

# AAUP NEWS

AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS - INDIANA UNIVERSITY, BLOOMINGTON CHAPTER

Number 3

December, 1976

## SECOND COLLECTIVE BARGAINING WORKSHOP DISCUSSES CONTRACT PROVISIONS

At an AAUP-AFT jointly-sponsored workshop, Milton Fisk led a discussion of provisions of collective bargaining contracts. Fisk outlined four major areas of concern to the bargaining agent: grievance procedures, salaries, tenure and promotion, and faculty governance.

Fisk envisioned a contract which provides for a series of definite procedures to follow in the case of a grievance by a faculty member. Because contracts normally contain no-strike clauses, the final recourse is usually binding arbitration.

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## THIRD COLLECTIVE BARGAINING WORKSHOP SCHEDULED FOR JAN. 18, 8 P.M.

The third workshop on collective bargaining this academic year will be held Tuesday, Jan. 18, 1977 at 8 p.m. in Ballantine Hall. The room will be announced later. A tentative topic for discussion concerns prospects in the Indiana state legislature for a law providing for collective bargaining by university faculties. Like previous workshops, this coming one will be open to all interested people.

## EXECUTIVE BOARD MEETING

The Executive Board of the AAUP will meet following the collective bargaining workshop. Board meetings are open, and anyone is invited to attend and to make suggestions for topics to be considered.

## BLOOMINGTON AAUP ASKS RETIREMENT BENEFITS ON SUMMER PAY

Many academic employees on 10-month contract with the university either teach or do contract-supported research during the summer months. It is university policy not to contribute anything to TIAA-CREF for these employees during the summer. However, the university does contribute to TIAA-CREF during the summer on behalf of academic employees on 12-month contract.

The university rationale for this difference in treatment appears to be that it makes contributions to retirement funds only on the normal academic salary. Summer work for those on 10-month appointment is considered as casual employment not to be covered. In our view, whatever the rationale, the effect is discriminatory. We therefore call for the university to make TIAA-CREF contributions in addition to summer salaries on behalf of academic employees on 10-month appointments.

It would cost the university no money to pay retirement benefits for those doing contract research in the summer, as the funds would come from the contracting agency. In fact, the university might even gain money from indirect costs on these payments. At present, the university does not allow summer retirement benefits for those supported by contract research because the administration feels it would be inequitable to those who do summer teaching. The inequity between those on 10 and 12 month contract does not seem to disturb the administration, however.

We recognize that money to pay these retirement benefits for summer

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## RETIREMENT BENEFITS

[continued]

teachers must come from somewhere. We do not want it to come out of the salaries of our faculty. We ask the university to put a special item in its next budget to cover these costs.

The question of retirement benefits for academic employees working in the summer is only one facet of the greater problem of compensation for summer teaching. The AAUP is at present studying this question.

## COLLECTIVE BARGAINING WORKSHOP

[continued]

In regard to salary, a contract might specify a step system, in which increases are given for cost-of-living, seniority, and merit. Merit increases might be given by skipping one or more steps, and there might be provision for unusually high salaries for distinguished faculty members. Such step systems do exist at several universities, most notably at the University of California. Other possible systems were also briefly discussed.

Fisk emphasized tenure rather than promotion for lack of time to discuss both adequately. He stated that important questions for negotiation were the period of probation and safeguards for people during the probationary period.

Fourth, Fisk discussed the role of the Bloomington and University Faculty Councils and the need to clarify their powers of decision. He felt that in some areas their decisions should be binding but that in other areas, their role should be advisory.

Copies of several contracts now in force at other universities were looked over by the participants, and some of their provisions were discussed.

## AAUP STILL NEEDED AT SUNY

During the past year, a large number of nontenured and tenured faculty members in the State University of New York (SUNY) system have been released with only a few months of notice.

These terminations are permissible under the agreement between the SUNY system and the present faculty agent, which calls for only four months of notice for nontenured faculty and a semester for tenured faculty, and specifies such notice only as "desirable" rather than mandatory. Such terminations fall woefully short, however, of the AAUP's uniform standard of a full year of notice after two years of employment.

Intervention by the AAUP has produced one constructive result: SUNY-Buffalo has agreed to abide by the AAUP standard in the future. The AAUP is now calling for adoption of the one-year standard throughout the system. In the meantime, the SUNY case provides an apt warning: there are differences between contracts, and a well-drafted contract must safeguard faculty members in all areas of their professional lives.

## GRADE INFLATION--HOW MUCH?

Recently there has been much discussion of grade inflation on the Bloomington campus. While grade inflation has undoubtedly taken place, not all of it can be attributed to professors being easier on the students. Part of the grade inflation arises from a different attitude toward withdrawals on the part of the university. Formerly, W's were given only rarely late in the semester; now they are commonplace. If a professor gives the same percentage of A's, B's, and C's as he did formerly, but a smaller percentage of D's and F's and a correspondingly larger percentage of W's, he is not really inflating his grades. But an apparent grade inflation shows up in the grade point averages. Thus, the ratio of A's, B's, and C's to all grades, including W's, may provide a better standard than the grade point average to measure grade inflation.

## NATIONAL AAUP ACTIVITIES

[The following statements were excerpted from a letter by Jordan E. Burland of the National Office.]

Academic freedom and tenure. In 1976 the AAUP provided advice and assistance in about 1300 situations where people were experiencing specific difficulty, and in thousands of other situations involving potential difficulty. The AAUP has set forth a comprehensive set of procedural safeguards for faculty colleagues who stand to lose their positions because of financial exigency or program discontinuance.

Litigation. The AAUP has entered many cases on behalf of faculty interests. A few of the most noteworthy are: 1) Before the Supreme Court, the AAUP is supporting the rights of teachers to offer dissenting views at a public board meeting held to solicit citizens' comments on a proposed collective bargaining agreement; 2) Before the Iowa Supreme Court, the AAUP is supporting the claim of a tenured faculty member that the termination of his appointment was not shown to be necessitated by financial exigency; 3) Before the U.S. Court of Appeals for the Ninth Circuit, the AAUP is arguing that Title VII of the 1964 Civil Rights Act prohibits the use of sex-based annuity tables to compute retirement benefits; 4) Before the Rhode Island Supreme Court, the AAUP is arguing that an institution must make reasonable transition provisions for faculty members adversely affected by changes in institutional retirement policy.

Collective bargaining. The Association's collective bargaining program continues to make encouraging progress in terms of the election of our chapters as representatives for bargaining. A high percentage of faculty members questioned in a recent survey by Lipset and Ladd indicated a preference for AAUP as bargaining representative. Equally important, AAUP principles are being incorporated into collective bargaining agreements, not only in those negotiated by AAUP, but frequently in those negotiated by competing organizations.

Discrimination. The Association has developed a new standard expressing principled opposition to all forms of invidious discrimination in higher education. At present the AAUP is concentrating especially on expanding its techniques for dealing with discrimination based on sex.

Government relations. The Association's political activity on the national and state levels has also expanded significantly. The AAUP has provided formal testimony looking towards revisions in the Higher Education Amendments of 1972. It led the academic community in protesting against the unwarranted intrusions of the CIA and FBI onto university campuses, and has been engaged in vigorous debate with the heads of these agencies.

### BLOOMINGTON AAUP OPPOSES FEE HIKE

The IU, Bloomington chapter of the AAUP believes that the 7% tuition increase proposed by IHEC would further jeopardize the ability of many students in this state to participate in higher education. In the past ten years, tuition on the Bloomington campus has more than doubled, a rate of increase far in excess of inflation. The argument that a modest increase in tuition is in order overlooks the fact that public higher education in Indiana is already too expensive for students of average means. The people of Indiana have long recognized, in being willing to provide adequate funding for the university system out of general funds, that a broad-based system of higher education is the most valuable asset a state can have. Indiana's good record in higher education could be endangered by putting too great a financial burden on already hard-pressed students and their families.

#### TISCHLER NEW SECRETARY

Ed Sherman, President of AAUP-Bloomington, has appointed Prof. Hans Tischler (Music) secretary of the local chapter to replace the previous secretary, Susan Yank, who has left Bloomington.

## ON ACADEMIC FREEDOM

Any member of the Bloomington faculty who feels that his academic freedom is in some way abridged should not hesitate to call on Committee A for assistance. In addition to acting in response to requests from members of the faculty, the committee approaches faculty members involved in reappointment, tenure, and promotion

disputes to ask whether they wish the committee's help. All faculty members are urged to alert the committee to any such cases. The committee also acts as a watchdog to see whether any general policy of the administration endangers academic freedom.

Committee A on academic freedom is chaired this year by Henry Hoffstetter (Optometry) (7-7777).

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**The American Association of University Professors**

National Office: One Dupont Circle, Suite 500, Washington, D.C. 20036

**Application for Membership**

<p>For AAUP Use</p> <p>Name _____  <small>Last First Middle</small></p> <p>Institution _____ Department _____</p> <p>Institutional Address _____</p> <p>Preferred Mailing Address _____  <small>Street and Number, or Institution</small></p> <p>City _____ State _____ Zip _____</p>	<p>I AM APPLYING FOR</p> <p><input type="checkbox"/> ACTIVE MEMBERSHIP</p> <p><input type="checkbox"/> GRADUATE STUDENT MEMBERSHIP</p> <p>THIS IS A</p> <p><input type="checkbox"/> NEW APPLICATION</p> <p><input type="checkbox"/> APPLICATION FOR REINSTATEMENT</p>
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<p>For AAUP Use</p> <p>C R Q Y</p>	<p>Academic Field _____</p> <p>(Membership dues in the AAUP are normally tax deductible for members of the profession.)</p>
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On the basis of my academic year salary, my annual dues are (check one)

\$12.00 (below \$4,000)       \$30.00 (\$12,000-\$14,999)

\$18.00 (\$5,000-\$9,999)       \$36.00 (\$15,000 and above)

\$24.00 (\$10,000-\$11,999)       \$ 5.00 (Graduate Student Membership)

PLEASE INCLUDE PAYMENT WITH APPLICATION, AND MAKE CHECK PAYABLE TO THE AAUP

FOR ACTIVE MEMBERSHIP OR REINSTATEMENT:

Academic Rank \_\_\_\_\_

Date of Appointment \_\_\_\_\_

FOR GRADUATE STUDENT MEMBERSHIP:

Please indicate graduate degrees already awarded and any expected:

Institution	Degree	Date
_____	_____	_____
_____	_____	_____

Signature \_\_\_\_\_

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Indiana University, Bloomington Chapter

[Members must be members of the National AAUP]

To: Rita Naremore, Speech & Hearing 104

Enclosed are my \$5.00 dues for membership in the IU, Bloomington Chapter of the AAUP.

Name: \_\_\_\_\_

Department/School: \_\_\_\_\_

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CAMPUS MAIL

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