-290 to 293.
- 234 "Pattern-Practice Bias Jurisdiction." News and Background Information, 85-LRR-247 to 248.
Justice Department Civil Rights Division Head S. J. Pottinger says Administration will seek a bill to clarify jurisdiction of department, EEOC.

FACULTY

- 235 Anderson, G. L. Trends in Education for the Professions. AAHE, 1 Dupont Circle, Suite 780, Washington, D. C. 20036. ERIC/Higher Education Research Report 7, 1974. \$3.00. 51p.
In 1970 there were 491,000 college teachers, 351,000 males and 140,000 females.
- 236 Leslie, Larry L. and James Creasy. The Higher Education Faculty of Pennsylvania: Selected Characteristics. Center for the Study of Higher Education, The Penn. State Univ., University Park, Penn., July 1974. Report No. 24.
Deals with tenure, governance, aging, workload, discrimination, etc.
- 237 Newton, D., Vice Chancellor - CUNY. Faculty Attitudes and Collective Bargaining in Higher Education. Copies available from the NCSCBHE Library.

FRINGE BENEFITS

- 238 "Fringe Benefits as Detailed in Four-Year Contracts." This Center's Newsletter, 2(5):2-8, Nov./Dec., 1974.
Study covers 41 four-year college faculty contracts in four categories: insurance, retirement, leaves, and eight miscellaneous categories.
- 239 Middleditch, Leigh B., Jr. "College and University Fringe Benefits." The Journal of College and University Law, 1(2):172-189, Spring, 1974.

GOVERNANCE

- 240 Blackburn, R. and D. Bylsma. Changes in Faculty Governance and Faculty Welfare: Some Empirical Consequences of Collective Negotiations. Ann Arbor, Mich.: Center for the Study of Higher Education, University of Michigan, 1971.
- 241 Corson, John J. "Who Runs Our Universities, and How?" Chronicle of Higher Education, 9(13):10, December 16, 1974.
Author reviews; Managing Today's Universities by F. E. Balderston (Jossey-Bass, 307 pp., \$12.50); and Changes in University Organization, 1964-1971 by P. V. Grambsch and E. Gross (McGraw-Hill, 257 pp., \$10.)
- 242 DeBold, Richard C. Letters to the Editor. Chronicle of Higher Education, 9(14):10, December 23, 1974.
Introducing public officials into the governance of private institutions will produce a narrowing of ideas.

GOVERNANCE (Cont.)

- 243 Dugger, Ronnie. Our Invaded Universities. Norton, 457 pp., \$14.95. Review by T. Harry Williams, "Conquest of a University, Texas Style." Chronicle of Higher Education, 9(1) 11-12, September 23, 1974.
- 244 Dugger, Ronnie. "The University of Texas: The Politics of Knowledge." Change Magazine, 6(1): 30-39, February, 1974.
UT stood on the threshold of greatness - until a power clash rent it asunder.
- 245 Epstein, Leon D. Governing the University: The Campus and the Public Interest. Jossey-Bass, Inc., 615 Montgomery Street, San Francisco, Calif. 94111. \$14.50
- 246 Gross, E. and P. V. Grambsch. Changes in University Organization, 1964-1971. Carnegie Commission Report. New York, McGraw-Hill, 1974. 257pp. \$10.00.
Covers student, faculty, administrative power, cooperation between internal university power holders and outsiders (regents, legislators, the public.)
- 247 Haslam, C. L. "The Locus of Decision Making in Colleges and Universities: The Broad Perspective." The Journal of College and University Law, 1(3):241-263, Spring, 1974.
- 248 Hodgkinson, H. L. The Campus Senate: Experiment in Democracy (from 15 colleges with student, faculty, administrative representatives) Center for Research and Development in H.E., U. of California, 2150 Shattuck Avenue, Berkeley, Calif. 94704, \$3.00.
- 249 Hopkins, Bruce R. "Rule 144: The Applicability of the Restricted Securities Requirements to Colleges and Universities." The Journal of College and University Law, 1(2):136-171, Winter, 1973-74.
- 250 Kauffman, Joseph F. The Selection of College and University Presidents. AAC, 1818 R St., Washington, D. C. 20009; \$2.
Handbook for use by governing boards, search committees, presidential aspirants, and others with an interest in the presidential selection process.
- 251 Korff, Michael. Letters to the Editor. Chronicle of Higher Education, 9(14):10, December 23, 1974.
Lay boards of trustees have helped make universities great.

GOVERNANCE (Contd.)

- 252 Leslie, D. W. Variability in Faculty Perception of the Legitimacy of Decision Making at nine Pennsylvania Institutions. 1973. 45 pp. Center for the Study of Higher Education, Penn. State U. 101 Rackley Bldg., Univ. Park, Pa. 16802.
"The relative lack of legitimacy for merit raises compared to the other issues analyzed in this study portends the advent of collective bargaining to five of these nine institutions." Two of the other four institutions' faculties have petitioned for bargaining.
- 253 "Lilly Endowment Will Finance Training Program for Trustees." Chronicle of Higher Education, 9(13):7, December 16, 1974.
- 254 McLean S., ed. The Changing Role of the College Presidency: Essays on Governance. American Association of State Colleges and Universities, One Dupont Circle, Washington D. C. 20036; \$1.
- 255 Miles, Michael W. "Our Invaded Universities: Form, Reform and New Starts by Ronnie Dugger." Change Magazine, 6(3): 60-61, April, 1974.
"In The Invaded Universities, Ronnie Dugger has written the academic equivalent of Ida Tarbell's History of Standard Oil....The central theme is the struggle between the LBJ interests and 'Harry's Boys' over the making of a first-class university."
- 256 Miller, William F. Letters to the Editor. Chronicle of Higher Education, 9(11): 13, December 2, 1974.
"Since society accepts the responsibility to support colleges, should it not be allowed to participate in governing them?"
- 257 Whaley, J. P. "Interinstitutional Cooperation Among Educational Organizations." The Journal of College and University Law, 1(2):93-105, Winter, 1973-74.

HEALTH INSURANCE

- 258 "Message on Health Insurance Proposal." Labor Relations Reporter - News & Background Information. 85:141-143.
President Nixon calls for enactment of the Comprehensive Health Insurance Plan submitted by his administration.
- 259 "Nixon's Plan for Health Care." Labor Relations Reporter - News & Background Information, 85: 111-112.

HEALTH INSURANCE (Contd.)

- 260 "Study of Private Health Insurance." Labor Relations Reporter - News & Background Information, 85:212-213.
Study shows 38 million under age 65 had no insurance against hospitalization; 43 million no coverage of medical care costs.
- 261 "Tax Foundation Study on National Health Insurance." News and Background Information, 87-LRR-251.
Study warns that a program could affect inflation, employment.
- 262 "Winter Meeting of AFL-CIO Executive Council." Labor Relations Reporter - News & Background Information Section, 85-LRR-151 to 153.
Calls for rejection of President Nixon's Health Program and enactment of the Griffiths-Kennedy bill.
- 263 "Woodcock Criticism of Nixon Health Insurance Plan." Labor Relations Reporter - News & Background Information, 85:129.

IMPASSE RESOLUTION

- 264 Tanimoto, H. S. Guide to Statutory Provisions in Public Sector Collective Bargaining: Impasse Resolution Procedures. Ind. Rel. Center, Coll. of Bus. Admin., U. of Hawaii, 1973. \$2.00. 104 p.
Summary of statutes through 1972 on impasse determination and initiation of impasse machinery in mediation, factfinding, arbitration; covering time schedule, judicial review, cost of procedures, etc.

LEGISLATION-FEDERAL

- 265 "AFL-CIO Challenges Hampton's Views on Legislation." 1974-GERR-558: A-5 to A-7.
Taking issue with Civil Service Commission Chairman R. E. Hampton's views against a federal labor relations law, AFGE National President C. M. Webber calls present labor relations program under Executive Order 11491 as "not much better than sharecropping."
- 266 "AFT Protests NEA's Charge That It Opposes Federal Labor Law." 1974-GERR-565: B-1.
AFT legislative director Carl Megel points out that AFT opposes separate bill for public employees NEA favors, but that AFT and other unions seek coverage of public employees under NLRB.

LEGISLATION-FEDERAL (Contd.)

- 267 "AGE Moves to Strengthen Independence, Expels ISEA for SEIU Affiliation." 1974-GERR-571: B-13 to B-17.
W. B. Osborne, associate counsel and director of collective bargaining for the AAUP considered proposal legislation for public employee bargaining in terms of the special conditions prevailing in higher education.
- 268 "ALMA Endorses Minimum Federal Guides for Public Sector Labor." 1974-GERR-570: B-14.
The emphasis of such legislation should be on federal-state cooperation. Experience with "final offer" impasse arbitration was reviewed.
- 269 "Bills to Regulate State, Local Labor Relations Introduced in Senate." 1974-GERR-549: B-8 to B-10.
Two bills amending National Labor Relations Act to cover public employees or establishing separate system with commission to determine units and unfair practices are introduced into the Senate.
- 270 "Federal Legislation on Public Employee Bargaining". Excerpts from testimony of R. D. Helsby, NYSPERB Chairman, relating to vesting jurisdiction in the federal government. NYSPERB News, 7(9):2-4, October, 1974.
- 271 "Federation (AFT) Challenges NEA on National Teacher-Bargaining Bill." American Teacher, 59(2): 6, October, 1974.
- 272 "Five More Organizations Testify on Collective Bargaining Bills." 1974-GERR-565: A-8 to A-11.
Spokesman for free-enterprise advocacy group and for four organizations representing federal employees testify before House Post Office and Civil Service Committee's Subcommittee on Manpower and Civil Service.
- 273 "Hearings on Federal Labor Relations Bills." News and Background Information, 86-LRR-97 to 98.
Civil Service Commission is against providing statutory basis for federal employee labor relations program, now governed by executive order.
- 274 "Hearings on Federal Labor Relations Bills." News and Background Information, 86-LRR-107 to 108.
AFL-CIO endorses H. R. 13 as best bill to govern labor-management relations in the federal service.
- 275 "In Split Over Federal Labor Relations Effectiveness." 1974-GERR-557: B-2 to B-4.
Director of Labor Relations for Navy Dept. and National Treasury Employees Union General Counsel disagree almost totally on whether Civil Service Commission Chairman R. E. Hampton was right when he told House Subcommittee that Executive Order 11491 is working well and does not need replacement by legislation.

LEGISLATION-FEDERAL (Contd.)

- 276 "Inherent Fundamental Issues Seen in Bargaining Law."
1974-GERR-556: A-4 to A-7; -1 to F-3.
Civil Service Commission Chairman R. E. Hampton says that legislation to replace present federal labor relations program under Executive Order 11491 with law is not now needed, but if Congress insists on writing one it must come to grips with fundamental issues inherent in any basic change. Issues are cited by Hampton.
- 277 Magel, C. "Will Congress Pass a Teacher-Bargaining Bill?"
American Teacher, 59(3): 30, November, 1974.
- 278 "Mesker Sees Enough Votes to Report Out Bargaining Bill."
1974-GERR-552: A-9 to A-11.
Enough votes now exist in House Post Office and Civil Service Committee to report out bill to regulate labor relations in Federal Government.
- 279 "NEA switches stand on public bargaining law" to cover public employees under NLRA. American Teacher, 59(4):5, Dec., 1974.
- 280 "NPFLRA Conference Adopts Resolutions on Bargaining." 1974-GERR-553: B-24.
The public employer negotiators resolved to encourage legislative action on public sector labor relations by the states rather than the congress, to support free collective bargaining without resorting to compulsory, binding arbitration of negotiation impasses, to oppose the automatic concept of police and fireman's parity or any mandated salary-setting formula which removes salary determination from the free play of collective bargaining, and to reject extension of the Fair Labor Standards Act to municipalities.
- 281 "Public Employees' Bargaining." News and Background Information, 85-LRR-275.
Public employee labor legislation is discussed in the Senate.
- 282 "Second AAA Conference Explores Equity and Public Employers."
1974-GERR-554: B-12 to B-16.
Speakers at conference, cosponsored by American Arbitration Association and International Personnel Management Association largely agree that federal regulation of public employment labor relations is not warranted at present time, and they agree also that various states should be allowed to continue experimentation with forms of unit determination, election, and unfair practice procedures, strike alternatives, and impasse resolution machinery.
- 283 "Secretary Brennan Predicts Federal Public Sector Laws."
1974-GERR-574: B-17.

LEGISLATION-FEDERAL (Contd.)

- 284 "Senate Holds First Hearings on Public Employment Bargaining Bills." 1974-GERR-575: B-12 to B-19; F-1 to F-9.
U. S. Senate holds hearings on bills to extend Taft-Hartley Act to Public employees and to cover them under separate National Public Employment Relations Act. NEA favors separate law; AFT favors Taft-Hartley coverage.
- 285 "Special Purpose Groups Testify on Bargaining Bills." 1974-GERR-564: A-1 to A-4.
- 286 Stetson, D. "Brennan Expects Federal Laws for Public Employee Bargaining." New York Times, September 24, 1974, p. 18.
- 287 "Symposium Airs Approaches to Public Employee Legislation." 1974-GERR-548: B-15 to B-19; E-1 to E-19; 1974-LRR-250 to 251.
Public Employee unions in Coalition of American Public Employees, public officials and academics agree Congress should pass law granting public employees bargaining rights but differ on form of regulation.
- 288 "Symposium Sees Federal Standards for State-Local Sector." 1974-GERR-557: B-10 to B-14; E-1 to E-6.
At final conference on "Equity and Public Employment," most speakers agree Congress should set minimum standards allowing state and local employees to organize and bargain.
- 289 "Usery: Consider Bargaining Law in This or Next Congress." 1974-GERR-561: A-8 to A-11.
Federal Mediation and Conciliation Service Director W. J. Usery moved closer to endorsement of legislation for collective bargaining for federal employees.
- 290 "Usery Creates Stir With Claim of Federal Worker Isolation." 1974-GERR-564: A-1 to A-8; F-1 to F-2.
Recent declaration by W. J. Usery that "federal employees are rapidly becoming isolated as the only major block of workers in the nation lacking full collective bargaining rights" has much of federal labor relations community in a stir.

LEGISLATION-STATE

- 291 "Bargaining for Public Employees." News and Background Information, 87-LRR-76 to 80.
State Statutes governing public employee bargaining discussed at ABA meeting.
- 292 Chambers, M. M. Higher Education and State Governments, 1970-1975. Interstate Printers and Publishers, 19-27 N. Jackson St., Danville, Ill. 61832; \$8.95.
Contains information on appropriations affecting higher education in each of the states.

LEGISLATION-STATE (Contd.)

- 293 "Do Collective Bargaining Statues Make a Difference?"
1974-GERR-571: B-11 to B-13.
Panelists at Federal Bar Association's Washington, D. C., labor law forum discuss effect collective bargaining statutes have made in their states, particularly Wisconsin and New York.
- 294 Semas, P. W. "2 More States Vote to Legalize Teacher Unions." Chronicle of Higher Education, 8(33):1, 4, May 20, 1974.
Legislatures in two more states - Iowa and Montana - have enacted laws permitting college faculty members to unionize. Their actions bring to 20 the number of states that now permit collective bargaining at some level of post-high school education.

LEGISLATION-FLORIDA

- 295 "Florida Enacts Bargaining Law Forbidding Strikes, Providing Right to Work." 1974-GERR-562: B-1 to B-2.
Law carries strong anti-strike sanctions, provides right to work and extends "sunshine law" -- requiring meetings involving public officials to be open to public -- to collective bargaining in public sector.
- 296 "Legislators Modify Florida Supreme Court Commission's Bargaining Guidelines." 1974-GERR-551: B-12 to B-14; E-6 to E-8.
Florida House of Representatives passes bargaining bill creating employment relations commission, penalizing strikes, and making arbitrator's dispute resolution recommendations mandatory.

LEGISLATION-ILLINOIS

- 297 "Illinois State Employees Bargaining Program Gets Underway." 1974-GERR-558: B-1 to B-2; E-1 to E-7.
Illinois State Personnel Department issues rules and regulations setting Office of Collective Bargaining procedures for determining units, setting scope of bargaining for state employees, resolving impasses, and processing unfair practice charges.

LEGISLATION-IOWA

- 298 "Iowa Law Mandates Binding, Final Offer Arbitration of Public Sector Disputes." 1974-GERR-553: B-6 to B-12.
Iowa's 180,000 public employees gain organizing and bargaining rights as legislature enacts and Governor signs Public Employee Relations Act, effective July 1.

LEGISLATION-MAINE

- 299 "Maine State Employees Gain Right to Organize and Bargain."
1974-GERR-550: B-1 to B-4.

LEGISLATION-MASSACHUSETTS

- 300 "Disciplinary Acts May Be Appealed to CSC and Labor Commission, Massachusetts Court Holds." 1974-GERR-563; B-2 to B-3.
Spokesmen for Labor Relations Commission, employers, and employee organizations comment on transition to recently effective, expanded labor law.
- 301 "Massachusetts Labor Commission and Arbitration Board Issue New Regulations." 1974-GERR-578: B-5 to B-8.
Rules to implement Massachusetts public sector labor law effective last July are issued by labor relations commission on procedures to determine units, hold elections and settle prohibited practice charges.

LEGISLATION-MONTANA

- 302 "Montana Judge, Solons Expand Public Employee Rights; Board Begins Operations." 1974-GERR-561: B-2 to B-7. Text of Board decision: E-1 to E-3, and rules: F-1 to F-7.
A series of actions affecting Montana's public employees. Legislature amends law to provide for payment of nonunion members' agency shop fees to union-selected charity and provides organizing and bargaining rights to state university and community college faculty.

LEGISLATION-NEW YORK

- 303 "Taylor Law Revisions Affect Police, Firemen, Teachers, Prosecutors." 1974-GERR-561: B-15 to B-16.

MATERNITY LEAVE

- 304 "Cleveland Teachers receive Back Pay After Supreme Court Maternity Ruling." 1974-GERR-560: B-18.
Supreme Court rules that women may not be assumed physically incapacitated merely because they are pregnant.
- 305 "Exclusion of Disability Caused by Pregnancy from State's Disability Insurance Program" Labor Relations Reporter Analysis, 86(15): 29-32, June 24, 1974.
Supreme Court declares that a state disability insurance program that excludes from coverage disability caused by normal pregnancy and childbirth does not violate Equal Protection Clause of the 14th Amendment.
- 306 "New Paid Maternity Leave Policy Approved in Iowa." 1974-GERR-547, B-17.
- 307 "Teacher Entitled to Sick Pay for Childbirth." 1974-GERR-550; B-12 to B-14.
Parties are bound by contractual provisions guaranteeing that teachers will not be deprived of rights under state or federal laws - and teachers have right, under EEOC guidelines, to use sick leave for temporary disability relating to pregnancy, arbiter rules in Michigan School case.
- 308 "Treat Pregnancy as Standard Disability, Court Rules." Chronicle of Higher Educ., 8(29): 4, April 22, 1974.
The ruling if upheld, would lend support to guidelines issued last year by the EEOC. They call for pregnancy to be treated as a normal, temporary disability.
- 309 "Validity of Mandatory Leave Regulations for Pregnant School Teachers." Labor Relations Reporter, 85 Analysis - 7:13 to 16.
Supreme Court Decisions on Cleveland Bd. of Educ. vs. LaFleur and Cohen vs. Chesterfield County School Board. Full text cited in this bibliography.

NEGOTIATIONS

- 310 Meiorowitz, C., et al., eds. The Emerging Role of Middle Management in the Educational Negotiations Setting. Bureau of Educational Studies and Services, Hofstra Univ., Hempstead, N.Y. 11550. 1970. 118 pp. \$3.50
Covers Taylor Law, impact and effect of collective bargaining in secondary schools, mediation, militancy, negotiating with non-instructional personnel, preparations for negotiations, arbitration.

NLRB

- 311 "Index of Cases Reported in Quarterly Reports of the General Counsel (NLRB), 1964 to January 1974." NLRB Release, R-1343A, Aug. 30, 1974, as part of the "Quarterly Report of the General Counsel.
- 312 "Kennedy Speech on University Representation." News and Background Information, 86-LRR-190 to 191. NLRB member Ralph E. Kennedy stresses need for better understanding of structure of individual institutions.

NLRB DECISIONS

- 313 Electronic Reproduction Service Corp. - (Case No. 2-CA-12583, September 30, 1974, 213 NLRB No. 110.) 87-LRRM-1211 to 1223. NLRB decision refers to "Spielberg Policy" of Deferral to arbitration, as discussed in this Center's Newsletters.
- 314 McKnight, W. E. "NLRB Unit Determinations of Private Institutions of Higher Learning." Journal of College and University Personnel Association. 24:23-36, March, 1973.
- 315 Textron, Inc. - (Case No. 3-RC-4987, May 20, 1971, 190 NLRB No. 66.) 77-LRRM-1265 to 1267. Concerns managerial employees and the bargaining unit. Case relates to higher education.
- 316 Textron, Inc. v. NLRB. (Nos. 72-1703 and 72-1860, February 28, 1973) 82-LRRM-2753-2763. NLRB is not now free to decide that managerial employees are not excluded from protections of LMRA. Case relates to higher education.
- 317 Textron, Inc. (Case No. 3-RC-4987, May 1, 1972, 196. NLRB No. 127 /denying motion for consideration of 190 NLRB No. 66, 77-LRRM-1265/.) 80-LRRM-1099 to 1101.

NLRB DECISIONS - CALIFORNIA

- 318 Claremont Colleges and OPEIU. Bargaining unit covers all full-time and part-time employees of the Honnold Library system; i.e., professional and non-professional librarians. NLRB Decision, Case No. 21-RC-12197 (1972).

NLRB DECISIONS - CALIFORNIA (Cont.)

- 319 Leland Stanford Junior Univ. Case No. 20-RC-11813, November 4, 1974, 214 NLRB No. 82.
Research assistants in University's physics dept. are not employees within meaning of LMRA, since payments made to them are not wages but instead are in nature of stipends or grants to permit them to pursue their advanced degrees and are not based on individual skill or function or nature of research performed. 87-LRRM-1519 to 1521.

NLRB DECISIONS - FLORIDA

- 320 University of Miami.
The Board found appropriate an overall faculty unit exclusive of the faculties of the graduate professional schools and a separate unit limited to the law school faculty, and directed elections in those units. (12-RC-4520, 4530; 213-NLRB No. 64.) Weekly Summary of NLRB Cases, W-1411: 16, October 9, 1974.
- 321 University of Miami. "Medical Professors Barred from Miami Bargaining." Chronicle of Higher Educ., 9(4): 2, October 15, 1974.
For the first time, the NLRB has excluded medical school professors from a faculty collective bargaining election at the Univ. of Miami.

NLRB DECISIONS - ILLINOIS

- 322 College of St. Francis.
All regularly employed full-time faculty members including department chairmen, program directors, librarians and coaches shall vote for representation by American Federation of Teachers, or for no representation. (13-RC-13417, September 25, 1974.) Weekly Summary of NLRB Cases, W-1414: 22, Oct. 16, 1974.

NLRB DECISIONS - OHIO

- 323 Oberlin College and Oberlin College Teachers' Association. NLRB Case No. 8-RC-9328. March 29, 1974, 14 pp.
Ruling determines proper composition of faculty unit and directs election for those eligible in order to ascertain whether unit desires to be represented by Oberlin College Teachers Association.

NLRB DECISIONS - MASSACHUSETTS

- 324 Boston University. Semas, P. W. "University Told It Must Divulge Budget to Union in Money-Crisis Dismissals." Chronicle of Higher Education, 8(33): 4, May 20, 1974.
The NLRB ruled that Boston University must provide a collective bargaining agent with budget information if the administration uses financial problems as a justification for dismissing staff members. The ruling could have important implications for colleges and universities undergoing financial difficulties.
- 325 Wentworth College of Technology. Semas, P. W. "NLRB's Power Over Colleges is Challenged." Chronicle of Higher Educ., 8(32): 1, 3, May 13, 1974.
Despite NLRB decision, administration refuses to bargain with faculty union challenging NLRB jurisdiction.

NLRB DECISIONS - PENNSYLVANIA

- 326 University of Scranton.
All full time faculty including faculty associated with the Reading Clinic and Counseling Center, Department of Physical Education, Department Chairman, Librarians, and full time faculty given special assignments in lieu of teaching shall vote for representation by the Faculty Council or for no representation. (4-RC-10882, Sept. 27, 1974.) Weekly Summary of NLRB Cases, W-1412: 21, October 16, 1974.
- 327 University of Scranton.
Faculty and administration voluntarily agree upon recognition of bargaining unit, rather than obtaining NLRB decision. Unit includes full and part-time faculty, full-time librarians, physical education department (except Director of Athletics and basketball coach), and full-time faculty of Reading Clinic and Counseling Center. Recognition Agreement, Nov. 19, 1970, amended March 6, 1972. (See U. of Scranton Master Agreement, 2/4/71, amended 3/6/72, pp. 8-11, or available from this Center.)

NLRB DECISIONS - VIRGINIA

- 328 Randolph-Macon College. Majority of ballots cast for no agent. Oct. 5, 1973. NLRB Case No. 5-RC-8604.

NLRB DECISIONS - WASHINGTON, D.C.

- 329 Howard University. "NLRB Declines Jurisdiction at Howard University." Chronicle of Higher Educ., 8(36): 2, June 24, 1974.
Board's majority held it did not have jurisdiction over Howard because of the "unique relationship with the federal government."

NLRB - HEALTH CARE

- 330 "Health Care Agencies' Labor Cases Now Go to NLRB." Release of NLRB, R-1349, 3 pp., Aug. 25, 1974.
- 331 "Jurisdiction." News and Background Information, 87-LRR-53 to 55.
Medical College related to non-profit hospital. Part of report on "Case-Handling Developments at NLRB" for 1st quarter of 1974.
- 332 "NLRB General Counsel's Monthly Report on Health Care Institution Cases." Release of NLRB, R-1372, 18 pp., Dec. 21, 1974.
Refers to N.Y. Univ. 205-NLRB-16.
- 333 "NLRB General Counsel's Monthly Report on Health Care Institution Cases." Release of NLRB, R-1376, 11 pp., Jan. 24, 1975.
Refers to Cornell U. 183-NLRB-39, 183-NLRB-329.
- 334 "NLRB Regional Guidelines for Health Care Cases Made Public." Release of NLRB, R-1350, 4 pp., August 25, 1974.
- 335 Quarterly Report of the General Counsel, R-1343A: 22-25, Aug. 30, 1974.
Refers to: Cornell Univ. 183-NLRB-41
Loyola Univ. Med.Center 194-NLRB-234
Duke Univ. 194-NLRB-236, 200-NLRB-13.
- 336 Stetson, D. "Rochester Reaches Hospital Pack Under New Labor Relations Act." New York Times, Oct. 20, 1974, p. 40.
First contract reached under new rules. The new law preempts state legislation.

OPEN ADMISSIONS

- 337 "Faculty Union Disputes CUNY on Open Admissions Retention," Chronicle of Higher Educ., 8(29): 2, April 22, 1974.

OPEN ADMISSIONS (cont.)

- 338 Lavin, David E. Student Retention and Graduation at the City University of New York: September, 1970, Enrollees Through Seven Semesters. Office of Programs and Policy Research, City University of New York, 535 East 80th Street, New York, 10021; single copies available free.
Reports on a study of students enrolled at the City University under the open admissions policy instituted in September 1970. See stories in Chronicle of Higher Educ., March 25, and April 22, 1974.
- 339 Carnegie Commission on the Future of Higher Education. A Chance to Learn: An Action Agenda for Equal Opportunity in Higher Education. New York, McGraw-Hill, 1970.
- 340 Carnegie Commission on the Future of Higher Education. The Open-Door Colleges; Policies for Community Colleges. New York, McGraw-Hill, 1970.
- 341 Healy, T. S. "Will Everyman Destroy the University?" Saturday Review, December 20, 1969.
- 342 Higher Education Opportunity Program Report 7, the Legislature. Albany, State Education Department, 1970
- 343 Hood, W. L. Higher Education for the Disadvantaged in New York State: A Summary Report of Programs. Plattsburgh, State University College at Plattsburgh, 1969.
- 344 Human Affairs Research Center. Progress Report on the Evaluation of the Higher Education Opportunity Programs in New York. Albany, State Education Department, 1970.
- 345 Master Plan of the Board of Higher Education for the City University of New York 1968, First Revision 1969, Part II: Amendment to Implement Open Admissions. New York, Board of Higher Education in the City of New York, 1969.
- 346 Open Admissions to Post-Secondary Education: A Statement by the Regents of The University of the State of New York. Albany, State Education Department, 1969.
- 347 Toward Full Opportunity in State University. Albany, State University of New York, 1969.
- 348 University Commission on Admissions, Report and Recommendations to the Board of Higher Education of the City of New York. City University of New York, October, 1969.

PENSION LEGISLATION

- 349 "Accountants' Views on New Pension Law." News and Background Information, 87-LRR-191 to 192.
CPA's discuss tax provisions and disclosure requirements.
- 350 "AMA Pension Conference Activity." News and Background Information, 87-LRR-107 to 113.
Employer representatives listen to predictions of new legislation, analyses of present law.
- 351 "Conferees' Action on Pension Reform", 86-LRR-104 to 106.
Portability fund rejected, jurisdictional formula giving both the Dept. of Labor and Internal Revenue Service a role in the enforcement of participation, vesting, and funding standards approved.
- 352 "Conference Committee Work in Pension Bill." News and Background Information, 86-LRR-182 to 187.
Conferees reach agreement on all points except effective dates.
- 353 "Conference on Impact of New Pension Law." News and Background Information, 87-LRR-357 to 360.
Associated general Contractors review problems paced by Labor Department, discuss impact of law on multi-employer plans.
- 354 "Congress considering Pension Bills." The College and University Business Officer, NACUBO - 7(6): 5, December, 1973.
Contains significant requirements for eligibility, vesting, portability and funding.
- 355 "Conn. State Retirement Act Found Unlawfully Favoring Women." 1974-GERR-578; B-8 to B-10.
Conn. State Employees' Retirement Act violates title VII of Civil Rights Act by giving female state employees preferred status to retire at earlier age and get higher monthly pension benefits than men, U.S. District Court holds.
- 356 "Discussion of Employee Retirement Security Act." 87-LRR-210 to 212.
International Foundation of Employee Benefit Plans explores new law.
- 357 "Discussion of New Pension Law." News and Background Information: 87-LRR-169 to 170.
Symposium hears fiduciary standards, structure of pension plans discussed.

PENSION LEGISLATION (cont.)

- 358 "Discussion of New Pension Reform Act." News and Background Information, 87-LRR-104 to 107.
Conference hears views of public and private sectors.
- 359 "House Action on Pension Bills." Labor Relations Reporter-News and Background Information, 85: 143-147.
- 360 "House-Senate Passage of Pension-Reform Bill." News and Background Information, 86-LRR-355 to 356.
Legislators strike section delaying social security benefit integration.
- 361 "Initial Priorities In Pension Regulation." 87-LRR-86 to 87.
IRS, Pension Benefit guaranty corporation get under way.
- 362 "IRS Administrations of New Pension Law." News and Background Information, 87-LRR-67 to 68.
IRS office of employee Plans and Exempt Organizations to be created.
- 363 "IRS Temporary Pension Disclosure Regulations." News and Background Information, 87-LRR-241 to 242.
Rules cover information IRS will disclose to Labor Department.
- 364 Magarrell, J. "Pension Reform." Chronicle of Higher Education, 8(41): 7, September 3, 1974.
Colleges given some exemptions under new rules in a new pension - reform bill passed by congress.
- 365 "New Pension Laws Hailed for Michigan State Workers." 1974-GERR-570; B-12.
- 366 "New York Pension Conference." News and Background Information, 87-LRR-245 to 248.
Law allows maximum benefit for defined benefit and defined contribution plans.
- 367 "Pension Administration 'Start Up Cost' Request." News and Background Information, 87-LRR-141 to 142.
Labor Department asks congress for \$965 million; GM announces recorded early retirements.
- 368 "Pension Benefit Guaranty Corporation Case Load." News and Background Information, 87-LRR-227 to 228.
Applications for termination insurance already received include one from Anthracite Health and Welfare Fund.

PENSION LEGISLATION (cont.)

- 369 "Pension Plan Bills Moving Again." NACUBO - The College and University Business Officer, 7(8): 3, February, 1974.
- 370 "Postponement of Pension Standards." 87-LRR-306 to 307.
Labor Department regulation permits postponement of certain fiduciary responsibility standards beyond January 1, 1975.
- 371 "Potential Trouble for Employers in Pension Law." News and Background Information, 87-LRR-87 to 89.
AMA Conference on pension reform law points to employee surveillance rights.
- 372 "Progress By Conferees on Pension Reform Bill." News and Background Information, 86-LRR-123 to 124.
Agreement reached on provisions for reporting termination insurance, and insured benefit limits.
- 373 "Progress in Conference On Pension Reform Bills." 86-LRR-142 to 145.
Duties set for fiduciaries; provision made for civil action.
- 374 "Progress in Conference on Pension Reform Bill." 86-LRR-164 to 166.
Agreement reached on rule of 45: fiduciary standards, establishment of advisory council.
- 375 "Progress on Pension Bill." Labor Relations Reporter, News and Background Information Section, 85-LRR-230 to 231.
- 376 "Progress on Pension Reform Legislation." Labor Relations Reporter. News and Background Information, 85: 181.
Will allow teachers to contribute up to \$25,000 to their pension plans in the year of retirement and preceding three years.
- 377 "Proposed Regulations Under Pension Law." 87-LRR-352 to 354.
Labor Department issues proposed rules relating to multi-employer plans, reporting and disclosure and claims procedures.
- 378 "Recent Developments in Pension Legislation." 87-LRR-286 to 287.
President proposes Pension Benefit Guaranty Corporation Budget deferral. PBGC announces premium payment rules; Internal Revenue Service issues instructions on Form 1099R.
- 379 "San Francisco Study Course on Pension Law." News and Background Information, 87-LRR-327 to 329.
American Law Institute, American Bar Association sponsor course tracing direction of law.

PENSION LEGISLATION (Cont.)

- 380 "Signing of Pension Reform Bill." News and Background Information, 87-LRR-41 to 42.
President Ford signs Bill as Labor Department prepares administrative machinery.

PENSION PLANS

- 381 "Administrative Expenses of Pension and Welfare Plans." 85-LRR-314 to 315.
Cost per participant during 1967-69 was \$10.40 in pension plans and \$16.67 in welfare plans.
- 382 "Basic Contracts Patterns: Pensions." 87-LRR-308 to 312.
BNA survey shows some reference to pensions in almost all contracts studied.
- 383 "Census Reports Receipts of State-Local Pension Plans." 1974-GERR-550.
Entitled "Finances of Employee Retirement Systems of State and Local Governments in 1972-73," GF73, No. 2. The report is available for 50¢ from the Government Printing Office, Washington, D. C. 20402, or from the Commerce Department's District Offices in major cities.
- 384 Fields, C. M. "Letter Campaign Backs Equal Payments to Pension Plans by Men, Women." Chronicle of Higher Education, 8(18):5, February 4, 1974.
- 385 "Rise in Coverage of Multi-Employer Pension Plans." News & Background Information, 87-LRR-209 to 210.
Study shows extraordinary growth during 1950-73.
- 386 "States Urged to Regulate Municipal Pension Systems." 1974-GERR-542: B-13 to 14.

PERB DECISIONS-HAWAII

- 387 University of Hawaii and Hawaii Federation of College Teachers. (Case No. SF-07-19, Decision No. 52) 1974-GERR-579; E-1 to E-5.
HPERB decision that exclusive representatives are entitled to full service fees although not administering a contract.

PERB DECISIONS-MAINE

- 388 "Maine PELRB Rules and Procedures Get Facelift."
1974-GERR-554: B-8, E-1 to E-7.
Text of the board's amended rules appears in Section E.
The Maine PELRB issues revised rules and procedures for administration of the Maine bargaining statute, which covers all public employees except state employees and which was last amended in October 1973.

PERB DECISIONS-NEW JERSEY

- 389 Shaughnessy, M. 1970-1973 Digest and Index of Decisions of the Executive Director of PERC. Send \$2.00 to IMLR Library, Rutgers University, New Brunswick, N.J. 08903. All college decisions listed below.
- 390 For specific New Jersey decisions write: IMLR Library, Rutgers University, New Brunswick, N. J. 08903.
- 391 Cumberland County College. Department Chairmen are excluded from faculty unit. Decision of Executive Director of PERC, E.D. No. 4.
- 392 Essex County College. Faculty unity excludes Department Chairmen. Decision of Executive Director of PERC, E.D. No. 45.
- 393 Mercer County Community College. Petition to include Department Chairmen in faculty unity dismissed. Decision of Executive Director of PERC, E.D. No. 35.
- 394 New Jersey College of Medicine and Dentistry. Failure of 126 voters to receive mail ballots had effect on election, second election to be held. Decision of the Executive Director of PERC, E. D. No. 31.
- 395 New Jersey College of Medicine and Dentistry. Denial of request of 50 eligible voters to review proceedings after election, when they did not intervene prior to such election. Decision of Executive Director of PERC, E.D. No. 36.

PERB DECISIONS-NEW YORK

- 396 "Cornell Publishes New Handbook on New York PERB Procedures."
1974-GERR-570: B-15.
This 80 page step-by-step handbook was prepared by G. S. Aboud and R. E. Doherty. Available for \$2.00 from the Publications Division of the New York State School of Industrial and Labor Relations at Cornell University, Ithaca, N. Y. 14850.

PERB DECISIONS-NEW YORK (Cont.)

- 397 Adirondack Community College. Unit expanded to cover counselors, assistant librarians and assistant instructors without election. N.Y.S. PERB Decision, C-1046, October 18, 1974.
- 398 CUNY. "Student Membership on University Committee Held Not Bargainable." 1974-GERR-558: B-10 to B-13.
Although faculty members at CUNY objected that student representation on personnel committees interfered with teacher peer evaluation NYPERB Rules Board of Higher Education is not required to bargain on subject.
- 399 Genesee Community College and S.E.I.U. and Associated Community College Faculty Association. Faculty unit expanded to cover administrative staff. Election ordered, N.Y.S. PERB Decision Nos. C-1014, C-1048, November 7, 1974.
- 400 SUNY. "UUP (United University Professions) Upheld as PERB Nixes Split of 14,000 SUNY Staff." New York Teacher, 15(21):5, January 27, 1974.

PERFORMANCE EVALUATIONS

- 401 Miller, R. I. Developing Programs for Faculty Evaluation, Jossey-Bass, Inc. \$9.75.
- 402 "Nevada Attorney General Overturns Opinion on Performance Evaluations." 1974-GERR-572; B-17.
Performance evaluations are grievable under Nevada's grievance adjustment procedure within the meaning of the State Personnel Rules, Attorney General rules.
- 403 "Produce or Perish?" Chronicle of Higher Education, 9(11):5, December 2, 1974.
Academe urged to credit film, TV work.

PERSONNEL RELATIONS

- 404 "Sample Statement on Personnel Policy During a Strike." 1974-GERR-577; F-1.
The following statement was included as part of a discussion paper on "Strike Planning and Preparation" presented at the International Personnel Management Association Annual Conference.

PREPAID LEGAL SERVICES

- 405 AFSCME, District Council 37, with Columbia University and Ford Foundation have taken steps to provide 1,000 selected members with legal services on such problems as debt, consumer fraud, garnishment. Services began September 19, 1974. Office at 140 Park Place, New York, N. Y. 10007.
- 406 "Bargaining for Legal Services." 87-LRR-312 to 313. Conference discusses collective bargaining for prepaid legal services.
- 407 "Pre-Paid Legal Services and Houston Amendments." 87-LRR-228.
Senator Tunney again urges bar associations not to make negotiation for prepaid legal service plans difficult.

PRODUCTIVITY

- 408 "Productivity, Public Employee Bargaining." News and Background Information, 86-LRR-194 to 197.
Report of panel discussions at New York University Labor Conference. Includes a Presentation by M. Benewitz.
- 409 "Public Sector Productivity Gaining Importance, Dean Says." 1974-GERR-552: A-1 to A-2.
Productivity improvement is taking on ever-increasing significance for public sector labor relations and collective bargaining according to R. McKersie, Dean of ILR School, Cornell University.

PUBLIC SECTOR LABOR RELATIONS

- 410 "ABA Panel Looks at Past, Present, Future of Public Sector Bargaining." 1974-GERR-571: B-4 to B-8, E-1 to E-4.
- 411 "Governor's Order Freezing N. H. Employees Hiring, Promotion Are Voided." 1974-GERR-549: B-6 to B-8.
Hailed by N. H. State Employees' Association as landmark decision upholding integrity of merit system and preserving state employees' rights, N. H. Supreme Court hold Governor has no constitutional or statutory power to issue executive orders which barred state employee hiring, transfers, and promotions and purchase of state automobiles as economy and energy-conserving measure.

PUBLIC SECTOR LABOR RELATIONS (Cont.)

- 412 Labor Relations Law in the Public Sector, Cases and Materials, includes not only court decisions but also excerpts from State Board reports, law review articles, and discussion of various trends. The book does not deal with collective bargaining techniques or the practical administration of labor agreements, concentrating on the legal aspects. Bobbs-Merrill Co., \$18.50, with an appendix of State Employment Relations Laws for \$4.00.
- 413 "Seminar Reviews Public Sector Labor in California." 1974-GERR-551: B-14 to B-17.
Role of mediation, fact-finding, arbitration, strikes, bargaining scope, and proposed legislation to regulate public employee labor relations in California Session sponsored by National Center for Dispute Settlement of AAA.
- 414 Should We Jail Public Employees? Workers Defense League, 150 Fifth Avenue, New York, N. Y. 10011. 110 p.
A presentation of labor's point of view on the use of the injunction and jail sentences against public employees who strike, picket or engage in other concerted activity in order to articulate their concerns and to assert their interests related to the rights of workers and the system of justice.
- 415 Smith, R. A., H. T. Edwards, R. T. Clark, Jr. Labor Relations Law in the Public Sector - Cases and Materials. Law Division, The Bobbs-Merrill Company, Inc., 4300 West 62nd Street, Indianapolis, Indiana 46206, \$18.50 with statutory Appendix \$4.00.
- 416 Stetson, D. "Meany Backs Public Employee Militancy." New York Times, November 7, 1974, p. 89.

RETIREMENT

- 417 Hopkins, David S. P. "Making Early Retirement Feasible." Change Magazine, 6(5): 46-47, 64, June, 1974.
Author explores early retirement possibilities as well as the problems associated with early retirement.
- 418 Ingraham, M. H. My Purpose Holds: Reactions and Experiences in Retirement of TIAA-CREF Annuitants. My Purpose Holds, P.O. Box 3312, Grand Central Station, New York, N. Y. 10017; \$2.
Based on a 1972-73 survey by the Teachers Insurance and Annuity Association - College Retirement Equities Fund. The author reports on the experiences and attitudes of retired faculty members, educational administrators and service personnel who are receiving annuity income from TIAA-CREF.

RETIREMENT (Cont.)

- 419 Jenkins, Evan. "Faculty Insurance Plan Aimed at Career Transition." New York Times, 24:2, March 18, 1974.
A group of scholars proposes the establishment of an insurance system to make it easier for college teachers to leave their profession at mid-career. Report called "Faculty Development in a Time of Retrenchment."
- 420 Jenny, Hans H. Early Retirement, A New Issue in Higher Education - The Financial Consequences. Teachers Insurance and Annuity Association of America, 730 Third Avenue, New York, N. Y. 10017; single copies available free.
Discusses the economic impact of early retirement on educational institutions and their staff members.
- 421 Magarrell, J. "Colleges Weigh Early Retirement Plans for Faculty Members." Chronicle of Higher Education, 8(19):9, February 11, 1974.
- 422 Magarrell, J. "CREF Retirement Checks Face Further Cut as Stocks Decline." Chronicle of Higher Education, 8(28): 1, 7, April 15, 1974.
- 423 Magarrell, J. "How the Falling Market Hits Retirement Plans." Chronicle of Higher Education, 9(7): 1, 6-7, November 4, 1974.
Persons in equity programs get more shares per dollar as stock prices drop - but for the emeriti, benefits decline.

RETRENCHMENT

- 424 Bonham, George W. "The Carbondale Disease." Change Magazine, 6(4): 11-14, May, 1974.
Sensitive in-depth discussion of faculty retrenchments at Southern Illinois University.
- 425 "Campus Notes." Chronicle of Higher Education, 9(10): 2, November 25, 1974.
Fired faculty members at University of Puerto Rico are denied restraining order that would give them back their jobs.
- 426 "Can't Reinstate 104 Fired at Southern Illinois, Board Told." Chronicle of Higher Education, 8(29):2, April 22, 1974.

RETRENCHMENT (Cont.)

- 427 Jenkins, E. "Faculty Insurance Plan Aimed at Career Transition." New York Times, March 18, 1974, 24:2.
- 428 Lombardi, John. "Community Colleges - When Faculties Are Reduced." Change Magazine, 6(10): 54-55, January, 1974-75.
Analysis of retrenchment programs in higher education. Emphasis on those programs in those institutions where faculty are unionized.
- 429 "Retrenchment Clauses in College Contracts." This Center's Newsletter, 2(4): 2-8, Sept/Oct., 1974.
Study of 80 clauses found in 158 faculty contracts covering layoff, financial exigency, retrenchment; seniority as a criteria for retention; transfers and recall.
- 430 Semas, P. W. "Faculty Layoffs - AAUP Revises its Recommendations." Chronicle of Higher Education, 9(8):2, November 11, 1974.
- 431 Semas, P. W. "Hard Times and Freedom in Academe." Chronicle of Higher Education, 8(38): 1, 9, July 22, 1974.
Half of complaints by professors have an economic twist.
- 432 Semas, P. W. "Southern Illinois Drops Its Suit Against Teachers." Chronicle of Higher Education, 8(35): 1, 4, June 10, 1974.
S.I.U. drops the unprecedented class action suit it filed in December against 6 of the 104 faculty and staff members who had been dismissed because of the institutions alleged financial trouble.
- 433 Semas, P. W. "Southern Illinois (U.) President Resigns," several months after layoff of 104 tenured/non-tenured faculty due to financial exigency. Chronicle of Higher Education, 8(25):2, March 25, 1974.
- 434 Semas, P. W. "Southern Illinois to Push Suit Against 19 Teachers." Chronicle of Higher Education, 8(36):2, June 24, 1974.
S.I.U. trying to reconstitute its class-action suit with 19 teachers with whom it has not yet reached an agreement.
- 435 Semas, P. W. "Tenured Professors Have Only Limited Protection Against Emergency Layoffs, Federal Judge Rules." Chronicle of Higher Education, 8(36): 1-2, June 24, 1974.

RETRENCHMENT (Cont.)

- 436 "Termination of 90 Inflames Issues at University of Puerto Rico." Chronicle of Higher Education, 8(36):2, June 24, 1974.
- 437 Winkler, K. J. "Bloomfield: A troubled college is put in court receivership." Chronicle of Higher Education, 8(40):2, August 19, 1974.
Bloomfield College, which had filed for special status under the Federal Bankruptcy Act, last week was placed in court receivership while it reorganizes its finances.

SABBATICAL LEAVES

- 438 "NEA Planning European Center for Sabbaticals." Higher Education and National Affairs, 23(11):5, March 15, 1974.

SALARIES

- 439 "Academic Librarians Trailing Teachers in Middle Pay Level." Chronicle of Higher Education, 8(33):5, May 20, 1974.
The Council on Library Resources reports that fewer than 10% of the professional employees in academic libraries are paid more than the assistant professors in their colleges or universities.
- 440 "Average Faculty Compensation at More Than 1,500 Institutions." Chronicle of Higher Education, 8(30):9-10, April 29, 1974.
- 441 "A Back-pay Agreement." Chronicle of Higher Education, 8(37):2, July 8, 1974.
A large settlement has been negotiated for 17 faculty women at Eastern Montana College at Billings.
- 442 "Faculty Pay and Living Costs." Chronicle of Higher Education, 8(39):7, August 5, 1974.
Chart compiled by the AAUP and Bureau of Labor Statistics.
- 443 Fields, C. M. "Inflation." Chronicle of Higher Education, 9(2):6, September 30, 1974.
Cut spending somewhere else, educators at H.E.W. mini-summit tell Ford.

SALARIES (Cont.)

- 444 "L. A. Teachers Sign Pact; Three SoCal Groups Strike."
1974-GERR-561:B-19.
Teachers in L. A. Community Colleges settle for 7.5% across the board for certified and 8% for non-certified personnel. New benefits include improved health and life insurance and two additional days of sick leave. Teachers in Fullerton and Downey struck for one day when they were offered 7 and 6.7% respectively.
- 445 Magarrell, J. "Pay v. Living Cost: The Unequal Race."
The Chronicle of Higher Education, 9(11):1, 6,
December 2, 1974.
Faculty salaries are up 7.5%; the price index, 12.2%.
- 446 1973-74 Administrative Compensation Survey, by Management Analysis Group, University of California, Berkeley. Order from the College and University Personnel Association, One Dupont Circle, Washington, D. C. 20036.
- 447 "1973-74 Salaries of Administrators at 945 Colleges and Universities." Chronicle of Higher Education, 8(36):24, June 24, 1974.
Extensive file. Includes article on pay gains for Women.
- 448 "The 1974 Amendments to the Federal Minimum Wage Law."
Labor Rel. Rep. 85-Analysis-57 to 60.
- 449 "Retroactive Pay Increase Held Legal by Pennsylvania Attorney General." 1974-GERR-552:B-21.
Retroactive salary increases for public employees provided in collective bargaining contracts do not violate the state constitution.
- 450 "Rutgers Agrees to Back-Pay Settlement." Chronicle of Higher Education, 8(36): 4, June 24, 1974.
In one of the largest settlements of its kind, Rutgers U. has agreed to make salary adjustment payments to female and minority group members.
- 451 Semas, P. W. "Year's Increase in Faculty Pay More Than Negated by Inflation." Chronicle of Higher Education, 8(30):1, April 29, 1974.
- 452 Semas, P. W. "Unionized Faculties Found Winning Higher Raises." Chronicle of Higher Education, 8(28):3, April 15, 1974.
Study conducted by R. Birnbaum, Chancellor of the University of Wisconsin at Oshkosh.

SALARIES (Cont.)

- 453 "Signing of New Minimum Wage Law." News and Background Information, 85-LRR-279 to 280.
Bill signed by former President Nixon raises minimum wages effective May 1, 1974.
- 454 "Where Faculty Compensation Exceeds \$20,000." Chronicle of Higher Education, 8(30):1, April 29, 1974.
- 455 "Wisconsin Salary Study (of Administrators) Leaves Holes in Ceilings." Chronicle of Higher Education, 8(19):2, February 11, 1974.
- 456 "Women Faculty Salary Lag Reportedly \$1,500." Higher Education and National Affairs, 23(8):5, Feb. 22, 1974.

SCOPE OF NEGOTIATIONS

- 457 Najita, J. M. Guide to Statutory Provisions in Public Sector Coll. Barg.: Scope of Negotiations. Ind. Rel. Center, Coll. Bus. Admin., U. of Hawaii, 1973. \$1.00, 57 pp.
Summary of statutes through 1972 on scope related to grievance and impasse procedures, union security; limits on scope such as management rights, authority of boards, merit & Civil Service System; covers consultation, legislative/employee approvals, savings clause where other statutes prevail.

STRIKES

- 458 "Campus Notes." Chronicle of Higher Education, 9(11):2, December 2, 1974.
New Jersey strike extends into second week.
- 459 "Campus Notes." Chronicle of Higher Education, 9(6):2, October 29, 1974.
Students protest faculty strike at Rider College (N.J.).
- 460 "Campus Notes." Chronicle of Higher Education, 9(5):2, October 21, 1974.
Faculty members at Green River Community College (Washington) have returned to work without a settlement after a two-week strike; Faculty at Rider College (N.J.) went on strike after the breakdown of negotiations over salary increases and the bargaining status of department chairmen; maintenance workers at Hofstra University strike after rejecting university wage increase offer.

STRIKES (Cont.)

- 461 "College Strikes Win Pay Raise" at Green River Community College. American Teacher, 59(3):12, Nov., 1974.
- 462 "Faculty Strikes Settled at Two Colleges." Chronicle of Higher Education, 9(3):2, October 7, 1974.
Strikes settled at Moraine Valley College and at Lehigh County Community College. Both actions reflected disagreement over salary increases.
- 463 "Lockout at Illinois College ends with union victory" as Contract signed at Moraine Valley Community College American Teacher, 59(2):12, October, 1974.
- 464 "Michigan Governor Suggests Compromise Law to Deal With Teacher Strikes." 1974-GERR-554: B-17 to B-18.
Michigan legislators considering revisions in the state's PERA must find some way of limiting the number of illegal teacher strikes.
- 465 "Nassau (Comm.) College Local OK's Strike as Impasse Continues" after January 20. After vote talks resumed. New York Teacher, 16(17):16, Dec. 22, 1974.
- 466 "New Jersey Professors walk out in first statewide college strike in U. S. American Teacher, 59(4):5, Dec., 1974.
- 467 "New Jersey Teachers Postpone Strike, Continue Talks," at N. J. State College System. Chronicle of Higher Education, 8(19):2, February 11, 1974.
- 468 "C. W. Post (of Long Island U.) Faculty Votes 'No Contract, No Work,' unless settlement reached by January 27, 1975 with cost-of-living clause. New York Teacher, 16(19):4, January 12, 1975.
- 469 "Rider College (N. J.) Staff Strikes," with 93% faculty out after year-long negotiations for salary, increased governance, closed shop. Total quote, New York Times, October 17, 1974, p. 45.
- 470 Semas, P. W. "Faculty Members Strike 8 New Jersey State Colleges." Chronicle of Higher Education, 9(10):2, November 25, 1974.
- 471 Semas, P. W. "New Jersey Walkout Ends." Chronicle of Higher Education, 9(12):2, December 9, 1974.
Teachers return to jobs as talks resume.

STRIKES (Cont.)

- 472 Semas, P. W. "Push Meets Shove in Jersey." Chronicle of Higher Education, 9(13):3, December 16, 1974.
The cast of characters in this power struggle includes the Governor, the Department of Higher Education, Rutgers U., and a militant, ambitious statewide faculty union.
- 473 Semas, P. W. "Strikes and Settlements." Chronicle of Higher Education, 9(1):3, September 23, 1974.
A flurry of disputes starts the new year at Moraine Valley Community College (Ill.) and Lehigh County Community College (Penn.); SUNY reached an agreement with its faculty union, an affiliate of both the N.E.A. and the A.F.T.; Penn. State College and University System agreed to a no retrenchment clause; Central Michigan Univ. agreed to their third contract.
- 474 "Supervisors Cut, Teachers Hired in Seattle (Comm.) College Strike Agreement," and strike at Green River Comm. Coll. American Teacher, 59(2):12, October, 1974.

STUDENT EMPLOYMENT

- 475 "Colleges Get Regulations on Pay for Student-Workers." Chronicle of Higher Education, 8(36):4, June 24, 1974.
- 476 Kinzer, J. L. and E. H. El-Khawas. Compensation Practices for Graduate Research Assistants: A Survey of Selected Graduate Institutions. American Council on Education, One Dupont Circle, Washington, D. C. 20036; Higher Education Panel Reports No. 21; single copy available free.
Reports on survey of compensation practices and ranges of compensation currently available to graduate research assistants in a number of fields of study at 97 selected institutions.

STUDENTS

- 477 "Campus Notes." Chronicle of Higher Education, 9(6):2, October 29, 1974.
A statewide organization of private college students has been established by representatives of 13 of the 17 private colleges in Minnesota.

STUDENTS (Cont.)

- 478 Fenske, R.H. and C.S.Scott. The Changing Profile of College Students. American Association for Higher Education, One Dupont Circle, Washington, D. C. 20036, Eric/Higher Educ. Research Report No. 10, 1973; \$2.00
Examines new trends in student enrollments, receiving current research literature and analyzing the characteristics of students in a national sample during 1968-73
- 479 National on Campus Report, a monthly newsletter of trends and activities of college students. \$18.00/year. Order from Nat. on Campus Report, Hilldale Center, Madison, Wisconsin 53705.
One issue of newsletter covers "student unionization to get first real test during 1974-75 year."
- 480 "Student Voices 1974: On Work, Love, Politics." Change Magazine, 6(8):14-54, October, 1974.
These essays project the moods and views of a diverse group of college students.
- 481 Wallerstein, I. and P. Starr, eds. The University Crisis Reader: Vol. 1 - The Liberal University Under Attack. Vol. 2 - Confrontation & Counterattack. New York, Random House, 1971. 558 pp. (515 pp.) \$10.00 each.
Covers governance, role of faculty, student and faculty power.
- 482 Young, D. P. and D. D. Gehring. The College Student and the Courts. Coll. Admin. Pubs., PO Box 8492, Asheville, N. C. 28804. \$24 for first year subs.; \$14 thereafter.
Ringbinder of briefs on students in higher education.

TELEVISION

- 483 Cutter, W. B. "Letter to the Editor." "Cable TV Viewed Seriously by Educators." Chronicle of Higher Education, 8(25):14, March 25, 1974.
- 484 Deiulio, A. M. "Letters to the Editor." Chronicle of Higher Education, 8(37):32, July 8, 1974.
Reaction to M. G. Scully's special report on the video revolution.
- 485 Ehrlich, G. "Letters to the Editor." Chronicle of Higher Education, 8(37):32, July 8, 1974.
Might not slide projectors offer more flexibility in the classroom than television? And can the education department afford a reel of videotape?

TELEVISION (Cont.)

- 486 "Instructional AV." Nation's Schools & Colleges, 1(4):
24-26, December, 1974.
Telestrator turns network TV into a learning
device; hologram viewer adds new dimension; Magazine
also contains a collective bargaining department, p. 16.
- 487 Scully, M. G. "Video on Campus: Where's the 'Revolution'?"
Chronicle of Higher Education, 8(34):9-12, May 28, 1974.
Such a revolution, with conventional colleges
shifting to technologically innovative modes of
instruction, was predicted more than two decades ago.
It has been a long time coming, and it is still not
here. (Special Report).
- 488 Scully, M. G. "Wary of Past Letdowns, Colleges View Cable
TV Cautiously." Chronicle of Higher Education,
8(19):3, February 11, 1974.

TENURE

- 489 Allshouse, M. F. Letter to the Editor. "Creative Action
Needed to Solve Tenure Problems...." Chronicle of
Higher Education, 8(25):14, March 25, 1974.
- 490 "City University of New York Rescinds Its Controversial
Policy on Tenure." Chronicle of Higher Education,
8(30):2, April 29, 1974.
- 491 "Coe College Develops New Policy on Tenure." Higher Educ.
and National Affairs, 23(7):8, February 15, 1974.
- 492 "College Unionists Hold National Conference" discuss-
ing tenure, etc. American Teacher, 59(4):23,
December, 1974.
- 493 "Correction" to article on decision to abolish tenure at
Curry College, Mass., in April 22, 1974 issue.
Chronicle of Higher Education, 8(32):4, May 13, 1974.
- 494 "CUNY Tenure Quotas on Way Out." New York Teacher, 15(26):
1, 3, March 3, 1974.
- 495 "Development in the Law - Academic Freedom." Harvard Law
Review, 81:1045-1159, March, 1968.
See especially Part II, Section D, "Regulations
by Professional Associations, and Section E,
"Collective Bargaining."

TENURE (Cont.)

- 496 Scully, M. G. "Faculty, Fearing 'Up or Out' Policy, to Abolish Tenure." Chronicle of Higher Education, 8(29):1, 3, April 22, 1974.
The faculty at Curry College, a co-educational institution in Milton, Mass., (enrollment about 1,000) has voted unanimously to abolish tenure and replace it with a system of "three year rolling contracts."
- 497 LaNoue, George R. "Tenure and Title VII." The Journal of College and University Law, 1(3):206-221, Spring, 1974.
Excellent discussion of the potential legalities surrounding tenure and affirmative action.
- 498 Maeroff, G. I. "Colleges Urged to Curb Tenure to Avoid Inflexibility in Staffs" at conference sponsored by N.Y.S. Board of Regents. New York Times, March 6, 1974, p. 21.
- 499 Peterson, I. "A Hearing Called on City U. Tenure." New York Times, March 27, 1974, 20:1.
- 500 Peterson, I. "Limits on Tenure Lifted at City U. (of New York)." New York Times, April 23, 1974, p. 19.
- 501 Peterson, I. "State U. (of New York) Job Loss Feared From Pact." New York Times, June 23, 1974, p. 43.
Pact covering nonteaching professionals and administrators, granted life-long employment after seven years service, may lead to wholesale dismissals based on unreasonably high performance standards.
- 502 Semas, P. W. "Tenure: A Judge Rules in Favor of Professors at Bloomfield." Chronicle of Higher Education, 8(37):2, July 8, 1974.
A New Jersey Judge ruled that Bloomfield College was not justified in abolishing tenure and dismissing 13 faculty members last year.
- 503 Semas, P. W. "Tenure - 2 in every 5 Colleges are now reviewing it." Chronicle of Higher Education, 9(11):2, 7, December 2, 1974.
Faculty tenure faces challenges from three potent forces: Hard Times in Higher Education, Collective Bargaining and Affirmative Action.
- 504 Sievert, W. A. "Faculty Units at Berkeley Seek to Force Professor's Promotion." Chronicle of Higher Educ., 8(14):1, 2, December 24, 1973.
Refers to Assistant Professor of Criminology Anthony M. Platt.

TENURE (Cont.)

- 505 Sievert, W. A. "Tenure Dispute Tests 2 Roles of President." Chronicle of Higher Education, 8(34):1, 2, May 28, 1974.
In a case that could have wide repercussions, Mr. Foresi, Assistant Professor at San Jose State University who was denied tenure, charged that making action by the president the final step in both the promotion process and the grievance procedure subjected the faculty member to double jeopardy.
- 506 Silber, John R., Robert V. Waes, and Joseph A. Kershaw. "The Debate on Tenure." Change Magazine, 6(9): 42-45, November, 1974.
- 507 Schrems, J. J. "100-percent tenure could mitigate job insecurity and restore the now - lost mobility of faculty members." Chronicle of Higher Education, 8(21): 10, February 25, 1974.
- 508 Semas, P. W. "Tenure Curbs Reconsidered In 2 States," at CUNY and NJ State College System. Chronicle of Higher Education, 8(23): 1, March 11, 1974.
- 509 Shulman, C. H. Employment of Nontenured Faculty: Some Implications of Roth and Sindermann. American Assoc. for Higher Education, One Dupont Circle, Washington, D.C. 20036, ERIC/Higher Educ. Research Report No. 8, \$2. Considers two 1972 Supreme Court decisions concerning nonrenewal of contracts of nontenured teachers; examines reactions of the educational and legal communities as well as subsequent cases involving contract nonrenewal; and considers alternatives to nonrenewal of contracts without a statement of reasons.
- 510 "Teachers' Union Forms Group to Fight Threats to Tenure." Chronicle of Higher Education, 8(17): 3, January 28, 1974.

AFT calls tenure quotas a "tricky management device," and has established committee to resist attacks on tenure.

SEE ALSO RETRENCHMENT

UNION SECURITY

- 511 "Dues Check-Off and Union Security Study." This Center's Newsletter, 2(2): 1-3, March/April, 1974.
Analysis of 37 four-year and 105 two-year faculty contracts; with charts.
- 512 Najita, J.M. and D.T. Ogawa, Guide to Statutory Provisions in Public Sector Coll. Barg.: Union Security. Ind. Rel. Center, Coll. Bus. Admis., U. of Hawaii, 1973.
\$1.00. 28p.
Summary of statutes thru 1972 on union shop, service fees, maintenance of membership and dues check-off.

UNIONS

- 513 "AFL-CIO's New Public Employee Department." News and Background Information, 87-LRR-265 to 266.
Twenty-four union presidents ratify proposed constitution.
- 514 "AFSCME, SEIU, And AFT Leaders Confer with Ford on Inflation." 1974-GERR-572: B-12 to B-15.
A. Shanker declared tight money policy means taxpayers are financing high interest payments instead of public services and facilities.
- 515 "AFSCME's 20th Biennial Convention Meets In Hawaii." 1974-GERR-559: B-9 to B-13, 6-1 to 6-5, H-1 to H-5.
AFSCME link with NEA through Coalition of American Public Employees affirmed. Text of AFSCME president's speech and selected resolutions included.
- 516 "AFT Backs while NEA Blocks Florida Affiliates' Merger." 1974-GERR-549: B-20.
FEA officers voted 2 to 1 to merge with AFT's Florida Federation. To be known as United Teachers of Florida, the new organization was created "in interest of teacher unity" and to "build effective teacher power."
- 517 "AFT Elects Shanker, Raises Dues, and Expands Execu. Bd." 1974-GERR-569: B-9 to B-13.
- 518 "Florida Education Association Becomes Disaffiliated From NEA." 1974-GERR-572: B-16.
FEA had encouraged locals to "deunify" from NEA in violation of NEA policy for local-state-national unified association membership and had encouraged state and local mergers with the AFT which would require AFL-CIO affiliation.

UNIONS (cont.)

- 519 "Florida NEA - AFT Merger Fails, Following Dade County
Expulsion." 1974-GERR-554: B-18.
NEA president, Helen Wise, commenting on the
proposed merger, stated: 'The positions are clear:
NEA wants teacher unity: AFT wants AFL-CIO member-
ship. The two are not compatible.'
- 520 "Higher Education and The A.F.T." Chronicle of Higher
Education, 9(10): 2, Nov. 25, 1974.
The AFT(A.F.L.-C.I.O.) has created an advisory
commission on higher education to coordinate its
organization efforts among college professors.
- 521 "How the AFT Is Growing." American Teacher, 59(3): 13,
Nov., 1974.
Chart showing membership of 110,552 in 1965
and 414,854 in 1974.
- 522 Lewis, Richard. "Who Will Control the AFT?" Change
Magazine, 6(4): 14-17, May, 1974.
- 523 "NEA Breaks off talks with AFT on Merger." Higher Educ.
and National Affairs, 23(9): 8, March 1, 1974.
- 524 "NEA Delegates Remain Independent But Militant." 1974-
GERR-562: B-12 to B-18, E-1.
Delegates to NEA's 112th Annual Convention over-
whelmingly rebuff attempts to merge with AFL-CIO
affiliated AFT but leave eventual merger question
open. Text of Resolutions included.
- 525 1974-1975 Catalogue of AFT Publications. Order Department,
American Federation of Teachers, 1012 14th St., N.W.,
Washington 20005.
Includes listings of all AFT materials concerning
a wide variety of topics.
- 526 Schwartz, Edward. "Training Union Leaders." Change Magazine,
6(1): 18-21, February, 1974.
Interesting expose on efforts of three departments
of the AFL-CIO and several universities who are parti-
cipating in joint programs for workers' education.
- 527 "Self-Styled 'Fogey,' Van Alstyne, Wins AAUP Presidency."
Chronicle of Higher Educaiton, 8(28): 3, April 15, 1974.
- 528 Semas, P. W. "AAUP Intensifies Its Interest in Politics,
College Finance" at its annual meeting. Chronicle of
Higher Educ., 8(32): 3, May 13, 1974.

UNIONS (cont.)

- 529 Semas, P. W. "The Big Kid Gets Tough." Chronicle of Higher Educ., 8(38): 4, July 22, 1974.
Flexing its formidable muscles, the N.E.A. eyes unionism and politics.
- 530 Semas, P. W. "An Easy Victory." Chronicle of Higher Educ., 8(41): 4, Sept. 3, 1974.
Incumbent David Selden didn't have a chance against Albert Shanker in the A.F.T.'s presidential election.
- 531 Semas, P. W. "Faculty Unionization." Chronicle of Higher Educ., 8(37): 5, July 8, 1974.
Stung by a report critical of its efforts thus far, the N.E.A. moves to intensify its organizing drives on college campuses.
- 532 Semas, P. W. "New Man at AAUP." Chronicle of Higher Educ. 8(38): 5, July 22, 1974.
The AAUP has named a new general secretary-Joseph D. Duffey, a former seminary professor and a political activist who once ran for the U.S. Senate.
- 533 Semas, P. W. "Union's New Chief Sets Sights on Colleges." Chronicle of Higher Educ., 8(41): I, 4, Sept. 3, 1974.
A. Shanker says the American Federation of Teachers will give top priority to organizing professors.
- 534 "Shanker Sees Salvation Through Education." - - and Politics 1974-GERR-574: B-3 to B-6.
AFT president urges teachers to be politically active.
- 535 "Teacher Groups Launch Drives On Vermont, Florida Campuses." 1974-GERR-576: B-16.
- 536 "Twelfth State Organized By Public Employee Group CAPE." 1974-GERR-566: B-18 to B-19.
Virginia has become the latest state to become associated with the two-year old National Coalition of American Public Employees. Virginia Council of AAUP joins in the hope that through cooperation with other labor organizations better working conditions could be secured for public employees.

WOMEN

- 537 Arden, Eugene. Letters to the Editor. Chronicle of Higher Educ., 9(3): 8, October 7, 1974.
Any increase of women on faculties may be nothing short of a miracle.
- 538 Baum, Joan. Women in Higher Education, edited by W. Todd Furniss and Patricia A. Graham. Change Magazine, 6(6): 58-59, July-August, 1974. (Book Review)
- 539 DeCrow, Karen. Sexist Justice. Random House, \$7.95.
Ms. DeCrow provides a vivid, detailed documentation of the oppression of women through the law.
- 540 Delene, Linda M. Letters to the Editor. Chronicle of Higher Educ., 9(3): 8, October 7, 1974.
Women have more than token roles in college administration.
- 541 "Demise of State Women's Hours Laws." News and Background Information, 86-LRR-111 to 112.
EEO amended guidelines make clear that state limitations on employment of women discriminate as to sex.
- 542 Furniss, W. T. and P. A. Graham, Eds. Women in Higher Education. American Council on Educ., One Dupont Circle, Washington, D.C. 20036, 1974. 336p. \$10.00.
Covers affirmative action, promotion, maternity leave, day care services.
- 543 Jongeward, D. Affirmative Action (Programs) for Women: A Practical Guide. Addison-Wesley Pub. Co., Reading, Mass. 01867, \$8.95.
- 544 Krohn, Barbara. "The Puzzling Case of The Missing Ms." Nations's Schools & Colleges, 1(3): 32-38, November, 1974.
Extensive discussion of women in management and the changes which may come about through affirmative action programs and the activities of women's groups. Magazine also contains a Collective Bargaining department, p. 50.
- 545 "New Coalition of Labor Union Women." News and Background Information, 85-LRR-246-247.
Group will oppose sex discrimination and support legislation for child care, liveable minimum wages and health laws, and improved maternity and pension benefits.

WOMEN (Cont.)

- 546 "Occupational Ranking by Earnings" in fields with forty percent or more females, women are in the top half of the salary bracket for college Teachers of health specialties (including nursing), and college teachers of home economics." Labor News Memorandum, 29(32-4): 3-4, Aug. 28, 1974. Published by N.Y.S. Department of Labor.
- 547 "OFCC Proposed Sex Guidelines." News and Background Information, 87-LRR-62-64.
Hearings explore actuarial issues.
- 548 "A Panel on Women Named by A.C.E." Chronicle of Higher Education, 8(14): 5, December 24, 1973.
- 549 Peterson, I. "Advance Women, City University (of N.Y.) Board Bid: Plea Made for Promotion...." New York Times, September 24, 1974, p.81.
- 550 The Project On The Status and Education of Women. B. Sandler, Director. Association of American Colleges, 1818 R. Street, N.W., Washington 20009.
Series of in depth research asbracts, articles, and newsletters are available concerning a wide array of topics pertinent to women in higher education. Bibliographies on women in education also available.
- 551 "Rise in Number of Women in Labor Unions." 87-LRR-230-231.
Proportion of total membership rose 10 percent during 1970-1974.
- 552 Ross, Susan Deller. The Rights of Women. Avon Paperback, \$1.25.
Ms. Ross' book gives women ideas and concrete information on how to use the law as a sword and a shield. In clear, simple, question and answer format she tells women what their rights are and how to get them.
- 553 Sinowitz, Betty E. "College Faculty Women Fight Sex Bias." Today's Education, 63(3): 58-59, 62, September-October, 1974.
- 554 Slippery Rock State "College to Reconsider Women It Rejected" for employment. Chronicle of Higher Education, 8(32): 2, May 13, 1974.
- 555 "Statistical Profile of Working Women." News and Background Information, 87-LRR-248 to 249.
Special Assistant to Director of OFCC outlines 1973 figures.

WOMEN (cont.)

- 556 Stent, Angela. "The Women's Bid for a Rhodes." Change Magazine, 6(5): 13-16, June, 1974.
- 557 "Women in the Labor Force." 86-LRR-170.
Women make up nine percent more of the labor force in 1973 than in 1947.
- 558 A Working Woman's Guide to Her Job Rights. U. S. Department of Labor, Women's Bureau. 1974. 38p.

WORKLOAD

- 559 Shay, John E., Jr. "Coming to Grips With Faculty Workload." Educational Record, Winter, 1974, 52-58.
Demands for higher salaries by unionized faculties and the demands for accountability by legislators, governing boards, and the public are forcing many institutions of higher education to define "contractually" what a faculty member shall do," notes the author.
- 560 "Two-year College Workload Study." This Center's Newsletter, 2(2): 4-7, March/April, 1974.
Survey of 85 two-year college faculty contracts covers preparations, interpretation difficulty, office hours and class size.
- 561 Yaker, H.E. Faculty Workload: Facts, Myths, and Commentary. AAHE, One Dupont Circle, Washington 20036; ERIC/Higher Education Research Report No. 6, 1974, \$3.
Examination and conclusion of methods by which studies of faculty workloads can be performed.

ACADEMIC FREEDOM

- 562 Boffey, P. M. "Debasement of Academic Freedom Laid to President's Permissiveness." Chronicle of Higher Education, 8(23): 1, 7, March 11, 1974.
- 563 Bunzel, J. H. "Six New Treats to The Academy." Chronicle of Higher Education, 8(15): 24, January 14, 1974.
- "Many ethnic-studies and affirmative action programs have encouraged the growth of an infatuation with ethnicity.... Matters never brought to litigation before, i.e., tenure, promotion, the making of professional judgments... are now increasingly headed for the courts."
- 564 "Concordia (Theological Seminary - Missouri) Students at 'Seminary in Exile' Threatened with Denial of Pastors." AAUP to send investigators to determine academic freedom and tenure conditions at Concordia. Chronicle of Higher Education, 8(23): 2, March 11, 1974.
- 565 "48 Striking Teachers Dismissed at Largest Lutheran Seminary, Concordia Seminary. Chronicle of Higher Education, 8(21): 1, 3, February 25, 1974.
- 566 Hofstadter, R. Academic Freedom in the Age of the College. Columbia University Press, 1955; paper, 1961.
- 567 Metzger, W. P. Academic Freedom in the Age of the University. Columbia University Press, 1955; paper, 1961.
- 568 Aiken, R. J. "Academic Freedom as a Legal Concept." College Counsel, VII(1): 214-40, 1972.
- 569 Boland, W. R. Letter to Editor and author's reply regarding J. Victor Baldrige's report "College Size and Professional Freedom" in the May, 1973 issue. Change, 5(7): 2-3, September, 1973.
- 570 "Consultant Inquiry Becomes Freedom and Privacy Dispute." Inquiry into consultantships at Univ. of Minnesota was turned into dispute of academic freedom and students rights to privacy. Chronicle of Higher Educ., 7(40): 3, August 13, 1973.
- 571 Stigler, G. J. "Thought Control on the Campus." The homogeneity of opinion among college faculty has led to the decline in intellectual freedoms on the campuses. Chronicle of Higher Educ., 7(40): 12, August 13, 1973.

ACADEMIC FREEDOM - cont.

- 572 "Seminary Head Suspended; Students, Faculty Strike."
Chronicle of Higher Education, 8(17): 2, January 28,
1974.
Relating to Concordia Seminary.

ADMINISTRATION

- 573 Anello, M., ed. The Future College Executive. Division of Higher
Education, Boston College, Chestnut Hill, Mass. 02167. \$3.00.
- 574 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.
- 575 Kaplowitz, R. A. Selecting Academic Administrators: The
Search Committee. American Council on Education,
One Dupont Circle, Room 823, Washington, D.C. Discusses
formation of a search committee, and organizational
tasks facing them. (Single copies free.)
- 576 "Onondaga (Community College) Refuses to Pay Damages to
Two Ex-Staffers." Chronicle of Higher Education,
8(18): 2, February 4, 1974.
- 577 School Administrators Lag in Fight for Rights. Higher
Education Daily, November 14, 1973, p. 3
- 578 "Trustees Remain Favorable After Evaluations of Presidents."
Chronicle of Higher Education, 8(18): 2, February 4,
1974.
Trustees of Alfred University and Indiana
University complete evaluations of Presi-
dents' performances.

AFFIRMATIVE ACTION

- 579 "Affirmative-Action Plans Face Tighter U. S. Review."
Chronicle of Higher Education, 8(21): 4, February
25, 1974.
- 580 Blakely, E. J. "Equal Employment Opportunity on Campus:
A Case Study of the University of Pittsburgh."
NACUBO - Studies In Management, 3(5), 4 pp.

AFFIRMATIVE ACTION - cont.

- 581 "EEO-6 To be Ready by Fall." NACUBO - The College and University Business Officer, 7(7): 3-4, January, 1974.
EEOC's Higher Education Staff Information Report (EEO-6) for public and private colleges is scheduled for use by Oct. 1, 1974, with hearings planned for May.
- 582 Equal Opportunity Still Focus of Economic Concerns. Higher Education Daily, October 23, 1973, p. 4
- 583 Funding Cutbacks Threaten Affirmative Action, Says Lyman. Higher Education Daily, December 18, 1973, p. 4.
- 584 HEW Warns University of Washington. Higher Education Daily, December 14, 1973, p. 1.
- 585 Lindsey, P. A. "Intellectual Energy Could Be Put to Better Use than Creating Rhetoric to Fight Affirmative Action." Chronicle of Higher Education, 8(13): 10, December 17, 1973. Letter to the Editor by member of the University of N. H. Affirmative Action Committee.
- 586 "Morgan, E. "Affirmative Action and Minority Studies Are Not Contrary to the Search for Truth." Chronicle of Higher Education, 8(18): 10, February 4, 1974.
Letter to the Editor by the National Coordinator of the Task Force on Higher Educ. of the National Organization of Women.
- 587 New FRACHE Policy May Hit Discrimination Harder than HEW. Higher Education Daily, December 14, 1973, p. 2.
- 588 "OFCC's Planned Sex Guidelines." Labor Relations Reporter, 85:186 - 188.
Colleges endorse plan whereby employers continue providing equal contributions, but not equal benefits to men and women. Government agencies, women's rights groups & some unions prefer equal benefits.
- 589 "Three Universities Train Chicano Administrators." Chronicle of Higher Education, 8(13): 2, December 17, 1973.
Project includes the Universities of Arizona, Colorado and Southern California.

AFFIRMATIVE ACTION - cont.

- 590 "U. of Washington Warned." Chronicle of Higher Education, 8(13): 4, December 17, 1973.
Office of Civil Rights gives the University thirty days to produce acceptable hiring plan for women and minorities.
- 591 EEOC Finds University of Pittsburgh Guilty of Discrimination. Higher Education Daily, November 27, 1973, p. 3.
- 592 "EEO Council Weighs Draft Guidelines On Employee Testing." NACUBO - The College and University Business Officer, 7(7): 8, January, 1974
- 593 "Accrediting Federation Reaffirms Principle of Nondiscrimination." Chronicle of Higher Educ., 8(12): 6, December 10, 1973.
- 594 "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.
- 595 "(Federation of Regional Accrediting Commissions of Higher Education) FRACHE Adopts Policy on Nondiscrimination." Calls for nondiscrimination but with due regard for affirmative action. Higher Education and National Affairs, 22(42): 5, November 16, 1973.
- 596 Fields, C. M. "Government Gives Berkeley 30 Days to File Rights Plan." Chronicle of Higher Educ., 8(11): 4, December 3, 1973.
- 597 "NAACP Seeks More Blacks at U. of Cal." Chronicle of Higher Educ., 8(12): 12, December 10, 1973.
- 598 "Quotas Not HEW Goal, Weinberger Declares."
Equal employment does not require that universities set quotas or hire and promote underqualified candidates. Higher Educ. and National Affairs., 22(43): 7, November 30, 1973.
- 599 "Revisions Proposed for Bias Guidelines." Affects insurance, pension and retirement benefit programs. Higher Educ. and National Affairs, 23(1): 4, January 4, 1974.
- 600 Steinbach, S. E. "Fighting Campus Job Discrimination." Change, 5(9): 51-52, November, 1973.

AGENTS

- 601 "Collective Bargaining Gains in Oregon" as Chemketa Comm. College selects NEA. Other elections scheduled. Southern Oregon College selects independent, and AFT at Southwestern Comm. College. Chronicle of Higher Education, 8(21): 2, February 25, 1974.
- 602 "Collective Bargaining Wins on Two Campuses." Chronicle of Higher Educ., 8(17):2, January 28, 1974.
Hillsboro Community College, Florida, by the NEA and an independent organization; Jamestown College (in N.D.) - by the NEA.
- 603 "Faculties in Michigan and Oregon Vote for Collective Bargaining" but run-off elections for agent required at Eastern Michigan University, Portland Comm. College and Lane Comm. College. Chronicle of Higher Educ., 8(23): 5, March 11, 1974.
- 604 "NYU Faculty, In 507-404 Vote, Rejects Bargaining." Chronicle of Higher Education, 8(16): 1, January 21, 1974.
- 605 NYU Law School Votes for Separate Bargaining Agent. Higher Education Daily, November 20, 1973, P. 3
- 606 "Reading Area Community College."
Pennsylvania PERB Certifies AFT as representative of full-time professional teachers. (PERA - R - 111 - C, Nov. 29, 1973.) 1974 - GERR - 546: C - 7.
- 607 Sievert, W. A. "Bargaining Vote Set this Week at U. of Hawaii" after AFT Certification is Challenged by AAUP - NEA. Chronicle of Higher Education, 8(23): 1, 4, March 11, 1974.
- 608 "Faculty at Rider Chooses AAUP." Chronicle of Higher Educ., 7(39): 3, July 30, 1973.
- 609 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.
- 610 Listing of 212 College Faculties with Collective Bargaining Agents, and accompanying tables and graphs. Information supplied by the National Center. Chronicle of Higher Educ., 8(10): 8, November 26, 1973.
- 611 "NYU Faculty Rejects Collective Bargaining." Higher Educ. and National Affairs, 23(3): 4, January 18, 1974.

AGENTS - Cont.

- 612 "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. 1974-GERR- 537: B-13 to 14.
- 613 Peterson I. "Faculty at N.Y.U. Facing a Runoff On Selection of a Bargaining Agent." N.Y. Times, November 17, 1973, 39:2.
- 614 Peterson I. "N.Y.U. is Fighting Unionization Bid." N.Y. Times, November 13, 1973, 35:1.
- 615 Semas, P.W. "Faculty at C.W. Post (Long Island U.) Picks A.F.T., 243-50." Chronicle of Higher Educ., 8(12): 12, December 10, 1973. A.F.T. also selected for Franklin Pierce College in New Hampshire. Law Faculty of Univ. of San Francisco opt for independent union.
- 616 Semas, P.W. "Four More Faculties Reject Unionization; Run off Due at New York University." Chronicle of Higher Educ., 8(10): 1, 7, November 26, 1973. Campuses that turned down bargaining include U. of Mass. - Amherst, Villanova U., Antioch College and Albion College.
- 617 "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.
- 618 "University of Mass. Faculty Turns Down AAUP-MTA Coalition." 1973-GERR - 535: B-18.
- 619 Stevens, A. R. "A Competent Dean at Olivet." Chronicle of Higher Education, 8(13): 10, December 17, 1973. Letter to the Editor from President of Olivet College Chapter of the AAUP. Petition for election was withdrawn because of the effectiveness of a competent new dean.
- 620 "Teaching Assistants Seek to Organize in Two States." U. of Minnesota and U. of Michigan. Chronicle of Higher Education, 8(22): 2, March 4, 1974.
- 621 "Vermont State College Professors choose A.F.T." Chronicle of Higher Educ., 8(13): 2, December 17, 1973.

ARBITRATION AWARDS - ILLINOIS

- 622 Junior College Dist. No. 508 and Cook Co. College Teachers Union.
Temporary substitute teachers cannot qualify for transfer rights (September 4, 1973).
Arbitration in the Schools, 49:3, March 1, 1974.
AAA Case No. 49-T-2, 7 p.

ARBITRATION AWARDS - MICHIGAN

- 623 Alpena Community College Faculty Council and Alpena Board of Education.
Arbitrator E. J. Forsythe rules that teacher was afforded adequate notice of nonrenewal as per State's Tenure Act, but adds that materials placed in her personnel file without her knowledge must be removed. Second teacher/grievant must be granted tenure and reinstated (AAA Case No. 54-39-0558-73, Jan. 25, 1974.) Total quote from 1974 GERR-552:C-2.
- 624 Lansing Community College Board of Trustees and Michigan Association for Higher Education.
In computing the amount of pay due a faculty member who had worked during eight pay periods prior to the beginning of his professional leave, the College had the right to calculate the sum on the basis of the number of days worked rather than on the basis of an equal amount of pay for each pay period (July 24, 1971.)
Arbitration in the Schools. AAA Case No. 24-R-19, 8p.
- 625 Wayne Co. Community College and Federation of Teachers.
Time limits for filing grievances regarding termination commences when instructor is notified officially of non-reappointment and not when he is told informally prior to this time.
Termination of part time instructor requires proof of just cause (November 8, 1973). Arbitration In the Schools, 49: 3, March 1, 1974. AAA Case No. 49AD-4, 15 p.

ARBITRATION AWARDS - NEW JERSEY

- 626 Middlesex County College and Middlesex Co. College Faculty Organization.
Nursing faculty are entitled to be paid for session planning meetings of faculty and students. It is considered "regularly scheduled instructional activity." (August 29, 1973).
Arbitration In the Schools, 49:7, March 1, 1974. AAA Case No. 49-P-16, 18 p.

ARBITRATION AWARDS - NEW YORK

- 627 CUNY Professional Staff Congress and Board of Higher Education of the City of New York. Arbitrator George Nicolau rules that Board did not violate contract By-Laws or policies of Board by not reappointing non-tenured instructor to teaching post for academic year of 1973-74. (AAA Case No. 1339-0741-73, May 1, 1974.) Total quote from 1974-GERR-568:C-3.
- 628 Onondaga Community College and Onondaga Community College Federation of Teachers. Arbitrator Rodney E. Dennis rules that College violated contract when it promoted on 14 of 35 candidates for promotion recommended by Reappointment, Promotion and Tenure Committee. (AAA Case No. 15-39-0151-73, September 14, 1973.) 1974-Gerr-548:C-3.
- 629 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.
- 630 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.
- 631 Rockland Community College and Fed. of Teachers. Teachers, who are appointed while collective bargaining over step levels in salary is taking place, shall be incorporated into such steps, even though salary level subsequently changed from that which prevailed at time of appointment. NYS - PERB - No. A72-45, 9 p., March 8, 1974. (Copy available from this Center)

ARBITRATION AWARDS - New York - cont.

- 632 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-5,7p.

ARBITRATION AWARDS - Wisconsin

- 633 Eau Claire Technical Institute and AFT. 1974-GERR-538:C-4.
Failure to reschedule summer classes to provide teacher with full load is not violation of contract. (D. B. Lee, arbitrator, WERC, December 22, 1972.)
- 634 Lakeshore Area Board of Vocational, Technical (College) and Adult Education and Area Eleven Education Association.
Arbitrator Marvin L. Schurke rules that grievant had not accumulated enough occupational experience to qualify for advancement on vertical axis at established rate of one step on salary schedule for each year of work experience.
(November 7, 1973.) Total quote from 1974-GERR-552:C-3.
- 635 Milwaukee Area Technical College and American Federation of Teachers/WFT.
WERC-appointed Arbitrator H. Herman Rauch rules that College Instructor's five-day suspension for allegedly failing to submit grades without "incomplete" designation for students in combined courses is not for "Just Cause" and orders suspension rescinded and salary for that period restored. (October 5, 1973.)
Total quote from 1974-GERR-548:C-4.

ARBITRATION/FACT-FINDING AWARDS - CALIFORNIA

- 636 Peralta Colleges - Helmut F. Schmitt and Peralta Federation of Teachers (AFT).
Chairman of Tripartite Fact-Finding Committee, Arthur B. Jacobs, recommends grievant be credited with serving 75 percent of days during academic year, thereby classifying him as a regular employee at beginning of fiscal year 1973-74.
(FMCS No. 74K00350, February 21, 1974.)
Total quote from 1974-GERR-563:C-3.

ARBITRATION/FACT-FINDING AWARDS - NEW YORK

- 637 Niagara County Community College and Niagara County Community College Faculty Association.
A Fact-Finder recommended new contract terms for Community College Faculty. Items discussed included; a) wage increases, b) the promotion clause, c) the Major Medical Plan, d) faculty orientation period, e) the make-up of the Faculty Committee, f) salary retroactivity. (January 24, 1974.)
Arbitration in the Schools, 50:8 April 1, 1974.
AAA Case No. 50-C-18, 8p.

ARBITRATION FACT-FINDING AWARDS - New York (Cont.)

- 638 "CUNY and the Fact Finders," letter to the editor by D. Newton. New York Times, June 26, 1973, 44:4.

ARBITRATION/FACT-FINDING AWARDS - WISCONSIN

- 639 Blackhawk Vocation, Technical and Adult Education District 5 and American Federation of Teachers. In opinion of Fact-Finder, Philip G. Marshal, proposal of Federation for 5 percent across-the-board increase is recommended (WERC Case V, No. 17211 FF-562, Decision No. 12206-A, January 4, 1974.) Total quote from 1974-GERR-552:C-5.

ARBITRATION PROCEDURES -RELATED REFERENCES

- 640 "Another Appeals Court Decision Upholding Collyer Doctrine." Labor Relations Reporter - Summary of Developments, 85(21): 1-2. Doctrine holds that NLRB will defer to grievance & arbitration procedures in a collective bargaining contract.
- 641 "Deferral To Grievance - Arbitration Machinery." Labor Relations Reporter - News Background Infor., 85: 119-120. Report issued by General Counsel of the NLRB.

COLLECTIVE BARGAINING

- 642 "Collective Bargaining: A Roundup." NACUBO - The College and University Business Officer, 7(6): 7, December, 1973.
News notes from Acad. C. B. Infor. Service on State & Federal Legislation, election results.
- 643 "Collective Bargaining: A Roundup." NACUBO - The College & University Business Officer, 7(7): 6, January, 1974.
Summary of State & Federal Legislation, election results.
- 644 Crane, W. J. "Collective Bargaining occurs between adversaries, otherwise, its not bargaining but co-operation." Letter to the editor by a Professor of Eastern Illinois University. Chronicle of Higher Education, 8(13): 10, December 17, 1973.
- 645 "Education Study Foresees 'Domino' Effect of College Level Bargaining." 1974 - GERR - 546: B-13. Report indicates that nonbargaining institutions may be forced to match salary and working conditions negotiated in other schools if they wish to remain competitive.

COLLECTIVE BARGAINING - cont.

- 646 Educators Meet to Learn about Collective Bargaining.
Higher Education Daily, November 14, 1973, p. 6.
- 647 Public Education and Teacher Unions.
Education Dept., Nat. Assn. of Manufacturers, 277
Park Ave., NY, NY 10017. 31 p.
Contents: Public Educ. and Teacher Unions; Govern-
ment Employee Unions and the Responsiveness of Govt.
by B. Thompson, Chairman Texas Steel; The Differences
between Government and Private Sector Bargaining by
E. Farley, Chairman Richmond Engineering Co; Collec-
tive Bargaining in Higher Educ. by H. Irish, Chair-
man Tinamo Spring Co.; Collective Bargaining in Educ.
by H. Webb, Exec. Dir. Nat. School Bds. Assn..
- 648 Begin, J. P. Faculty Bargaining: Historical Overview and Current Situation.
Institute of Management and Labor Relations, Rutgers University,
New Brunswick, New Jersey 08903. 1973.
- 649 "Collective Bargaining: New Faces at the Bargaining Table." Compact,
Education Commission of the States, June, 1972.
- 650 Graham, D. L. "Strategy for Faculty; Be Committed, Disciplined," at the
bargaining table. Chronicle of Higher Educ., 8(10); 13, November
26, 1973.
- 651 Hixson, R. A. Problems in Negotiating for Professors, American Federation
of Teachers, 1012 14th St., N.W., Washington, D. C. 20005. 1970.
- 652 "Md. Conference Considers Public Sector Labor Relations Challenges."
1973-GERR-534: 2, B-4 to 7, F-1 to 4 (text). Considers challenges
in public sector bargaining including higher education.
- 653 Mintz, B. and Hyman, L. W., two Letters to the Editor regarding Everett
Ladd and Seymour Lipset's article, "Unionizing the Professoriate"
in the Summer, 1973 issue. Change, 5(8): 4, October, 1973. Mr.
Mintz's letter refers to salary schedules at CUNY.

COLLECTIVE BARGAINING - Cont.

- 654 Naples, C. J. "Strategy for 'Management': Be Resilient, Responsive," to faculty problems at the negotiating table. Chronicle of Higher Educ., 8(10): 12, November 26, 1973.
- 655 Peterson, I. "All Professors Learning Relevant Economics." N. Y. Times, January 6, 1974, Part iv, 9:1. Covers progress for unions, changes in tenure, union membership as no guarantee of job security.
- 656 Semas, P. W. "Faculties at the Bargaining Table." Discussion on the pros and cons of faculty unionization. Chronicle of Higher Educ., 8(10): 9, 10, November 26, 1973,
- 657 Semas, P. W. "A Senate for Academic Issues, a Union for Economic Issues," at Central Mich. Univ. Chronicle of Higher Educ., 8(10): 10-11, November 26, 1973.
- 658 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.
- 659 Walters, D. E. "Collective Bargaining in Higher Education." A G B Reports, March, 1973.
- 660 Whitmore, E. H. "Central Michigan's president emeritus did not cause pro-union vote, mathematicians say." Chronicle of Higher Educ., 8(12): 16, December 10, 1973. Letter to the Editor by the Chairman of the Math Dept. at Central Michigan U.

COLLECTIVE BARGAINING - RELATED REFERENCES

- 661 "Study of Collective Bargaining Since 1948." Labor Relations Reporter - News & Background Infor., 85: 213-214.

COLLECTIVE BARGAINING (STUDENTS)

- 662 National Meeting to Air Role of Students in Collective Bargaining. Higher Education Daily, October 26, 1973, p. 4.
- 663 "Union of Students at N.J. State College (Richard Stockton State College) Negotiate Pact with Faculty Local" so that no student rights will be abrogated in contract between faculty and state for all eight N.J. Colleges. Chronicle of Higher Education, 8(21): 3, February 25, 1974.

COLLECTIVE BARGAINING (Students)-Cont.

- 664 "Campus Notes." Chronicle of Higher Education, 9(9):2, November 18, 1974.
Students have been invited to participate in faculty collective bargaining at Bloomfield College (N. J.)
- 665 Orze, Joseph J. Letter to the Editor. Chronicle of Higher Education, 8(29):11, April 22, 1974.
"Student involvement in collective bargaining is 'here to stay' at Southeastern Massachusetts U."
- 666 Project Reports from Research Project on Students and Collective Bargaining, Alan R. Shark, Director, 1730 Rhode Island Avenue, N. W., Suite 500, Washington, D. C. 20036. Phone (202) 785-2322.
- 667 Semas, P. W. Chronicle of Higher Education, 8(26):3, April 1, 1974.
"Student's Role in Faculty Bargaining in Jeopardy in Massachusetts."
- 668 Coe, A. C. "The Implications of Collective Bargaining for Students and Student Personnel Administrators." NASPA Journal, 11(2): 9-18, October, 1973.
- 669 Semas, P. W. "Student Sits on Administration Side of Table In Bargaining with Faculty at Ferris State." Chronicle of Higher Educ., 8(12): 12, December 10, 1973.
- 670 "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

- 671 Walters, D. E. "Collective Bargaining: Helping to Restore Collegiality." Chronicle of Higher Educ., 8(10): 24, November 26, 1973.
- 672 Colbert, J. G. "Can Collective Bargaining by Professor's Bring a New Spirit of Collegiality?" Chronicle of Higher Education, 8(17): 17, January 28, 1974. Letter to the Editor by the Pres. of Boston State College Faculty Feder., AFT Local.

COLLEGIALITY - cont.

- 673 Surowka, T. D. "Can Collective Bargaining by Professors Bring a New Spirit of Collegiality?" Letter to the Editor by The Chief Negotiator of the Comm. College of Beaver County, PA. Chronicle of Higher Educ., 8(17): 17, January 28, 1974.

CONTRACTS

- 674 AAUP Congratulates Hawaii Faculty for Vote on Contract. Higher Education Daily, November 29, 1973, p. 2.
- 675 City Colleges of Chicago Teachers' Union Sign Contract. Higher Education Daily, November 1, 1973, p. 5.
- 676 CUNY Teacher Strike Averted by New Three-Year Contract. Higher Education Daily, October 9, 1973, p. 3.
- 677 Hawaii Faculty Crushes New Contract, AAUP Moving In. Higher Education Daily, November 27, 1973, p. 1.
- 678 "City U. Faculty Approves Contract." N. Y. Times, September 26, 1973, 45:6.
- 679 "City U. of N. Y., Faculty Reach Agreement." Chronicle of Higher Educ., 7(39):4, July 30, 1973.
- 680 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.
- 681 "Graduate Assistants Included in Contracts." Rutgers U. faculty contract includes grad. assistants as members of the bargaining unit. Chronicle of Higher Educ., 7(39): 4, July 30, 1973.
- 682 "Hawaii College Teachers Reject Contract; Decertification in Offing." 1974-GERR-537:1, B-6 to 8.
- 683 Johnston, R. J. H. "Medical College and Union in Pact." N. Y. Times, June 20, 1973, 45:5. College of Medicine and Dentistry of N. J. is first medical college to sign contract.
- 684 "New Contract Signed at City University of New York." 1973-GERR-524:1, B-11 to 12.
- 685 Peterson, I. "Union and City U. Reach an Accord." N. Y. Times, July 24, 1973, 42:4.
- 686 Peterson, I. "Union at City University Challenges Board of Education on Unilateral Settlement of Contract Dispute." N.Y. Times, June 19, 1973, 23:1.

CONTRACTS (Cont.)

- 687 "AFT Members Ratify Contract for (N. J.) State College Facilities." 1974-GERR-544: B-18.
Union council president said the pact "assures that there will no longer be unilateral decisions by the Board of Higher Education and it soundly establishes the union as a recognized party to decision-making in the administration of the (New Jersey) State College System."
- 688 Benewitz, M. C. "Contract Requirements in Higher Education and Reality: A Note on the creation of Conflict." On file, NCSCBHE. See Reference 865.
- 689 "Contract Talks Continue at College." C. W. Post Center of L. I. U. to avoid strike. New York Times, January 25, 1975, p. 31.
- 690 "Faculty Pact Reached at C. W. Post" with improvements in tenure, goverance. New York Times, January 28, 1975, p. 37.
- 691 "Cost-of-Living Pact at Wayne State Hailed as Higher Education Pacesetter." 1974-GERR-574: B-10 to B-11.
Wayne State University in Detroit, Mich., reaches tentative two-year agreements with two staff associations and AAUP, covering 1,200 clerks, 1,600 professors, and 250 administrators which provide general raises plus two escalator hikes.
- 692 Dileo, Francis X. Letters to the Editor. Chronicle of Higher Education, 9(6):12, October 29, 1974.
Two statements in the agreement of the University of Bridgeport are clarified. Concerns personnel policies and governance.
- 693 "Faculty Pact at Franklin Pierce Lets Chips Fall Where They May." Chronicle of Higher Education, 9(11):6, December 2, 1974.
As part of the compensation provided in a newly negotiated contract, each faculty member at Franklin Pierce College (N. H.) is entitled to cut one cord of wood on college land for personal use.
- 694 "First College Contract Signed in New Hampshire," by AFT Union at Franklin Pierce College. Also new contract at Community College of Allegheny County, American Teacher, 59(4): 7, December, 1974.

CONTRACTS (Cont.)

- 695 "National Higher Education Bargaining Center Studies Faculty Agreements." 1974-GERR-554:D-1 to D-4.
As part of its continuing effort to document current and historical faculty collective bargaining activity, NCSCBHE at CUNY, tabulates cumulative faculty agreements, years first pacts were signed, institutions with current bargaining agents and contracts, and number of states with current agreements.
- 696 "Ohio Community College Professors Receive 5.3 Percent Pay Increase." 1974-GERR-553: B-23.
Trustees of Cuyahoga Community College with 395 fulltime professors at three Cleveland area campuses, have approved a two-year wage agreement which raises salaries by 5.3 percent. College president cited the pact as a national model for colleges, noting it was reached without collective bargaining.
- 697 "Raises of 6 to 14 Percent go to N. Y. Westchester College Faculty." 1974-GERR-557: B-19 to B-20.
The contract covers the college's entire faculty -- instructions, assistant professors, associate and full professors.
- 698 "Ratify New Pact Covering Staff at N. J. College Campuses," N. J. State College System with binding arbitration, the first for any N. J. State Employees. New York Teacher, 15(26):27, March 3, 1974.
- 699 "Rhode Island Academics Ratify Bargaining Agreement." 1974-GERR-574: B-20.
Between a 4% across the board pay hike, a "satisfactory performance increment" award of \$650 (for 325 of 333 faculty members), and an additional award of \$200 for "outstanding performance" (to 117 teachers), the average member of the R.I.C. faculty receives a raise of 9.2 percent.
- 700 "Tenure Rights Won by N. Y. Non-Teaching University Professionals." 1974-GERR-563: B-10 to B-11.
Some 4,000 university professionals such as computer programmers and admissions officers are eligible for "continuing appointment" in contract between S.U.N.Y. and United University Professions.
- 701 "University of Delaware Faculty Gets 8 Percent Raise in New Pact." 1974-GERR-556: B-15 to B-16.

CONTRACTS, CONTENTS OF

- 702 "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 - ARIZONA

- 703 "Navajo Tribal Court Finds Teacher's Discharge not in Violation of First Amendment Guarantees." 1974 - GERR - 541: 1, B-11 to 14.
Navajo Community College dismissed instructor who criticized college and administration. Since college did not honor its own deadline for notification of nonrenewal, the instructor was awarded half his annual salary. (Richard Marson vs. Navajo Community College, Tribal Court of the Navajo Tribe, Judicial Dist. of Chinle, Arizona; Sept. 12, 1973.)

COURT CASES - CALIFORNIA

- 704 "California Court Tests Confidentiality in Psychiatry." Chronicle of Higher Education, 8(24): 2, March 18, 1974. Case in Parasoff vs U. of California at Berkeley to be reviewed by Ca. Supreme Court.
- 705 "Judge enjoins payment of \$83 million to California Workers." U. S. District Court Judge Philip Wilkins granted Federal Attorneys a preliminary injunction halting payment of \$83 million in pack pay raises to 80,000 California State employees until a similar case is decided in the U. S. Supreme Court.
1974-GERR-557:B-18, 19.

COURT CASES - CONNECTICUT

- 706 Catherine Healy vs F. Don James et al. U.S. Supreme Court rules that College President must grant recognition to local SDS Chapter unless he can show that they advocate views directed to incite imminent lawless action. Summary at 33L. Ed. 2d. 266, June 26, 1972.

COURT CASES - KENTUCKY

- 707 - "Dismissal of Teacher Upheld by Appeals Court." Eastern Kentucky University was justified in firing professor whose teaching style was unacceptable. It was not deemed a violation of her First Amendment rights. Chronicle of Higher Education, 7(30): 3, July 30, 1973.

COURT CASES - KENTUCKY - cont.

- 708 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

- 709 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. 944, Law Docket No. 732, August 1, 1973.

COURT CASES - MICHIGAN

- 710 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 - MINNESOTA

- 711 "Minnesota Professor, Others Win Suit Against Police." Chronicle of Higher Education, 8(13): 2, December 17, 1973. Police raid at home of Univ. of Minn. Professor D. T. Lykken was motivated by desire to harass anti-war activists and was "a flagrant example of extraordinarily bad judgment."

COURT CASES - NEBRASKA

- 712 University of Nebraska v. Dawes. U. S. District Court, District of Nebraska.
The Board of Regents which brought action for declaratory judgment that compensation adjustment plan implemented by the University whereby salaries of women employees were increased does not violate equal pay provisions of Federal FLSA, did not thereby consent to be sued by employees by counterclaim for unpaid wages, liquidated damages, and attorney fees under Section 16(b) of Federal Act (No. 73-L-190, January 3, 1974.) 21-WH Cases-790-93.

COURT CASES - NEW JERSEY

- 713 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.)
- 714 Rutgers University, AAUP vs. N. J. Board of Higher Educ. "New Jersey Court Rules That Education Board May Set Budget." Board of Higher Ed. does not have to consult faculty association when revising budget calculations. 1974 -GERR - 537:2, B-8 to 9. N. J. Sup. Ct., Docket No. A-1210-72, December 6, 1973.
- 715 "AAUP Receives Go-Ahead In Bloomfield Tenure Suit." Chronicle of Higher Education, 8(16): 2, January 21, 1974.
N.J. Superior Court clears way for further action.
- 716 Assoc. of N.J. State College Faculties v. Dungan. New Jersey Board of Higher Educ. did not violate its bargaining obligations when it unilaterally adopted resolution setting forth guidelines for granting tenure and for periodic evaluation of tenured faculty. LRRM - 85: 2625-2632.
- 717 N.J. Bd. of Higher Education v. Rutgers Council of AAUP. N. J. Bd. of Higher Ed. has right to unilaterally adopt student-faculty ratio funding formula even though this imposes workloads, class sizes, etc. on the university's faculty. It is not subject to collective bargaining. LRRM, 85: 2214-2220.
- 718 N.J. Colleges told to Bargain on Faculty Work Restrictions." 1974 - GERR - 545: B-17. N. J. Superior Court, Appellate Division ordered N. J. Bd. of Higher Educ. to negotiate on work restrictions of College teachers. (February 6, 1974)
- 719 N. J. Court Upholds Statewide Professional Unit Determination." 1974 - GERR - 544: 1, 2, B-10 to 12, text, F-1 to 7.
Bargaining unit encompassing all types of professional employees working for State of N. J. is most appropriate, affirming PERC decision dismissing two petitions for separate units of state nurses and professional educators, but the matter may be presented again if no movement is made to organize en masse after a substantial period.

COURT CASES - NEW MEXICO

- 720 University of New Mexico, EEOC v. U. S. District Court, District of New Mexico.
EEOC, which is investigating claims of Professor in University's Engineering College of retaliation and discrimination because of national origin, is entitled to enforcement of its subpoena Duces Tecum requiring University to produce personnel files of present members of college faculty and files of faculty members who had been terminated during three previous years (No. 10254 Civil, November 2, 1973.)
7-FEP Cases-653-54.

COURT CASES - NEW YORK

- 721 Columbia University, Gilinsky v. U. S. District Court, Southern District of New York.
Female Professor at one education institution who alleges that another university refused to hire her because of her sex may maintain her Title VII Action against University as Class Action. (No. 73 Civ. 4211, February 11, 1974.)
7-FEP Cases-641-43.
- 722 Columbia University Teachers College, O'Connell v. U. S. District Court, Southern District of New York.
Woman who claims that College refused to employ her as Assistant Professor because of her sex has failed to show that there is a class sufficiently numerous to justify treatment of her action. (Case No. 73 Civ. 4299, July 8, 1974.)
8-FEP Cases-525-27.
- 723 New York Institute of Technology, AAUP v. U. S. District Court, Southern District of New York.
University employer must submit arbitration of faculty union's grievance concerning transfer of certain powers vested in Faculty Senate to the Faculty of the Division of Continuing Education and; involving computation of compensation paid to certain faculty for "minisemester." (Case No. 74 Civ. 758, June 3, 1974.) 86-LRRM-2937-8.
- 724 New York University, Fard v. U. S. District Court, Southern District of New York.
Woman employed by University Medical School as Researcher and part-time teacher is not entitled under Title VII to preliminary injunction restraining Medical School from terminating her. (Case No. 73 Civ. 3769 (KTD), November 9, 1973.)
8-FEP Cases-319-24.

COURT CASES - NEW YORK (Cont.)

725 New York University, Fard v. U. S. Court of Appeals,
Second Circuit (N.Y.)

A Federal Court is no place for a lady with a sex discrimination claim against a University that refused to give her a tenured position and instead terminated her. Female Research Associate Professor properly was denied preliminary injunction under Title VII.

(Case No. 74-1041, August 23, 1974.)

8-FEP Cases-609-11.

726 Richard Kleindienst v. Ernest Mandel* U. S. Supreme Court decides that alien who advocates communist doctrines can be validly denied a visa. Summary at 33L. Ed. 2d. 683, June 29, 1972.

*An invited speaker at various American colleges.

COURT CASES - PENNSYLVANIA

727 Slippery Rock St. College v. Penn. Human Relations Commission. College did not violate State Human Relations Act when, pursuant to policy of hiring only doctorate degree teachers for full time employment, it refused to renew part time contract of female teacher who lacked her doctorate. FEP Cases - 7:432-434.

728 Chatham College, Penrell v. U. S. District Court, Western District of Pennsylvania.

Female Professor who was 66 years old when she was notified by private college that she would not be rehired may not maintain action against college on the theory that State action may be found in potential governmental control over College's actions (Case No. 71-1160, January 23, 1974.) 7-FEP Cases-163-69.

COURT CASES - TENNESSEE

729 Fisk University v. Shipley.

Dean of Women was not discriminated against when only the dean of Men was given a rent free apartment in a residence hall since he was also the director. 7-FEP Cases - 244-246 (November 20, 1973): 21-WH Cases - 589-591 (November 20, 1973).

COURT CASES - TEXAS

- 730 Charles R. Perry v. Robert P. Sinderman.
After 4 years employment college professor's contract was not renewed, nor were reasons or hearing afforded him. District Court's decision of no cause of action reversed by U. S. Court of Appeals and affirmed by U. S. Supreme Court which stated a defacto tenure system existed, and professor was entitled to hearing after having been employed for a number of years. June 29, 1972.
U.S. Supreme Court Reports, 33-LEd-2d:570.
See also Bibl. 1-1971-73, reference 510.

COURT CASES - VIRGINIA

- 731 State Council of Higher Education, Taliaferro v. U. S. District Court, Eastern District of Virginia.
Female former teachers may not maintain action against State Council of Higher Education and State Officers in their official capacities for alleged sex discrimination in hiring, firing, promotion and administrative treatment of female teachers, since State Council and State Officers in their official capacities are not "Persons." However, action may be maintained against State Officers in their individual capacities.
(Case No. 73-584-R, March 6, 1974.)
7-FEP Cases-492-501.

COURT CASES - WASHINGTON

- 732 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.)
- 733 U. of Washington, DeFunis vs. "High Court Will Review Pro-Minority Admissions" case filed by M. DeFunis who claims U. of Washington discriminated against him. Chronicle of Higher Educ., 8(10): 1, November 26, 1973.
- 734 DeFunis Case. Quota or Affirmative Action? Higher Educ. Daily, November 23, 1973, p. 1.
- 735 U. of Washington, DeFunis vs. "Supreme Court Hears Arguments in Minority - Admissions Cast." Chronicle of Higher Education, 8(22): 1, 8, March 4, 1974.
Article by C. M. Fields.
- 736 U. of Washington, DeFunis, M. vs. Preferential Quotas - Discrimination in Reverse?" New York Post, February 23, 1974, p. 25. Article by Mathews, L.

COURT CASES - WISCONSIN

- 737 University of Wisconsin System, Jaroch v. U. S. District Court, Eastern District of Wisconsin. State University teacher who claims that loss of her employment is imminent and is due to sex discrimination is not entitled to temporary restraining order enjoining University system from terminating her, since teacher has not shown that immediate and irreparable injury has occurred or will occur (Case No. 74-C-65, March 29, 1974.) 7-FEP Cases-1039-41.
- 738 Board of Regents of State Colleges v. David Roth. U. S. Supreme Court decides that 14th Amendment of Due Process was not violated when a non-tenured professor was told he would not be rehired, and was denied a hearing to learn the reason why. Fourteenth Amendment protects only interests a person already has and here, the teacher has no interest once the academic year is ended. Summary at 33L. Ed. 2d. 548, June 29, 1972; also at 40-Law Week - 5079, full-text 408-US-564, 1972.

CUNY

- 739 Chancellor Kibbee of CUNY Calls for Nationwide Push on Free Education. Higher Education Daily, November 16, 1973, p. 1.
- 740 Zeller, B. "Chancellor Kibbee Has Not Bargained in Good Faith, CUNY's Union Says." Chronicle of Higher Education, 8(17): 17, January 28, 1974. Letter to the Editor by President of Professional Staff Congress, CUNY.
- 741 Shanker, A. "Open Admissions: The Record Thus Far." N. Y. Times, August 5, 1973, Part IV, 9:5.
- 742 Shanker, A. "The Debate on Open Admissions: II," N. Y. Times, August 19, 1973, Part IV, 9:5.

DIRECTORIES

- 743 "First Public Employee Union Directory for New York State." 1974 - GERR - 546: B-14. Entitled - Directory of Public Employee Organizations in New York State, office of Public Information, NYS Dept. of Labor Building, 12 State Campus, Albany, NY 12201, \$3.30.

EMPLOYMENT

- 744 "Public Employment in 1973." 1974-GERR Reference File, Section 71, pp. 2111 to 2123.

Provides state by state statistics of higher educational instructional and other staff as to salary and number of employees in October, 1973. The average monthly full-time salary of public college instructional staff was \$1,324 and other employees \$713. There were 516,000 instructional staff, of whom 375,000 were full-time; 929,000 non-instructional staff with 578,000 being full-time.

EMPLOYMENT PRACTICES

- 745 "NACUBO Federal Regulations Guide to Offer Wide Coverage of Issues." NACUBO - The College & Univ. Business Officer, 7(8): 6, February, 1974.
- 746 "NACUBO To Distribute New Guide to Federal Rules on Employment." NACUBO - The College & Univ. Business Officer, 7(7): 7, January, 1974. Guide is entitled, Federal Regulations and the Employment Practices of Colleges and Universities.
- 747 "New Business Manual Will Be Mailed in Sections." Chronicle Of Higher Educ., 8(18): 10, February 4, 1974. Manual entitled, "College and Universities Business Administration" includes chapters on personnel administration, faculty and staff benefits. Bound volume is \$15, the ring-binder subscription is \$15 per year for members and \$35 for non members from Nat. Assoc. of Coll. & Univ. Bus. Officers.
- 748 "New Guide to Fed. Regulations in Employment Being Prepared for Publication by NACUBO." The College and Univ. Business Officer, 7(4): 3, October, 1973. Entitled, Federal Regulations and the Employment Practices of Colleges and Universities. Covers affirmative action, fair labor standards, labor relations, collective bargaining and benefits.

EQUAL EMPLOYMENT

- 749 Alexander V. Gardner - Denver Co. Supreme Court rules that submission to binding arbitration of grievance alleging racial discrimination is not a bar to maintaining Title VII action against employer. (February, 1974). 7 - FEP Cases - 81 to 90.

EQUAL EMPLOYMENT - cont.

- 750 "Effect of Arbitration Award on Subsequent Title VII Proceeding." Labor Relations Reporter, 85(15): 29-32. Analysis of the Supreme Court case Alexander v. Gardner - Denver Co. in deferral to arbitration case.
- 751 "Federal Remedies for Job Discrimination." Labor Relations Reporter - News & Background Infor., 85: 154-158.
- 752 High Court to Examine Discrimination Claim. Higher Educ. Daily, November 20, 1973, p. 1.
- 753 "Pattern - Practice Suit Jurisdiction." Labor Relations Reporter - News & Background Infor., 85:133-134. Justice Dept. seeks to retain concurrent authority with Equal Employment Opportunity Commission.

EEOC DECISION

- 754 Decision 74-53, November 12, 1973.
Reasonable cause exists to believe that employer has engaged in unlawful employment practices by using tenure procedures in its Medical School which discriminate against female faculty members, and by paying lower wages to female than to male Medical School Faculty members. EEOC Rules prohibit identification of charging party - a female faculty member and the college.
Digests of EEOC Decisions. 7-FEP Cases-460-464.
- 755 Decision 74-87, February 12, 1974.
Reasonable cause does not exist to believe that University employer violated Title VII by discriminating against French teacher on basis of her sex with respect to reappointment to faculty, terms and conditions of employment, or salary; there being no evidence to substantiate allegations of discrimination. Charging party - a female, University as employer.
Digests of EEOC Decisions. 8-FEP Cases-558.
- 756 Decision 74-94, March 6, 1974.
Reasonable cause exists to believe that charging party was discharged because of his race (Caucasion) in violation of Title VII. No finding concerning whether discharge of seven Caucasion faculty members by predominantly Black University violated Title VII is made due to insufficient evidence.
Digests of EEOC Decisions. 8-FEP Cases-701-02.

FACULTY ATTITUDES

- 757 Scully, M.G. "End of Adventurism? Signs of a 'Counter-Reformation' Hearten Academic Conservatives." Chronicle of Higher Educ., 8(24):1,6, March 18, 1974.

FACULTY RIGHTS AND RESPONSIBILITIES

- 758 High Court Sets Ruling on Educational Philosophy Stand. Higher Educ. Daily, December 7, 1973, P. 4.
- 759 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.
- 760 "San Francisco Faculty Opposes Presidential Selection." Oppose Trustee's selection of Paul Romberg to replace S. I. Hayakawa at California State University. Chronicle of Higher Educ., 7 (39):3, July 30, 1973.

FINANCES

- 761 "Private, Public Colleges in Pa. Agree on State Financing Plan." Chronicle of Higher Educ., 8(16): 4, January 21, 1974. Pennsylvania's public and private colleges have agreed to a single, overall plan for state financing of higher education.

FINANCING COLLECTIVE BARGAINING

- 762 "Professors Urge Assistance to Federal Unions by Free Checkoff, Training, Perhaps Agency Shop." 1974-GERR-540:2, A-9 to 11.

GOVERNANCE

- 763 The Academy in Turmoil, First Report. Albany, New York State Commission to Study the Causes of Campus Unrest, 1970.
- 764 Evans, J. "Challenge to California's Master Plan." Change, 5(10): 24-27, Winter, 1973-1974.
- 765 Hodgkinson, H. L. "Toward More Effective Campus Senates." Chronicle of Higher Educ., 8(11): 19, December 3, 1973.
- 766 Horowitz, I. L. "Trouble in Paradise, The Institute for Advanced Study." Change, 5(8): 44-49, October, 1973.
- 767 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.

GOVERNANCE-cont.

- 768 Caffrey, J., ed. The Future Academic Community Continuity and Change. Washington, D.C., American Council on Education, 1969.
- 769 Corson, J.J. Governance of Colleges and Universities. McGraw-Hill Book Co., 1960.
- 770 Gould, S.B. Today's Academic Condition. Hamilton, Colgate University Press, 1970.
- 771 Kruytbosch, C.E. et al, eds. The State of the University: Authority and Change. Beverly Hills, Sage Publications, 1970.
- 772 Student Aid, Governance Biggest Problems, Survey by Amer. Assoc. of State Colleges and Universities. Higher Educ. Daily, November 6, 1973, P. 3.

GOVERNANCE-STUDENT PARTICIPATION

- 773 Illinois Law Allows Student Service on Governing Boards. Higher Educ. Daily, November 21, 1973, P. 2.
- 774 "Nebraska Voters to Decide on Students as Regents." Chronicle of Higher Educ., 8(22): 6, March 4, 1974.
- 775 Students Chosen for Oregon State Board of Higher Ed. Higher Educ. Daily, December 21, 1973, P. 3.

GRIEVANCE PROCEDURES

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

LAW

- 777 The Journal of College and Univ. Law, Journal Office, National Assoc. of College & Univ. Attorneys, One Dupont Circle (Suite 510), Wash. D.C. 20036 (Single copy, \$5.00; annual subscription, quarterly, \$20.00).

Articles cover affirmative action, faculty unionism, admissions, trustee liability.

LEGISLATION

- 778 Andringa, R. C. "Why Won't Educators Help Congress Write Education Laws?" Proposes a national center for post-secondary education policy research. Chronicle of Higher Educ., 7 (39): 12, July 30, 1973.

LEGISLATION-FEDERAL

- 779 "AFT, LIU Support, AGE Opposes Extension of NLRA to Public Employees." 1974-GERR-543: 1, B-5 to 9.

Consider extending NLRA to cover public employees.
- 780 "FBA Conference, AFGE 'Retreat' Set for Late April" 1974-GERR-547: 2, A-5 to 6.

Sets conference on advantages/disadvantages of federal employee labor relations law.
- 781 Federal Legislation and Education in New York State. Albany, State Education Department, 1970.
- 782 "FMCS Edges Closer to Endorsement of Law as SFLRP Looks at Federal Labor Relations." 1974-GERR-541: 1, A-11 to 18.
- 783 "NPFLRA and U.S. Chamber Oppose Federal Regulation of Public Section Labor." 1974-GERR-544: 1, B-5 to 8.

Oppose federal regulation of public sector collective bargaining, especially mandating checkoff and agency shop and permitting strikes.
- 784 Semas, P.W. "House Panel Ends Hearings on Public-Worker Unions" which could lead to rapid expansion of C.B. in higher education. Chronicle of Higher Educ., 8(23): 5, March 11, 1974.
- 785 "Hampton Wants to Explain Real Issues in Labor Bills." 1974-GERR-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.
- 786 "Hearings Open on Bargaining Law for Nonfederal Public Employees." House Special Subcommittee on Labor hears testimony from AFSCME, NEA and IAFF in favor of proposed National Public Employment Relations Law. 1973-GERR-524:1, B-13 to 16.

LEGISLATION-STATE

- 787 "ABA Committee Report on State Labor Law." 1974-GERR-RF-81-Section 61: 201 to 209.

American Bar Assoc. report dealing with governmental sovereignty and the scope of bargaining, public employee strikes, grievance arbitration in the public sector, equal opportunity laws, state labor law, and federal legislation affecting public employee bargaining.

- 788 "Right to Work Committee Issues Study on Union Security Provisions in State Laws." 1974-GERR-540: 2, B-2 to 5.

Public Employees covered by laws, provisions or executive orders which prohibit compulsory unionism in 32 states; 12 states have sanctioned union security.

- 789 Semas, P.W. "28 States Eye Legalizing Teacher Unions" with summaries by state. Chronicle of Higher Educ., 8 (22); 1, 6, March 4, 1974.

LEGISLATION - HAWAII

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

LEGISLATION-MINNESOTA

- 791 "Minnesota Law Does Not Protect Dismissals Without Cause, PERB Holds." 1974-GERR-546: 1, B-1 to 2.

Minnesota's public employee law provides an aggrieved employee with a costly review, but no effective remedy, "unless it is otherwise provided by contract, ordinance, statute, or civil service rule."

LEGISLATION - RHODE ISLAND

- 792 "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-GERR-527: B-13.

LEGISLATION - WASHINGTON

- 793 Full text of Wash. State law covering the right of academic employees to bargain collectively. Labor Relations Reporter, State Labor Laws, SL 58:243-244d.

LEGISLATION - WEST VIRGINIA

- 794 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.

MATERNITY LEAVE

- 795 Cleveland Bd. of Ed. v LaFleur and Chesterfield Co. School Bd. v Cohen. Supreme Court rules that mandatory termination dates for pregnant teachers are violation of due process clause of 14th amend. since these dates are arbitrary. 6-FEP Cases-12531 to 1265, decided January 21, 1974.
- 796 "Supreme Court Finds Maternity Leave Provisions Unconstitutional." 1974-GERR-539: 1, B-7to9, Text, E-1 to 10.
- 797 "Wisconsin Approves Sick Leave Use for Maternity." 1974-GERR-538: B-16.
- 798 "Court Forbids Forced Leaves for Pregnancy." Chronicle of Higher Educ., 8 (17): 8, January 28, 1974.
Refers to Supreme Court decision.
- 799 Fields, C. M. "Maternity Leave Policies Proposed by U. S. Agency." Chronicle of Higher Education, 8(15): 4, January 14, 1974.
- 800 High Court Hears Arguments on Teacher Maternity Leave. Higher Education Daily, October 17, 1973, p. 4.
- 801 "Massachusetts: Maternity Leave Regulations." FEP Manual, 451: 560C to 560D.
- 802 "Pregnancy as Disability under Title VII." Labor Relations Reporter - Summary of Developments, p. 3, March 11, 1974.

MERGERS

- 803 "Connecticut, Hawaii Public Workers Unions Form Statewide Coalitions." 1974 - GERR - 540: B-22.
Statewide CAPE units (Coalition of American Public Employees) also exist in Michigan, Iowa, Wisconsin and Maryland.
- 804 "NEA Breaks Off Merger Talks with AFT." 1974 - GERR - 544: 1, B-12 to 14.
- 805 Selden sees Merger as a Political Asset. Higher Educ. Daily, November 6, 1973, p. 4.
- 806 " 2 Teacher Organizations (NEA - AFT) End Merger Discussions" over AFL - CIO Affiliation. Chronicle of Higher Education, 8(23): 5, March 11, 1974.
- 807 "First AFT-NEA Merger Talks Set Procedure." 1973-GERR-524: B-23.

NEGOTIATIONS

- 808 Soltis, A. "CUNY Staff Talks at Critical Stage." N.Y. Post, July 18, 1973, 7:1.

NEUTRALS

- 809 "Call for Neutrals, Better Bargaining Expertise by NYPERB Chairman." 1973-GERR-529:1, B-14 to 17.

NLRB DECISIONS - CALIFORNIA

- 810 Semas, P. W. "Research Assistants 'Not Employees'." Chronicle of Higher Education, 9(9): 2, November 18, 1974.
In a case involving Stanford University, the NLRB has ruled that graduate research assistants need not be included in collective bargaining.

NLRB DECISIONS - MAINE

- 811 Ricker College.
All full-time and regular part-time teaching faculty including Librarians shall vote for representation by American Federation of Teachers, or for no representation (May 10, 1974.)
Weekly Summary of NLRB Cases, W-1391-22, May 22, 1974.
Decision 1-RC-13214.

NLRB DECISIONS - MASSACHUSETTS

- 812 Becker Junior College.
All full-time faculty, faculty trustees, and division chairmen (liberal and business studies) shall vote for representation by M.F.T. or for no agent (July 18, 1974.) Weekly Summary of NLRB Cases, W-1401:23, July 31, 1974. Decision 1-RC-13341.

NLRB DECISIONS - MASSACHUSETTS cont.

- 813 Graham Junior College, Inc.
All full-time teachers of the Schools of Liberal Arts, Business Administration and the School of Communications and the Assistant Librarian shall vote for representation by Massachusetts Federation of Teachers, or for no representation (March 7, 1974.)
Weekly Summary of NLRB Cases, W-1382:41 March 20, 1974.
Decision T-RC-13135.

NLRB DECISIONS - NEW JERSEY

- 814 Monmouth College,
Bargaining unit includes professors, associate professors, asst. professors, librarians & instructors.
NLRB Decision, Case No. 22-RM-334, February 12, 1971.

NLRB DECISIONS - NEW YORK

- 815 Mercy College.
Ballot that contained clear "X" in "Yes" box and faint "X" that had been heavily shaded over in "No" box is deemed a spoiled ballot that should not be counted, since markings in both squares make it impossible to ascertain voter's true intent with required degree of certainty (Case No. 2-RC-16181, August 16, 1974, 212-NLRB No. 134.)
87-LRRM-1116 to 18.
- 816 Trocaire College.
All full and part-time faculty and administration staff shall vote for representation by Staff Association or for no agent (July 18, 1974.)
Weekly Summary of NLRB Cases, W-1401:23, July 31, 1974.
Decision 3-RC-6042.
- 817 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.)
- 818 "Student Clerks Barred From Bargaining Unit." Student workers at Barnard College lack a community of interest with other employees.
Chronicle of Higher Educ., 7(39): 1, July 30, 1973. (In bibliography 2, April, 1974 see reference 623 for Barnard NLRB decision.)

NLRB DECISIONS - OHIO

- 819 Oberlin College.
Decision outlines all categories of full and part-time teaching personnel who shall vote for representation by Oberlin College Teachers Association, or for no representation (March 29, 1974.) Weekly Summary of NLRB Cases, W-1386:33, April 17, 1974. Decision 8-RC-9328.
- 820 Ashland College.
Bargaining unit includes full-time professors, associate & assistant professors, instructors; excluding dept. heads, part-time faculty, division heads, librarians, admin. staff, seminary teaching faculty, guards, supervisors, etc.
NLRB Case No. 8-RC-8559, May 16, 1972.

NLRB DECISIONS - PENNSYLVANIA

- 821 Point Park College and AAUP.
Unit of College's full-time faculty members shall not include Department Chairman, since, in exercise of their responsibilities, these Chairmen perform duties normally performed by Supervisors within meaning of LMRA-Unit shall also not include the Director of the Library (Case No. 6-RC-6444, April 4, 1974, 209 NLRB No. 152.) 85-LRRM-1542-45. Also see Weekly Summary of NLRB Cases, W-1385:18-19, April 10, 1974.

NLRB DECISIONS - SOUTH CAROLINA

- 822 Coker College.
All full-time faculty members including the Librarian, Resident Counselors and Assistant to the Dean of Students shall vote for representation by Faculty Association, or for no representation (June 28, 1974.)
Weekly Summary of NLRB Cases, W-1398:39, July 10, 1974. Decision 11-RC-3908.

NLRB DECISIONS - VIRGINIA

- 823 Marymount College of Virginia.
All full-time and regular part-time faculty and professional employees shall vote for representation by Faculty Association/Marymount College of Virginia Faculty Senate, or for no representation (July 9, 1974.)
Weekly Summary of NLRB Cases, W-1400:16, July 24, 1974. Decision 5-RC-8944.

NLRB DECISIONS - WASHINGTON, D. C.

- 824 **Howard University.**
A Board majority was persuaded that Howard enjoys a unique relationship with the Federal Government unmatched by any other university to which the Boards discretionary jurisdictional yardsticks apply. Further, because of that relationship, effective use of the Bargaining Process by the University and its employees in the manner and for purposes contemplated by the Act would entail involvement of many Federal Agencies -- entities over which the Board has no jurisdiction. The majority believed it inappropriate to assert jurisdiction over the University and dismissed the petition of Teamsters Local (June 10, 1974.)
Weekly Summary of NLRB Cases, W-1395:38-39,
June 19, 1974. Decision 5-RC-8757:211 NLRB No. 11.

PENSION PLANS

- 825 "Dartmouth Initiates New Retirement Plan." Trustees approve new flexible retirement option. Higher Educ. and National Affairs, 23(2):
5, January 11, 1974.
- 826 "Pension Plans Show Marked Growth in Five-year Period." 1974-GERR-
538: B-16 to 17.
The Report is entitled, "Employee Retirement Systems of State and Local Governments," 1972 Census of Government, Vol. 6, No. 1, Government Printing Office, Washington, D. C. 20402, \$1.25.

PERB DECISIONS - HAWAII

- 827 "HPERB Asks Employers and Unions to Rethink Job Classes Originally Excluded from Units." 1974 - GERR - 540:
2, B-5 to 7.

Includes U. of Hawaii. (State of Hawaii & HGEA, AFSCME; HPERB, Case Nos. RA-03-8, RA-13-9, Decision No. 40, December 28, 1973.)

PERB DECISIONS - ILLINOIS

- 828 **City Colleges of Chicago.**
Bargaining unit includes full-time faculty; excluding admin., deans. Board of Junior College opinion of counsel dated 8/22/66; Board's determination of unit dated 9/26/66; Election held 10/10/66; Board's recognition 10/11/66. (Historical notes in faculty contract.)
- 829 **Morton College.**
Board of Education directive of election for bargaining unit of faculty teaching (6) or more semester hours. Board of Education minutes, May 8, 1967 of J. Sterling Morton High School & Junior College, 14 p. Copy available from this Center, or Appendices A-C of 1971-73 faculty contract.

PERB DECISIONS - MICHIGAN

- 830 **Macomb County Community College.**
Bargaining unit includes full-time teachers, counselors, librarians, research assts.; excluding admin., deans, directors, coordinators, dept. chairmen, nurses, supervisors, part-time faculty. State of Michigan Labor Mediation Board, Case No. R66-K-421, January 11, 1967.

PERB DECISIONS - MINNESOTA

- 831 **Minnesota State College Board, and Inter-Faculty Organization and M.F.T., M.E.A., A.A.U.P.**
Majority of Minnesota Public Employment Relations Board rules that separate units of faculty members at each of State's seven colleges is appropriate. (PERB Case Nos. 72-PR-180A, 73-PR-414-A, 73-PR-431-A, April 8, 1974.) 1974-GERR-556:B-12-15.
- 832 **University of Minnesota, Board of Regents and University Federation of Teachers.**
Bureau denies certification for unit composed of all graduate assistants enrolled in graduate school following election in which 827 ballots were cast for no representation, 409 for union, and 9 ballots were void. (Case No. 74-PR-570-A, April 26, 1974.) 1974-GERR-564:C-5.
- 833 **Kellog Community College and Kellog Faculty Association.**
MERC certifies Association as representative of all employees employed as Media Production Specialist and/or Clinical Assistants by vote of 2 to 1. (Decision No. R73 H-354, August 27, 1974.) 1974-GERR-574:C-1,2.

PERB DECISIONS - NEW JERSEY

- 834 Essex County College. "PERC Excludes Department Chairmen From Faculty Unit." 1973-GERR-524: 2, B-9 to 11. PERC Docket No. CU-66, July 27, 1973.
- 835 "Rutgers University Issues Digest of PERC Decisions." 1973-GERR- 534: B-17. Digest includes decisions from April 9, 1969 to January 9, 1973. Order from IMLR Library, Rutgers University, Ryders Lane and Clifton Ave., New Brunswick, N. J. \$2.00. See decisions below.
- 836 Middlesex County College.
Bargaining unit determined; excluding dept. chairmen, directors, admin., and supervisors. NJ - PERC - 29.
- 837 New Jersey State College System.
Separate bargaining units recommended for colleges.
NJ - PERC-1.
- Above overruled. A single unit to include all eight state colleges. NJ - PERC-72.

PERB DECISIONS - NY

- 838 Broome Community College.
Bargaining unit includes counselors, librarians, professors and divisional dept. chairmen. County of Broome, NY, Resolution 117, 1969.
- 839 CUNY, College Workers Association V.
OCB rules that student aides at CUNY are not "Public Employees." The NLRB has found that student employees lacked a sufficient community of interest with other employees and could not be included in a bargaining unit. 1974 - GERR - 547: 1, B-11 to 12. (NYC Office of Collective Bargaining Decision No. 7-74, Docket Nos. RU-398-73, RU-399-73, February 4, 1974.)
- 840 Nassau Community College.
Bargaining unit determined. County of Nassau, NY-PERB, Decision dated November 26, 1968.
- Unit excludes department chairmen. County of Nassau, NY - PERB, Decision January, 1972.
- 841 Westchester Community College.
Bargaining unit includes full and part-time faculty & professionals; excludes admin., deans, division chairmen. Westchester County, NY - PERB, Case No. 003-68, March 14, 1969.

PERB DECISIONS - NEW YORK (Cont.)

- 842 SUNY and CSEA and Senate Professional Association and AAUP. Finding no basis on which to reverse earlier ruling, Board rejects CSEA's bid to carve out separate unit for non-academic professions from established state-wide unit of academic and non-academic professionals represented by Senate Professional Association. (Case No. C-0991, January 21, 1974.) 1974-GERR-559:C-4.

PERB DECISIONS - PENNSYLVANIA

- 843 Community College of Philadelphia. Upon joint request of parties, Faculty Federation (AFT) is certified as representative of assistants and associates on faculty. (Case No. PERA-R-4294-E, January 31, 1974.) 1974-GERR-550:C-8.
- 844 Delaware County Community College. Board certifies Delaware County Community College Association of Higher Education PSEA/NEA, as representative of all full-time faculty members, librarians, and counselors following election. (Case No. PERA--4130-E, April 22, 1974.) 1974-GERR-559:C-5.
- 845 Lehigh County Community College. Parties agree and Board orders and directs modification of certifications for bargaining unit. Unit appropriate for bargaining is subdivision of employer unit comprised of teaching faculty, guidance and other counselors, librarians, and student activities director. (Case Nos. PERA-U-3359-C and PERA-R-228-C, August 1, 1974.) 1974-GERR-574:C-4.
- 846 Community College of Beaver County. Bargaining unit includes faculty, counselors, librarians and co-ordinators. Pennsylvania Labor Relations Board, Case No. PERA-R-1070-W, June 11, 1971.
- 847 Lehigh County Community College. Bargaining unit includes teaching faculty, guidance counselors, librarians, student activity coordinator; excluding admin., deans, directors, chairmen. Election 12/1/70. Pennsylvania Labor Relations Board, Case No. PERA - R - 228 - C, December 3, 1970.
- 848 Pennsylvania State College & University System. Unit determination. Union represents department chairmen, full-time teaching faculty (including librarians with faculty status), part-time faculty and librarians without faculty status. Penn. Labor Relations Board, Case No. PERA-R-775-C.

PERB DECISIONS - PENNSYLVANIA cont.

- 849 Luzerne County Community College.
On basis of substantial changes in duties and functions, Board rules that Department Chairmen at Luzerne County Community College no longer qualify as supervisory employees and now should be included in unit of professional employees represented by Luzerne County Community College Association of Higher Education.
(Case No. PERA-U-3614-C, January 25, 1974.)
1974-GERR-564:C-7.
- 850 Williamsport Area Community College.
Williamsport Area Community College Education Association is retained as representative of unit composed of full-time teaching faculty, counselors, librarians, following election in which 111 ballots were cast for Association, 21 against. (Case No. PERA-D-3509-C, October 3, 1973.) 1974-GERR-550:C-7.
- 851 Reading Area Community College.
Board certifies Pa. Fed. of Teachers (AFT) as the representative of full-time faculty. (No. PERA - R - 111 - C, November 29, 1973). 1974 - GERR - 546: C-7.
- 852 University of Pittsburgh (Johnstown Campus) Teachers Assoc.
Denial of unit petition for local campus unit of full-time faculty, library-aides, and counselors. Board's position is an employer-wide unit. Pennsylvania Labor Relations Board, Case No. PERA - R - 2626-C, July 11, 1973. (Summarized in 1974 - GERR - 546: C-4 to 5.
- 853 Westmoreland County Community College.
Bargaining unit includes all full-time professionals as dept. chairmen and librarians; excluding admin, deans, directors and supervisors. Pennsylvania Labor Relations Board, Case No. PERA-R-2112-W.

PERB DECISIONS - RHODE ISLAND

- 854 Rhode Island Junior College.
Bargaining unit determined. Rhode Island Labor Relations Board, Case EE No. 1984.
- 845 University of Rhode Island.
Bargaining unit determination. Rhode Island State Labor Relations Board, Case EE, No. 1961, December 21, 1971.

PERB DECISIONS - VERMONT

- 856 Vermont State Colleges, American Federation of Teachers v. Vermont State College did not improperly interfere with formation of unit to represent non-teaching employees by ordering AFT organizers to stop distributing meeting notices on desk-to-desk basis to on job employees, Vermont Employees Relations Board holds. (Docket No. 74-2, March 8, 1974.) 1974-GERR-551:B-2-4.

PERB DECISIONS - WISCONSIN

- 857 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 (I)-22; decision No. 12121-A, October 16, 1973).
- 858 Milwaukee Area Technical College.
Bargaining unit includes full-time faculty with at least 50% workload; excludes part-time faculty, supervisors, Deans, etc. Wisconsin Employment Relations Board, Case 1, No. 8584 ME-58, Decision No. 6343.

PERFORMANCE EVALUATION

- 859 Burkhart, R. C., ed. The Assessment Revolution: New Viewpoints for Teacher Evaluation. Albany, State Education Department, 1970.
- 860 Cope, R. G. Tomorrow's Imperatives Today. Assoc. for Institutional Research, Miller Hall, U. of Washington, Seattle, Wash. 98195. \$8.00.

Conference proceedings on college management, financing, faculty evaluation, student assessment.
- 861 Miller, R. I. Developing Programs for Faculty Evaluation. Jossey-Bass, 615 Montgomery St., San Francisco, Ca. 94111. \$9.75.

Presents guidelines for a system of evaluation, validity of student evaluation.
- 862 "Stanford Faculty Votes To Strengthen Teaching." Chronicle of Higher Education, 8(13): 2, December 17, 1973.

Resolution indicates evaluation prior to reappointment, promotion or salary increase.

PERFORMANCE EVALUATION (Cont.)

- 863 Centra, J. A. and Menges, R. J., two letters to the editor and author's reply regarding Miriam Rodin's article, "Can Students Evaluate Good Teaching" in the Summer, 1973 issue. Change, 5(8): 7, October, 1973.
- 864 Westervelt, E. M. Letter to the editor regarding Miriam Rodin's report "Can Students Evaluate Good Teaching" in Summer, 1973 issue. Change, 5(10): 8, Winter, 1973-74.

PERSONNEL FILES

- 865 Benewitz, M. C. "Contract Requirements in Higher Education and Reality: A Note on the Creation of Conflict. Available from this Center, 11 pp. Conflict arises over the duplicity of personnel files in various college offices.

PRODUCTIVITY

- 866 "Commission Surveys Local Government Incentive Plans." 1974 - GERR - 542: B-15.
- 867 "Cost of Living Council Activity." Labor Relations Reporter - News & Background Infor., 85: 207-208.
- New Productivity office is established.

PUBLIC SECTOR LABOR RELATIONS

- 868 "IAFF Pulls out of CAPE: AFL-CIO Sets Unit to Settle Public Sector Disputes." 1974 - GERR - 543: 1, B-13 to 16.
- AFL-CIO sets up committee to handle jurisdictional disputes among public employee unions, including charges by AFT.
- 869 Public Workers' Collective Bargaining to Bring "Chaos, Insurrection," says Business. Higher Education Daily, November 14, 1973, p. 4.
- 870 "Regional Employment Projections, 1970 - 85." Labor Relations Reporter - News & Background Info., 85: 232-234. Indicates that government workers to increase rapidly.

PUBLIC SECTOR LABOR RELATIONS (Cont.)

- 871 "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.
- 872 "Wisconsin Legislature Gets Blame for Public Employee Labor Troubles." 1973-GERR-534: B-14.

RETIREMENT

- 873 Woodring, P. "When Should a Professor Retire?" Chronicle of Higher Educ., 8(12): 24, December 10, 1973. The academic world should provide for a gradual instead of an abrupt process.
- 874 Gould, S. L. "Phased Retirement for Faculty. Members Could Produce Capable, Highly Motivated, Innovative Teaching." Chronicle of Higher Education, 8(17): 17, January 28, 1974. Letter to the Editor.
- 875 "Retirement Benefits: Can Sex Be Ignored." NACUBO - The College & University Business Officer, 7(4): 4, October, 1973.

Review of article in TIAA - CREF's The Participant (July 1973) entitled "Retirement Benefits for Men and Women."

RETRENCHMENT

- 876 "Antioch College Reduces Faculty by 23.5 Places." Higher Education and National Affairs, 23(1): 6, January 4, 1974.
- 877 Semas, P. W. "Faculty in NJ Asks AAUP to Withhold Critical (Censure) Report" on Bloomfield College which abolished tenure and fired 11 tenured faculty members. Chronicle of Higher Education, 8(24): 2, March 18, 1974.
- 878 Semas, P. W. "Southern Illinois Fires 104, (including tenured faculty) Acts to Bar Appeals." Chronicle of Higher Education, 8(15): 1, 8, January 14, 1974.

RETRENCHMENT (Cont.)

- 879 Antioch Cuts Faculty. Higher Education Daily, December 20, 1973, p. 5.
- 880 Educator Advises on Faculty Dismissal Laws. Higher Educ. Daily, November 15, 1973, p. 3.
- 881 Faculty Development in a Time of Retrenchment, by the Group for Human Development in Higher Educ. Order from Change Magazine, NBW Tower, New Rochelle, NY 10801. 90p. 1974. \$2.95 (for 10 or more copies \$1.95 each).
- Covers such topics as faculty professional development, reforms, training, performance evaluation, grants for teaching, mid-career transitions.
- 882 "St. Edward's U. Dropped 11 Faculty Members," letter to the editor on P. W. Semas' article, "Faculty Firings Soar..." in January 28, 1974 issue. Chronicle of Higher Education, 8(21): 10, February 25, 1974.
- 883 Scully, M. G. "Department Heads Feel 'Crossfire' as Institutions Trim Faculties." Chronicle of Higher Educ., 8(15): 1, 8, January 14, 1974.
- 884 Scully, M. G. "Improve Teaching Prevent Stagnation, Group Urges," report on Faculty Development in a Time of Retrenchment. Chronicle of Higher Education, 8(24): 1, 6, March 18, 1974.
- 885 Semas, P. W. "Faculty Firings Soar As Slump Hits Enrollment." Chronicle of Higher Education, 8(17): 1, 3, January 28, 1974.

Univ. of Wisconsin - Laidoff 88 tenured faculty, Southern Illinois Univ. - 104 faculty and staff (28 tenured); State Colleges in Nebraska - 50; Indiana State U. - 73; Univ. at Riverside - 20; Antioch College - 33 (4 had tenure); St. Edward's U. in Texas - 20; LaVerne College in Calif. - 7; De Paul Univ. - 2 psychology prof.'s; Bloomfield - abolished tenure and dropped 13 (11 of them tenured).

SABBATICAL LEAVES

- 886 Semas, P. W. "Catching on in Europe: 'Workers' Sabbaticals Eyed as Key to Lifelong Education. " Chronicle of Higher Education, 8(24): 1, 2, March 18, 1974.
- 887 "Teachers' Right to Contracts' Sabbatical Leave Provisions Affirmed." 1974 - GERR - 544: 1, B-3 to 5.
- Ruling by NYS Court of Appeals affirms arbitrator in Huntington, NY schools, reverse lower court ruling.

SALARIES

- 888 "California Official Discusses Impact of Economic Stabilization." 1974 - GERR - 546: B-14 to 15.
- One argument advanced to oppose setting of public employees' salaries via collective bargaining is the ability to make use of rational non adversary means of establishing pay.
- 889 "Faculty Pay Issues Examined." NACUBO - The College & University Business Officer, 7(7): 4, January, 1974.
- Wage and Hour Div. of Dept. of Labor tries to resolve how salary scales should be arrived at, particularly with respect to faculty.
- 890 "Faculty Rank, Highest Degree Earned, and Mean Salary Data." Volume III of Higher Educ. Planning Statistics 1969. Albany, State Education Dept., 1970.
- 891 Katz, D. A. "Faculty Salaries, Promotions, and Productivity at a Large University." The American Economic Review, 63(3): 469-477, June, 1973.

SALARIES cont.

- 892 Lynn, R. A. "Professors aren't keeping up with inflation because of the impact of income taxes." Letter to the Editor relating to salary article in February 4, 1974 issue. Chronicle of Higher Educ., 8(23): 10, March 11, 1974.
- 893 Magarrell, J. "Inflation Blurs Budget Outlook On Campuses." Chronicle of Higher Educ., 8(18): 1, 7, February 4, 1974.
- With over half the budget assigned to salaries, and cost of living increase of 8.8% in 1973, there will be greater pressure for salary increases in 1974.
- 894 Major Effort Needed to Boost Female/Minority Faculty Rates, Says Carnegie Comm. Report. Higher Education Daily, October 5, 1973, p. 2.
- 895 "Nebraska's Faculty Pay Reported Less Than Laborers'." Chronicle of Higher Educ., 8(22): 6, March 4, 1974.
- 896 "Wage and Salary Manual for Small Institutions To Be Published Soon." NACUBO - The College & Univ. Business Officer, 7(7): 7, January, 1974.
- 897 "Wage Controls Lifted for Private Coleges." Chronicle of Higher Educ. 8(18): 7, February 4, 1974.
- Eliminated the 5.5 percent ceiling on wage increases. State, public colleges still covered.

STRIKE RIGHTS

- 898 "Michigan Lawmakers Favor Legalizing Teacher Strikes." 1974 - GERR - 540: B-23.
- 899 Thompson Urges Teachers Right to Strike. Higher Education Daily, November 30, 1973, p. 1.
- 900 "Teachers Right to Strike Scored by NAPE President." He calls strikes counterproductive. 1973-GERR-524: B-24.
- 901 "Usery Sees Need for Strike Safety Valve". 1973-GERR-524: B-24. Calls for liberal use of mediators, arbitrators. Limited right to strike legislation for public employees might be one solution.

STRIKES

- 902 "NEA Report Shows 143 Teacher Strikes In 1972 - 73 School Year." 1974 - GERR - 541: 2, D-1 to 3.
- 903 "Interim Pact at Chicago City Colleges Ends Strike." 1973-GERR-524: B-23.
- 904 Semas, P. W. "N. J. (State College System) Teachers Vote 3-1 for Strike." Chronicle of Higher Educ., 8(12): 1, 12, December 10, 1973.
- 905 "New Jersey State Faculty Union Sets February 4 Strike Deadline." Chronicle of Higher Education, 8(15): 8, January 14, 1974.
- 906 "Wisconsin School Boards Discuss Anti-Strike Plans." 1974 - GERR - 541: B-16. Conference was held by the Vocational, Technical, and Adult Education District Boards Association with a plan to help schools operate despite strikes.

STUDENT EMPLOYMENT

- 907 "Four Thousand Pa. Students Rally, Ask for Higher Hourly Wage." Chronicle of Higher Education, 8(13): 2, December 17, 1973.

STUDENT RIGHTS

- 908 Leslie, D. W. "Some Implied Legal Restraints on Student Power." NASPA Journal, 11(2): 59-64, October, 1973.
- 909 West Virginia U. Appoints Attorney for Students to Provide Information on Student Rights. Higher Educ. Daily, October 24, 1973, P. 3.

TENURE

- 910 AAUP: No Quotas; Make Tenure Harder to Achieve. Higher Education Daily, October 31, 1973. P. 1.
- 911 AAUP Statement on the Imposition of Tenure Quotas. Higher Education Daily Supplement, October 31, 1973.
- 912 CUNY Faculty Asked not to Comply with New Tenure Regs. Higher Education Daily, November 12, 1973, P. 5.
- 913 CUNY Faculty Will Go to Court over Tenure Quotas. Higher Education Daily, November 1, 1973, P. 1.

TENURE (Cont.)

- 914 "AAUP Sues N. J. College Over Abolition of Tenure." College named in suit is Bloomfield College. Chronicle of Higher Educ., 7(40): 1, August 13, 1973.
- 915 "Applying to CUNY? Think Twice." Advertisement by the Professional Staff Congress of CUNY criticizing the new 50% tenure policy. Chronicle of Higher Educ., 8(11): 3, December 3, 1973.
- 916 "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 13, 1973.
- 917 Cox, C. E. "Tenure on Trial in Virginia." Change, 5(7): 11-14, September, 1973. Virginia State Board for Community Colleges secretly axed tenure in favor of a renewable contract system.
- 918 "CUNY, AAUP Reject Tenure Quota Policy." 1973-GERR-529: B-17 to 18.
- 919 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 26, 1973.
- 920 Maeroff, G. I. "The Battle Escalates." N. Y. Times, June 24, 1973, Part IV, 9:3. Refers to Bloomfield College, N. J.
- 921 Maeroff, G. I. "Bloomfield College Panel Ends Academic Tenure." N. Y. Times, June 23, 1973, 35:1.
- 922 Maeroff, G. I. "Tenure May Be Abolished for Faculty at Bloomfield." N. Y. Times, June 21, 1973, 45:1.
- 923 Maloney, H., Letter to the Editor. Calls for an evaluation of the tenure quota system. Chronicle of Higher Educ., 8(10): 17, November 26, 1973.
- 924 "Nontenured Members of Faculty Get 5-Year Job Plan at Vassar." N. Y. Times, November 18, 1973, 69:3.
- 925 Peterson, I. "CUNY Adopts Policy To Limit Tenure to 50% of the Teachers." N. Y. Times, October 30, 1973, 46:1.
- 926 Riesman, D. Letter to the Editor regarding Robert Nisbet's article "The Future of Tenure", in the April, 1973 issue. Change, 5(10): 5-6, Winter, 1973-74.
- 927 Semas, P. W. "Faculty Union at U. of Hawaii Trims Tenure," as part of Contract. Chronicle of Higher Educ., 8(10): 1, 7, November 26, 1973.

TENURE cont.

- 928 "Denial of Tenure of Feminist (Ms. J. Roberts) Prompts Protest at (U. of) Wisconsin." Chronicle of Higher Education, 8(23): 2, March 11, 1974.
- 929 Kibbee Speech a "Cynical, Meaningless Platitute," says Union at CUNY. Higher Education Daily, November 19, 1973, P. 3.
- 930 Levin, J. "Activist Teacher Getting The Ax." New York Post, February 23, 1974, P. 11.
- Suzanne Ross, lecturer at CUNY's Lehman College claims she was refused tenure because of her political activism.
- 931 New Regs. at CUNY Do Not Freeze Tenure, Says Chancellor. Higher Education Daily, November 6, 1973, P. 1.
- 932 "Reopen Tenure Case, (U. of Calif.) Berkeley Unit Asks," Chronicle of Higher Education, 8(18): 2, February 4, 1974.
- Reopens controversial tenure case of Anthony Platt.
- 933 Semas, P. W. "Hawaii Faculty Turns Down Union Contract." Faculty at Univ. of Hawaii reject contract that would have abandoned much of the traditional tenure system. Chronicle of Higher Educ., 8(11); 1, December 3, 1973.
- 934 Semas, P. W. "Union (AFT) Hits AAUP For Its Position on Tenure Quotas." Chronicle of Higher Educ., 8(12): 1, 12, December 10, 1973. Refers to CUNY tenure quota system.
- 935 "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.)
- 936 "Tenure Quota Concept is Denounced by AAUP." Higher Educ. and National Affairs, 22(39): 6, October 26, 1973.
- 937 "U. of California Tenure Limited to One Campus." Tenured personnel have tenure only on their own campuses and not university-wide. Chronicle of Higher Educ., 7(39): 4, July 30, 1973.

TRUSTEES

- 938 Heilbron, L. H. The College and University Trustee. Jossey-Bass, Inc., 615 Montgomery Street, San Francisco, Calif. 94111. \$9.50. Focuses on Boards of Public Institutions and discusses board policy and how to deal with sensitive issues.

UNIONS

- 939 Doh, H. "Collective Bargaining in SUNY: The Story of the Senate Professional Association." Journal of Coll. & Univ. Personnel Assoc., 25(1): 22-39, January 1974.
- 940 Selden Will Not Abandon AFT Post. Higher Education Daily, December 20, 1973, P. 1.
- 941 Semas, P. W. "AFT Leadership Asks Union President to Resign." Chronicle of Higher Education, 8(13): 7, December 17, 1973. Executive council of AFT asks David Selden to resign.
- 942 Semas, P. W. "Union President (D. Selden) Stripped of Control over Newspaper." Chronicle of Higher Educ., 8(18): 2, February 4, 1974.
- 943 "Union Chief Defies Council, Rejects Demand He Resign." Chronicle of Higher Education, 8(15): 1, 8, January 14, 1974.

Refers to David Selden, President AFT.

WOMEN

- 944 AAUW Calls for Concrete Action in Women's Equality Drive (American Association of University Women). Higher Education Daily, November 8, 1973, P. 1.
- 945 Academies Face Legal Challenge on Women. Higher Education Daily, November 28, 1973, P. 4.
- 946 Fields, C. M. "Government Decentralizing War On Bias." Regional Offices of the U. S. Office for Civil Rights will be given more authority to determine if colleges are meeting antibias regulations. Chronicle of Higher Educ., 7(40): 2, August 13, 1973.
- 947 Fields, C. M. "U. S. Cautious in Enforcing Equal Pay Rule at Colleges." Chronicle of Higher Educ., 7 (39): 3, July 30, 1973.
- 948 Fields, C. M. "Va. Colleges Accused of Active Conspiracy Against Women." Three women file class-action suit charging that Virginia State College and University System's arbitrary employment policies constitute conspiracy. Chronicle of Higher Educ., 8(10): 1, 3, November 26, 1973.

WOMEN cont.

- 949 Conference Discusses Priorities for Women. Higher Educ. Daily, December 11, 1973, P. 5.
- 950 "Emerging Issue: Women in Sports." NACUBO-The College & University Business Officer, 7(8): 4, February, 1974.
- 951 Female Cadets, Middies allowed by Senate. Higher Educ. Daily, December 24, 1973, P. 2.
- 952 Fields, C. M. "Women Hit 'Conciliation' Pact by Berkeley and Civil Rights Unit" over development of affirmative action plan at U. of California. Chronicle of Higher Education, 8(23): 1, 6, March 11, 1974.
- 953 "Labor Department Shaping New Sex Discrimination Guidelines." NACUBO-The College & University Business Officer, 7(8): 3, February, 1974.
- 954 Marshall University Names Female Athletics Director. Higher Education Daily, November 13, 1973, P. 6.
- 955 "Measures Pressed to End Discrimination." Chronicle of Higher Education, 8(18): 4, February 4, 1974.
- Action against Delta Sigma Pi, a business fraternity that bars women.
- 956 Middies Want Bunnies: Academy Throws Cold Water. Higher Education Daily, October 11, 1973, P. 6.
- 957 Mills College, California to Hold National Conference on Education of Women. Higher Education Daily, October 24, 1973, P. 5.
- 958 "Ms. Mitford Wins Battle, Emerges with Clean Hands." Chronicle of Higher Education, 8(18): 2, February 4, 1974.
- Wins legal battle against California State University at San Jose related to fingerprinting.
- 959 Phi Delta Kappa Clears the Way for Women. Higher Education Daily, October 26, 1973, P. 3.

WOMEN (Cont.)

- 960 Hopkins, E. B. "Unemployed! An Academic Woman's Saga." Change, 5(10): 49-53, Winter, 1973-74.
- 961 Rossi, A. S., et al, eds. Academic Women on the Move. Russell Sage Foundation. 576 p. \$12.50. Offers sound data, sober interpretations, suggests programs for change, how to identify formal and informal mechanisms of discrimination, and evaluates current tactics in the fight for equality in a collection of 21 articles.
- 962 Sandler, B. "Women Can Laugh, Too." Chronicle of Higher Educ., 8(12): 18, December 10, 1973. Includes jokes regarding women's rights.
- 963 "Va. Colleges Accused of Sex Discrimination." Three women file class action suit against the state's entire higher education system seeking an injunction against sex discrimination and back pay. Higher Educ. and National Affairs, 22(43): 11, November 30, 1973.
- 964 "Women's Commission Members Appointed." The American Council on Education's New Office of Women in Higher Education has announced the membership of the Commission on Women in Higher Education. Higher Educ. and National Affairs, 22(43): 12, November 30, 1973.
- 965 "Energy Crisis and Job Gains by Women, Minorities." Labor Relations Reporter, News and Background Information, 85:21 to 22, January 14, 1974. Advisory Committee on Women and NAB President warn against allowing energy crisis to destroy employment gains.
- 966 Teacher Turns Thumbs Down on Fingerprinting at San Jose State University, (Ms. J. Mitford). Higher Educ. Daily, October 17, 1973, P. 4.
- 967 Wanted: A Woman for Assistant Secretary of HEW. Higher Educ. Daily, October 24, 1973, P. 1.
- 968 Winkler, K. J. "Woman to Get Top U. S. Post in Education." Chronicle of Higher Educ., 8(24): 1, March 18, 1974.
- 969 Women Score Academies on End Run Through Campus Units. Higher Educ. Daily, October 5, 1973, P. 6.
- 970 "Women Seen as 'Large Resource' for the Profession of Economics." Chronicle of Higher Education, 8(17): 8, January 28, 1974.
- 971 Women's Rights Group Sues Service Academies. Higher Educ. Daily, October 1, 1973, P. 4.

WOMEN cont.

- 972 "Phi Delta Kappa to Admit Women." Chronicle of Higher Education, 8(21): 2, February 25, 1974.
- 973 Senate Begins Women's Educational Equity Hearings. Higher Education Daily, October 18, 1973, P. 1.
- 974 Suit Charges Sex Discrimination in Virginia Colleges. Higher Education Daily, November 26, 1973, P. 2.

WORKLOAD

- 975 "Measuring Faculty Workloads: An Alternative Approach." NACUBO - The College & University Business Officer, 7(8): 5, February, 1974.
- Mr. S. F. Starr, based on his earlier article, "A Fair Measure of Faculty Workloads" in the Fall, 1973 issue of Educational Record, presents a summary of an alternative to the "teaching hour" method of analyzing faculty time allocation.
- 976 Report on CUNY Faculty Workload Stirs University. Higher Education Daily, October 9, 1973, P. 4.
- 977 Sievert, W. A. "Cheating on Teaching Loads Is Investigated in California State University System." Chronicle of Higher Education, 8(24): 2, March 18, 1974.
- 978 "Civic Group Asks Rise in Workload for City U. Staff." N. Y. Times, September 24, 1973, 35:8. The Citizens Budget Commission issues report "Faculty Workload at the City University - The Case for an Increase."

PROCEEDINGS - Table of Contents

Order of speeches for the Journal of the Second Annual Conference of the National Center for the Study of Collective Bargaining in Higher Education, April, 1974.

Introduction

	Page
979 Theodore W. Kheel-How Do College Gentlemen Break Impasses?..	9
980 Thomas A. Shipka-Collective Bargaining on the Campus-The Tip of the Iceberg.....	14
981 Sanford Schneider-Differing Faculty Tasks; Differing Faculty Structure; Differing Collective Bargaining.....	21
982 Bruce MacDonald-Differing Faculty Tasks; Differing Faculty Structure; Differing Collective Bargaining?.....	27
983 Ralph E. Kennedy-NLRB and Faculty Bargaining Units: The Charting of an Uncharted Area.....	35
984 Caesar Naples-Collegiality and Collective Bargaining: They Belong Together.....	51
985 Lawrence DeLucia-Collegiality and Collective Bargaining: Oil and Water.....	58
986 Maurice C. Benewitz and Thomas M. Mannix-The CUNY Grievance and Arbitration Experience: What Does It Teach About Collective Bargaining?.....	61
987 Judith P. Vladeck-The Uses of the Past in Bargaining Relationships.....	70
988 Carl R. Westman-The Inappropriateness of the Past for the Future.....	77
989 Robert Birnbaum-The Effects of Collective Bargaining on Faculty Compensation in Higher Education.....	83
990 Donald E. Walters-Do Students have a Place in Collective Bargaining?.....	97
991 Alan Shark-Do Students Have Any Place in Collective Bargaining?.....	102
992 Norman Swenson-Do Students Have Any Place in Collective Bargaining?.....	106

Bibliographic Sources

American Teacher Vol. 59 #2-4.

Arbitration Journal Vol. 28 #1-4, Vol. 29 #1-2.

Arbitration in the Schools February, 1974 thru February, 1975.

Change 1974 volume.

Chronicle of Higher Education Vol. 8 #12-42, Vol. 9 #1-14.

GERR (Government Employee Relations Report; citation 1974-GERR-576:B-1 is 1974 volume, issue 576, page B-1) thru issue 579.

Higher Education Daily - Index Oct., 1973 thru Dec. 24, 1973.

Higher Education & National Affairs Vol. 22 #35-46,
Vol. 23 #1-11.

Journal of College and University Law Vol. 1 #1-3.

Labor Relations Reporter (Cited as FEP Cases, LA, LRR, LRRM, WH Cases, e.g. 82-LRRM-508 is volume 82, page 508 of the LRRM Section.) Entire volumes 85 and 86, Vol. 87 #1-32.

Lawyers' Edition - U. S. Supreme Court Reports Vol. 31-34.

NACUBO Vol. 7, #4, 6-8, 10-12, Vol. 8 #1.

Newsletter of this Center Vol. 2 #2-5, earlier issues in Bibl. 2.

NLRB Election Report ER 146 to 153.

NLRB Weekly Summary issues 1372 thru 1415.

New York Teacher Vol. 15 #21, 25-6, 28; Vol. 16 #9, 12, 16-19.

New York Times many 1973-74 issues covered in Bibl. 2 and 3.

PERB News (N.Y.S.) Vol. 7 #9-11.

Most of the above sources continue to update the Center's previous bibliographies numbers 1 and 2.

Addresses of Associations and Publications

Academic Collective Bargaining Information Service
(ACBIS) 1818 R Street, N. W., Washington, D. C.
20009 - (202) 387-3760 - Publisher fact sheets
and research reports.

American Arbitration Association (AAA) - 140 West
51st Street, New York, New York 10020
(212) JU 2-6620.

Publishes Arbitration Journal and Arbitration
in the Schools. Arbitration Awards available at
30¢ per page - give citation and AAA Case Number
from bibliography.

American Association of University Professors (AAUP)
1 Dupont Circle, N. W. Suite 500, Washington,
D. C. 20036 (202) 466-8050.

Publishes AAUP Bulletin.

American Federation of Teachers (AFT-AFL/CIO) - 1012 14th
Street, N. W., Room 505, Washington, D. C. 20005
(202) 737-6141 - Robert Neilson, Director of
Higher Education Information - Publishes American
Teacher and numerous other publications.

Bureau of National Affairs (BNA) - 1231 25th Street,
Washington, D. C. 20037 - (202) 223-3500 - Publishes
GERR, Labor Relations Reporter, (FEP Cases, LA, LRR,
LRRM, WH Cases.)

Change Magazine published by Educational Change, Inc.
NBW Tower, New Rochelle, N. Y. 10801.

Chronicle of Higher Education, 1717 Massachusetts Avenue,
N. W., Washington, D. C. 20036 - (202) 667-3344.

Higher Education Daily published by Capitol Publications,
Inc. 2430 Pennsylvania Ave., N.W., Suite G-12
Washington, D. C. 20037 (202) 659-5641.

Higher Education & National Affairs
American Council on Education, 1 Dupont Circle, N.W.
Washington, D. C. 20036.

Journal of College and University Law published by Nat'l.
Assoc. of Coll. & Univ. Attorneys, 1 Dupont Circle,
N. W., Suite 510 Washington, D. C. 20036.

NACUBO, The College & Univ. Business Officer, 1 Dupont
Circle, N. W., Washington, D. C. 20036.

National Education Association (NEA), 1201 16th Street,
N. W., Washington, D. C. 20036. Higher Education
Department - (202) 833-4260.

Addresses of Associations and Publications (Cont.)

National Labor Relations Board (NLRB), Division of Information , 1717 Pennsylvania Ave., N.W., Room 710, Washington, D. C. 20570 - (202) 254-9131.

**Public Employment Relations Boards (PERB)
Order publication: A Directory of Public Employment Relations Boards and Agencies,
most recent edition with update.**

**U. S. Dept. of Labor, Labor Mgmt. Services Admin.
Division of Public Employee Labor Relations,
Washington, D. C. 20210,**

Student Collective Bargaining Project Office - Alan Shark, 1730 Rhode Island Ave., N.W., Suite 500 Washington, D. C. 20036 - (202) 785-2322.

Addresses for other agencies, associations and publications given in this bibliography under specific references.

PUBLICATIONS OF THE
NATIONAL CENTER

* * *

1. Proceedings of the National Center's
Third Annual Conference.....\$7.00
Second Annual Conference..... 5.00
First Annual Conference..... 5.00

2. Newsletter - Five issues: Feb., April, June, Oct., Dec.
Volume 3 - 1975.....10.00
Volume 2 - 1974.....10.00
Volume 1 - 1973 (two issues).... 4.00

3. Bibliography - Collective Bargaining in Higher Education
with keyword index. Includes references published in Center's
Newsletters and citations from Proceedings of Center's Annual
Conference. Bibliography 3 published - April 1975..... 7.00
Bibliography 2 published April 1974..... 5.00
Bibliography 1 published April 1973..... 5.00

4. Bibliography of Higher Education Collective Bargaining
involving Other Than Faculty Personnel.
Volume 2 available Fall 1975..... 5.00
Volume 1 published 1974..... 3.00

INDEX, DIGEST AND TABLES OF

Arbitration and Court Cases Arising under Collective Agreements at
City University of New York.
Volume 1 - Sept. 1 1969 - Jan. 31, 1974. Regular Rate....50.00
Subscription Rate.....30.00

Order from:

NATIONAL CENTER FOR THE STUDY OF COLLECTIVE BARGAINING IN HIGHER
EDUCATION
BARUCH COLLEGE - 17 Lexington Avenue - New York, N. Y. 10010
PHONE: 212 725-3390

Center Services

Photocopying

Center bibliographies include many unpublished articles, court cases, arbitration awards, and PERB decisions which are indicated as available from this library.

The Center has a file of many of the other references also.

Requests for up to ten pages are generally sent out free of charge, unless the service is overused by one individual or institution. Requests for extensive photocopying from the bibliographies are charged a basic fee of \$5.00 for up to 50 pages and 15¢ per page thereafter. Please request by bibliography number, author and title.

Reference Service

Requests for information in a subject field both from bibliographies and faculty collective bargaining contracts are charged at a rate of \$15.00 for the first hour and \$7.50 per hour thereafter.

Faculty Collective Bargaining Contract File and Computer System

The Center has a complete file of all current faculty contracts, 174 contracts to date. These include 48 contracts for 4-year institutions and 126 contracts for 2-year institutions.

At the present time some 125 faculty contracts have been input into a full-text computer retrieval system. The Center has developed a set of searches available at lower costs, or individual searches may be requested.

A search printout gives the actual wording of the contract clauses/sections requested not the usual computer listing of citation and keywords. In these other systems you must then locate the actual reference for the full-text information.

Individual searches can be requested for \$50 by subscribers to the Center's complete services.

Individual searches to non-subscribers cost \$75.

AN INVITATION TO JOIN THE NATIONAL CENTER

Baruch College takes pleasure in extending an invitation to all colleges, University Systems, Faculty Organizations, and other interested institutions and individuals to become subscribers to the National Center for the Study of Collective Bargaining in Higher Education. Subscriber status will include the following:

ATTENDANCE AT ANNUAL CONFERENCE

One free registration at the Conference

NEWSLETTER SUBSCRIPTION

The Newsletter is published five times a year. It carries current information on developments in the field and bibliography updates. Included also are research analyses of faculty contract clauses.

PROCEEDINGS

of the Annual Conference conducted each year in April.

BIBLIOGRAPHIES

with author and keyword indexes covering such topics as arbitration awards, court cases, NLRB decisions, PERB decisions, student involvement, women faculty, affirmative action, etc.

Discounted Rates on

INDEX, DIGEST AND TABLES

of Arbitration and Court Cases Arising Under Collective Agreements at City University of New York. Vol. 1 - Sept. 1, 1969 - Jan. 31, 1974.

Regular rate...\$50.00 Subscriber...\$30.00

INDIVIDUALIZED COMPUTER SEARCHES

of the Center's full-text retrieval data base of faculty contracts. The search printout gives you the actual wording of the contract clauses/sections requested not the usual listing of citation and keywords that must then be researched separately.

Regular rate...\$75.00 Subscriber...\$50.00

SPECIAL RATES

for the Center Workshops.

ANNUAL SUBSCRIBER FEES

Individual.....\$200.00

(January 1, 1975 - December 31, 1975)

Other group rates can be developed to meet particular needs. Write or call the Center indicating your needs and financial resources.