

AAUP NEWS

AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS - INDIANA UNIVERSITY, BLOOMINGTON CHAPTER

Number 2

November, 1976

COLLECTIVE BARGAINING WORKSHOP STRESSES NATIONAL AND STATE TRENDS

At the AAUP's first collective bargaining workshop on October 26, Paul Strohm led a discussion of national and state bargaining developments.

According to Strohm, 1975-76 was a crucial year in the movement toward collective bargaining, with more than 60 campuses (including the university systems of Connecticut and Florida) choosing bargaining agents.

The national movement toward collective bargaining received a temporary setback this summer when the Supreme Court issued a decision (in National League of Cities v. Usery) which would rule out Congressional extension of bargaining rights to all public college and university faculties. Elections for 1976-77 will therefore be concentrated in the 25 states which already have enabling legislation, with elections definitely scheduled at the universities of Massachusetts, New Hampshire, Oregon, and elsewhere. In the 25 states which lack enabling legislation, the primary AAUP-AFT-NEA focus will be on obtaining legislation.

Prospects for legislation here in Indiana are not yet clear. Last year an IFT bill with AAUP support passed the Democratic House, but died in the Senate. A similar bill will probably be introduced this year, probably again with AAUP support, and an NEA bill may also be introduced.

Strohm concluded by assessing strengths and weaknesses in the position of the AAUP. He noted that a recent Ladd-Lipset survey shows the AAUP with considerably more strength among college and university faculties than either the AFT or the NEA, and that the AAUP has

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AAUP ASKS EQUAL TREATMENT FOR LIBRARIANS

[The following statement has been endorsed by the Executive Committee of the AAUP at its meeting on Oct. 26, 1976 and sent to Prof. J. Gus Liebenow, secretary of the Bloomington Faculty Council.]

IU Bloomington has minimum salary schedules for each faculty rank. These schedules are arrived at jointly by the Budgetary Affairs Committee of the Bloomington Faculty Council and by the administration. Librarians are treated differently, however. The Budgetary Affairs Committee makes recommendations for minimum salary schedules for each library rank, but the administration may disregard these schedules, as happened this year. The AAUP urges the Faculty Council to pass a motion to the effect that minimum salary schedules be established for library ranks in the same way as they are for faculty ranks.

As a result of Faculty Council action, the granting of tenure to an IU Bloomington faculty member also constitutes promotion to associate professor if he/she has not yet attained that rank. Although librarians have academic ranks, they were not included in the motion. The AAUP urges the Faculty Council to pass a motion to the effect that the granting of tenure to librarians on the Bloomington campus shall also constitute promotion to associate librarian for those librarians not having yet attained that rank.

JOINT AAUP-AFT-NEA WORKSHOP ON COLLECTIVE BARGAINING TUESDAY, NOV. 23, 1976, 8 P.M., 142 BALLANTINE

The second open workshop on collective bargaining is sponsored by the AAUP jointly with the American Federation of Teachers and the National Education Assoc.

COLLECTIVE BARGAINING WORKSHOP

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won important elections at such four-year campuses as Boston University, Connecticut, Rhode Island, Rutgers, Temple, and Wayne State. The balance and farsightedness of AAUP contracts have also commanded wide respect. Still, he added, the same survey shows that many faculty members regard the AAUP as the least energetic of the three major organizations. Continual national activity and increased local activity are needed to emphasize that the AAUP has the determination as well as the experience to bargain for university faculties.

Representatives of the AFT and NEA attended and took an active part in the discussion. Those present agreed that future workshops would be held under the joint sponsorship of the three organizations. Ed Sherman (AAUP), Martha Vicinus (AFT), and Mike Chiapetta (NEA) will plan a second session for November 23.

 FACULTY COUNCIL NEEDS STRENGTHENING

We do not agree with every resolution passed by the Faculty Council. Nevertheless, the Faculty Council is our elected body representing the faculty on campus, and therefore its actions should be taken seriously by the administration. On the contrary, all too often the resolutions passed by the Faculty Council are simply ignored by the administration.

An example of such an instance concerns a resolution on fee collection for student organizations, passed overwhelmingly by the University Faculty Council and disregarded without adequate explanation by the administration. This instance has prompted Edward Sherman, president of the local chapter,

to send a letter of concern to Prof. J. Gus Liebenow, secretary of the Faculty Council, with copies to President John W. Ryan, Vice President Robert M. O'Neil, and Donald C. Danielson, President of the IU Board of Trustees. Prof. Liebenow in turn discussed the question on Oct. 22 with the Faculty Relations Committee of the Board of Trustees.

The following is quoted from Ed Sherman's letter. "A vote of the University Faculty Council on December 9, 1975 endorsed 'the report of the fee collection committee rather than President Ryan's proposal' by a vote of 26 yes, 1 no, and 6 abstaining. The committee's proposal would have given student activities committees on each campus the right to decide whether such organizations as INPING would be eligible for voluntary funding through a check-off mechanism. President Ryan, however, presented to the Board of Trustees his proposal, which denied a check-off form of funding to any student organization, and it was passed without further explanation, reasons, or discussion with the faculty.

"The procedure followed appears to be in violation of the 'Statement on Government of Colleges and Universities' jointly issued by the American Association of University Professors, American Council on Education, and Association of Governing Boards of Universities and Colleges of which the Indiana University Board of Trustees is a member. The Statement provides, in relevant part, that the governing board and president should, on 'matters where the faculty has primary responsibility, concur with the faculty judgment except in rare instances and for compelling reasons which should be stated in detail.' Among the matters over which the faculty is assigned primary responsibility are 'those aspects of student life which relate to the educational process,' and powers exercised by the governing board or delegated by it to the president as to these matters 'should be exercised

adversely only in exceptional circumstances and for reasons communicated to the faculty.' It is also stated that "[i]t is desirable that the faculty should, following such communications, have opportunity for further consideration and further transmittal of its views to the president or board.'

"It is clear that the funding mechanism for many student organizations falls within the category of 'those aspects of student life which relate to the educational process' over which there is primary faculty responsibility. For example, the Bloomington Faculty Council has discussed the educational aspects and benefits of InPIRG extensively, voting 29 yes, 10 no, 2 abstentions in 1972 and unanimously in 1974 to endorse a funding mechanism which would permit a check-off and other effective means of continued voluntary student support. The University Faculty Council vote in 1975 followed the recommendations of a committee composed of faculty, students, and alumni and appointed by President Ryan (the Braden committee) which studied the matter thoroughly.

"According to the 'Statement on Government of Colleges and Universities,' the Board of Trustees and President Ryan should have concurred in the considered judgment of the University Faculty Council unless, in this 'rare instance' or under 'exceptional circumstances', 'compelling reasons' were stated in full and communicated to the faculty, with opportunity for further consideration and transmittal of views by the faculty. Fragmentary reasons have been provided at various times for President Ryan's proposal, but none have been stated in detail nor communicated to the faculty. The Board of Trustees acted without indicating that there would be an opportunity for further consideration and transmittal of faculty views."

Faculty members who wish to contribute to future issues of the AAUP NEWS should write or phone Don Lichtenberg (Physics) (7-2329).

DEFICIENCIES IN THE ACADEMIC HANDBOOK

Each spring or summer, a faculty member who is reappointed receives a letter stating his salary for the following academic year. The letter contains no information about the rights and duties of the faculty member, or about the fringe benefits which add significantly to his or her total compensation. These rights, duties, and benefits are spelled out in the Academic Handbook of Indiana University, which is a document as close to a contract as exists between the university and the faculty member.

The policies and procedures set forth in the Academic Handbook reflect state law, decisions of the Board of Trustees, actions of the Faculty Council and other official bodies of the university, or administrative practice. The Academic Handbook states that italicized entries "following portions of the text indicate the basis of the immediately preceding provisions."

Unfortunately, some portions of the text are not followed by any entries. With other entries, it is not clear what the basis is for the Academic Handbook statements, as for example, with a section followed by the words, "Board of Trustees action; Administrative Committee action." Who can tell which parts of this section derive from authority of the Board of Trustees?

Because some sections derive only from Administrative Committee action or administrative practice, they can be changed at will by the administration. An important example of such a unilateral change in the Academic Handbook to the detriment of the faculty is the section on medical insurance. The 1968 edition of the Academic Handbook states that faculty members pay "50 percent of the cost" of medical insurance. In 1970 the administration unilaterally

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DEFICIENCIES IN ACADEMIC HANDBOOK
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departed from that policy, increasing the faculty share. In the 1973 edition of the Academic Handbook, the reference to 50 percent of the cost does not appear. Instead, the Academic Handbook simply says, "the percentage of institutional versus individual coverage varies between different classes of employees."

Unless faculty rights and benefits are guaranteed, we cannot know which ones will be missing from the next edition of the Academic Handbook.

AAUP ADDS TO EXECUTIVE BOARD

Edward Sherman, President of the local chapter, recently announced that he has added new members to the Executive Board. The expanded board consists of the following members:

Diana Carriger (Optometry); Ellen Dwyer (Forensic Studies); Allen Grimshaw (Sociology); Henry Hoffstetter (Optometry); John Irvine (Student Legal Services - SPEA); Gene Lawlis (English); Jerry Mintz (Anthropology); Rita Naremore (Speech & Hearing); Roy Samuelson (Music); Robert Shaffer (Education); Paul Strohm (English); Haas Tischler (Music).

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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