

1-1-1974

Newsletter Vol.2 No.1 1974

National Center for the Study of Collective Bargaining in Higher Education and the Professions

Follow this and additional works at: http://thekeep.eiu.edu/ncscbhep_newsletters

 Part of the [Collective Bargaining Commons](#), [Contracts Commons](#), [Higher Education Commons](#), and the [Unions Commons](#)

Recommended Citation

National Center for the Study of Collective Bargaining in Higher Education and the Professions, "Newsletter Vol.2 No.1 1974" (1974). *National Center Newsletters*. 109.
http://thekeep.eiu.edu/ncscbhep_newsletters/109

This Article is brought to you for free and open access by The Keep. It has been accepted for inclusion in National Center Newsletters by an authorized administrator of The Keep. For more information, please contact tabruns@eiu.edu.

The National Center For the Study of Collective Bargaining in Higher Education

NEWSLETTER

Vol. 2 No. 1

Date: Jan./Feb. 1974

This issue of the National Center's Newsletter marks the first issue for 1974. It also marks the first full year of the publication with subsequent issues scheduled for release in late March, May, September, and November.

Volume I of the Newsletter, which was completed with the close of the 1973 calendar year, contained two issues (September and November). Early reactions to our efforts have been most encouraging.

The lead article in this issue concerns workload provisions in the four-year college contracts. A later issue will summarize the two-year college contract workload clauses. Both articles will then be expanded by Center personnel into detailed publications.

Following the workload material is a synopsis of a study of student rights as mentioned in college contracts. As with the workload information, this student rights data will be expanded for future publications.

Additional information on the Second Annual Conference of the National Center scheduled for April 8 and 9, 1974 in New York City is included in this first 1974 issue. Persons planning to attend are asked to notify the Center of their intentions as soon as possible to assure a place at the Conference.

This issue of the Newsletter concludes with another update of the National Center's bibliography. John Allen, the Center's Librarian, is now preparing Volume II of the bibliography Collective Bargaining in Higher Education which will include references through the end of 1973. The bibliography is scheduled to be completed in time for distribution at the Second Annual Conference.

A final note, as this issue of the Newsletter was being sent to press, the Proceedings of the First Annual Conference was received from the printer. Copies are being mailed to attendees of the First Annual Conference. Others may order copies from the National Center at a cost of \$5.00 per copy.



Faculty
Teaching
Load

A review of teaching faculty workload provisions in faculty collective bargaining relationships provides an encouraging sign, among some which are less hopeful, that collective bargaining can meet the needs of the parties on an individual, tailored-to-the-situation, professional basis. We shall briefly review here the extant contract provisions in four-year institutions and will review those for two-year institutions in the next Newsletter. To the extent that one should expect mature and useful relationships to create unique rules based on actual conditions, the great diversity of formulae observed indicate that in the load area, at least, this expectation is being met. This may be true because load provisions are peculiarly governed by objective parameters and less likely to be affected by philosophical differences. Such parameters include (among others): institutional budget; student demand in particular areas; type of program offered; accreditation standards for graduate and undergraduate programs; and previous practice. The results of salary bargaining are also involved in any agreement on load as are any agreements on class-size limitations. There are obvious economic reasons for such interrelationships.

Problems

One sign of trouble, however, can also be discerned in the material studied. In some agreements the formulae are excessively technical. (Indeed, one formula was so complex that it was difficult for persons with experience both as department administrators and as contract interpreters to understand how a program would be constructed under it.) Attempts to cover every conceivable outcome in the contract language, instead of relying on good faith and good sense in dealing with unusual situations, usually indicate mutual distrust. Furthermore, technical clauses which are difficult to understand and apply provide grounds for a continuing flow of grievances based on misunderstanding, if nothing else.

Failure
to
Mention

At one extreme of the spectrum stand the ten agreements in public institutions which have no provisions on load at all. Since teaching load is a prime example of a condition of work covered by the statutes giving rise to bargaining, language on this issue can be expected in the future.

In the current City University of New York agreement with the Professional Staff Congress, recognition is accorded to the differing practices of the 20 institutions covered, ranging from two-year colleges through a graduate center, by use of general language:

faculty shall not be required "to teach an excessive number of contact hours, assume an excessive student load, or be assigned an unreasonable schedule." The 1971-72 load shall be one of the important elements in interpreting what is excessive or unreasonable.

Usual
Provisions

More generally, where the matter is mentioned in terms of specific hours, public colleges invariably mention 12 credit or contact hours per semester for undergraduate teaching, while private colleges set the same standard in a majority of cases: (10 of 16 agreements).

This statement must be qualified in a number of ways. Laboratory, supervision of student teacher, or physical education courses are generally accorded less than one hour of teaching credit for each hour of semester credit. Some agreements distinguish between semester-hour credits and contact-hour credits in setting load: the Polytechnic Institute of Brooklyn agreement with the A.A.U.P. provides for a maximum of 18 semester-hour credits per year but allows up to 27 contact hours per year for an all-undergraduate program. Formulae are not uncommon for computing load allowances for thesis advising, chairmanship, and honors program advisement. Less numerous clauses relate to load allowances for lectures, TV lecturing, work in particular departments, etc. In some cases, less credit is provided where more than one section of the same course is taught.

Two private colleges set a limit of three courses in one case and four courses in the other, without reference to semester or contact hours and also without reference to whether the courses are graduate or undergraduate courses. Where graduate teaching is mentioned, i.e., at St. John's University and the Pennsylvania State Colleges and Universities, the limit is nine hours. However, in the Pennsylvania case a mixed program of both graduate and undergraduate courses of twelve hours is permissible.

Formulae

Where specific formulae are adopted, they may be very complex. Examples are at Polytechnic Institute of Brooklyn, St. John's University, Pratt Institute and Long Island University. The Long Island University clause, for example, includes conversion factors for: Master Thesis supervision (one hour per accepted thesis with a maximum of three hours released time a semester); Student Teaching Supervision; Independent Studies, Honors or Tutorial courses (\$50 per student); Ph.D. Program in Psychology, etc.

In some cases, specific provision is made for monetary payment of overload up to some maximum number

of hours each semester (usually no more than three overload hours where mentioned). Provision is made also for balancing load over the year: for example, fourteen semester hours in the fall and ten in the spring where the annual total may not exceed twenty-four hours.

Of twenty-five four-year institution contracts surveyed which contained specific statements on faculty workload the following tables summarize the limitations, if any, set on the number of different course preparations and on the number of office hours which must be met.

It should be recognized that many contracts provide, as at the U. S. Merchant Marine Academy or at the Polytechnic Institute of Brooklyn, that faculty also have recognized duties with regard to research, membership on faculty committees, attendance at meetings, community duties and other demands on their time.

Number of Preparations Required of
Faculty Member in Four-year Colleges

| Type of College | Do not mention | General ¹ Statement | 2, or no more than 2 | 3, or no more than 3 | 4, or no more than 4 |
|-----------------|----------------|--------------------------------|----------------------|----------------------|----------------------|
| Private | 8 | 1 | 1 | 5 | 1 |
| Public | 3 | 0 | 3 | 3 | 0 |

¹Such as, reasonable number of preparations.

Number of Office Hours Required of
Faculty Members in Four-year Colleges

| Type of College | Do not mention | General ² Statement | 2 hrs. | 3 hrs. | 4 hrs. | 5 hrs. |
|-----------------|----------------|--------------------------------|--------|--------|--------|--------|
| Private | 7 | 1 | 2 | 1 | 4 | 1 |
| Public | 6 | 0 | 0 | 1 | 0 | 2 |

²Such as, maintain regular office hours.

Student
Rights As
Mentioned
In College
Contracts

One area of concern that has quickly developed in higher education bargaining is the role that students at a given college should or do play in the actual bargaining process. Regardless of how this question is ultimately settled, existing college contracts do specifically mention student rights. Connie Chiang, a National Center researcher, has recently compiled statistical data on student rights that are mentioned in existing contracts. Her research is being expanded into a detailed article for future publication. A synopsis is presented here for your information.

Infrequent
Mention

Less than one-third of the college contracts on file at the Elias Lieberman Contract Library at the National Center mention student rights in any fashion. Forty of the one hundred and forty-five contracts (28%) reviewed had something specific to say about student evaluation of faculty, student senates, student governance activities, and the like. It should be remembered that failure to mention any of these activities in a college contract does not mean that students are not active in those areas at that campus.

Evaluation
of Faculty

Student evaluation of faculty members is mentioned in twenty-two of the forty contracts (8 four-year and 14 two-year). Only two of the twenty-two contracts place students on evaluation committees. At Westmoreland County Community College in Pennsylvania two students appointed by the student government joined faculty members and administrators on a committee that was charged with developing an evaluation procedure based on the recommendations and information from faculty, students, and administrators. At Columbia-Greene Community College in New York two students join two faculty members and an administrator on a committee which annually reviews and revises the questionnaire used by students to evaluate faculty members. The other contracts which mentioned student evaluation allowed for student input but did not have students directly involved.

Curriculum
and
Academic
Affairs

Student activity in admissions, academic standards, educational research and/or the instructional calendar was found in fifteen contracts. The 6 four-year and 9 two-year college contracts establish committees which give students voting rights along with faculty and administration representatives.

Other
Areas
of Student
Rights

Trenton State College in New Jersey allows student participation, with voting rights, on the Institutional Planning Committee. Macomb County Community College

in Michigan has a student representative on the Standing Committee on Building and Site Facilities and the Learning and Institutional Resources Committee.

Perhaps the broadest student rights found in college contracts are found in the Boston State College contract and the Worcester State agreement. At Boston State, students participate in decision making, serve on faculty committees, on the Campus-wide Curriculum Committee, the Budget Consultation Committee, the All Campus Committee, and the Committee on Governance Review. At Worcester State, six students join an equal number of faculty and administrators on an All-College Council which is supposed to ensure substantial participation of the three segments of the college in decisions affecting their professional interests.

College
Contracts
With Multiple
Mentions of
Student
Rights

Of the forty contracts that mention student rights at all, 4 four-year and 2 two-year colleges mention student rights more than twice in their faculty contracts (Boston State College, Worcester State College, Massachusetts; Trenton State College, New Jersey; Roger Williams College, Rhode Island; Macomb County College, Michigan; and Community College of Allegheny County, Pennsylvania). Six other contracts, one four-year college (Saginaw Valley College, Michigan) and five two-year colleges (Adirondack and Onondaga Community Colleges, New York; Westmoreland County Community College, Pennsylvania; Rhode Island Junior College, Rhode Island; and Schoolcraft Community College, Michigan) specifically mention student rights twice in their agreements. The other twenty-eight college contracts mention student rights but once.

In the East, there is relative equality between the percentage of four-year and two-year college contracts that discuss student rights. Nine of the twenty-three four-year contracts (39%) and sixteen of the forty-seven two-year contracts (34%) mention students. In the Mid-West, however, four of nine four-year contracts (44%) but only eight of forty-five two-year contracts (18%) give student rights contractual status.

Over one-half of the contracts which discuss student rights are in five northeastern states. The summary table which follows shows that student rights are detailed in six eastern states, three mid-western states, one central state and one far western state.

Student Rights in College Contracts

| <u>Region</u> | <u>Student Rights in Contracts</u> | <u>Total Contracts in Region</u> |
|----------------------|--|--------------------------------------|
| East- New York 9 | 25 | 70 (36%) |
| New Jersey 4 | | |
| Pennsylvania 4 | | |
| Rhode Island 4 | | |
| Massachusetts 3 | | |
| Maine 1 | | |
| Mid-West- Michigan 9 | 12 | 54 (22%) |
| Illinois 2 | | |
| Ohio 1 | | |
| Central- Kansas 2 | 2 | 7 (29%) |
| West- Washington 1 | 1 | 14 (07%) |
| | <hr/> | <hr/> |
| Totals | 40 | 145 |

Second
Annual
Conference

Plans have been completed for the Second Annual Conference of the National Center at the Biltmore Hotel, 43rd Street and Madison Avenue, in New York City on Monday and Tuesday, April 8 and 9, 1974.

Registration will begin Monday morning, April 8 at 8:30. The first session deals with Community Colleges and Collective Bargaining. The second session Monday morning will feature a member of the National Labor Relations Board who will speak on the unit determinations recently decided by the NLRB for private colleges.

Monday afternoon will be devoted to a discussion of collegiality and collective bargaining and a review of the first three years of grievance and arbitration experience in the City University of New York to explore what lessons are there for everyone.

Tuesday morning sessions will cover the use of or the inappropriateness of past practice in a college bargaining context and the economic impact of collective bargaining on college salaries.

The final session on Tuesday afternoon will be a panel presenting positions with regard to what role students should or should not play in college bargaining.

The two-day conference will also feature speakers at luncheons on both days. Thomas Shipka, Vice-President of the National Society of Professors, will be the luncheon speaker on Monday. Theodore W. Kheel, Lawyer, Mediator and Arbitrator, will address the Tuesday luncheon.

Anyone interested in reserving a place at the April Conference may do so by returning the coupon below. (One place has been reserved for each National Center subscriber.)

The National Center for the Study of
 Collective Bargaining in Higher Education
 Baruch College-CUNY
 17 Lexington Avenue
 New York, New York 10010

| | | |
|-------------------|---|-------|
| Registration fee: | Subscriber - one free registrant/ subscription | |
| | Each additional registrant from a subscriber | \$100 |
| | Non-subscribers - first registrant | \$150 |
| | Each additional registrant | \$125 |

Please reserve _____ places for the Second Annual National Conference, COLLECTIVE BARGAINING IN HIGHER EDUCATION, April 8-9, 1974, New York City.

Name _____ Title _____

Name _____ Title _____

Organization _____

Address _____

City _____ State _____ Zip Code _____

Telephone _____

Area Code

Number

Recent
Developments

The AFT was certified as the collective bargaining agent for full-time teachers and ranked librarians at the four Vermont State Colleges (Johnson, Lyndon, and Castleton State, and Vermont Technical College) in late December.

A new law in Massachusetts has been signed effective July 1, 1974. The law broadens the scope of bargaining to include standards of productivity and performance, negotiation of an agency shop, "final offer" arbitration for police and firemen's disputes, and the prevalence of contract terms over local ordinances.

Bargaining
Laws
Summary

According to a recent issue of the GERR (10/22/73) thirty states now have some form of public employee collective bargaining statute. Three additional states, California, Kansas and Missouri have a situation where employees may meet and confer with employers but their laws stop short of formal collective bargaining. Eight other states have no law but do have opinions from attorneys general or court rulings which allow public employees bargaining rights. Only nine states: Arizona, Colorado, Louisiana, Mississippi, North Carolina, Ohio, South Carolina, Tennessee, and West Virginia, have no state law or administrative ruling sanctioning bargaining. The situation will undoubtedly change with the 1974 sessions of the state legislatures.

New York
University

Voting in the run-off election at New York University was completed on January 11, 1974 but results of the vote count were not available as this issue of the Newsletter went to press. The run-off election was required when neither the United Federation of College Teachers, Local 1460 (AFT), the American Association of University Professors, nor the No Agent box received a majority of the valid ballots cast at the first election in November. The Law School Faculty voted 40 to 4 to remain a separate unit and then voted 27 to 17 to be represented by the New York University Faculty Law Association. The main faculty body voted 310 for the UFCT; 255 for AAUP; and 299 for No Collective Bargaining Agent. The NLRB supervised run-off election was between the UFCT and the No Agent designation.

BIBLIOGRAPHY

THE COLLEGE STUDENTS' ROLE IN COLLECTIVE BARGAINING

New Selected References to: Collective Bargaining in Higher Education 1971-1973 and the October, 1973 special bibliography on Students.

AFFIRMATIVE ACTION

Stanford Faculty Wants More Minority and Women Grad Students.
Higher Education Daily, May 31, 1973, p.6.

COLLECTIVE BARGAINING (STUDENTS)

Hine, T. "Students Gain Role in Faculty Contract Talks."
Philadelphia Inquirer, April 25, 1973.

Semas, P.W. "Three Massachusetts Colleges Allow Students to Sit in on Faculty Bargaining". Chronicle of Higher Education, 8(6):1,2, October 29, 1973

Colleges are Fitchburg State, Salem State and North Adams State.

Zweiback, R. "Faculty Contracts: Their Detrimental Effects on Students." November 10, 1973. 5 pp. Copies available from this Center.

CONTRACTS, CONTENTS OF

Aaron, R.M. Status of Student Personnel Workers in Collective Bargaining in Higher Education, PhD Thesis, School of Education, Indiana University. August, 1973, 191p.

Identifies and describes the extent to which student personnel professionals are included as part of the bargaining unit and the fringe benefits, workload, tenure, etc., to which such personnel are entitled.

COURT CASES-CALIFORNIA

"Court Upholds Ban on Violent Disrupters." Chronicle of Higher Educ., 8(5):2, October 23, 1973.

Calif. Supreme Court backs colleges right to bar from campus people who are violent, obstructive or engage in physically coercive acts. (Total Quote.)

Stanford University.

Court Dismisses Student Case Against Stanford and Shockley/Academic Freedom. Higher Educ. Daily, August 31, 1973, P.2.

Panel Backs Ban on Genetics Course by Shockley/Academic Freedom. Higher Educ. Daily, July 19, 1973, P.4.

Girls Win Another Round in Athletics Battle. Higher Educ. Daily, May 22, 1973, P.6.

COURT CASES-MICHIGAN

Winkler, K.J. "Bar Exam Biased, Students Claim in Suit." Chronicle of Higher Educ., 8(7):5, November 5, 1973.

Challenge Michigan's bar examination as biased against blacks since it fails to cover areas such as labor relations, family law, landlord-tenant relations and others which are highly relevant to black communities.

COURT CASES-MISSISSIPPI

Mississippi State University.

Women students file class-action suit in U.S. District Court charging housing regulations violate rights of privacy, freedom of association. Chronicle of Higher Educ., 8(10):2 November 26, 1973.

University of Southern Mississippi.

ACLU brings suit in federal district court for dismissing faculty members associated with campus chapter of ACLU and the Progressive Student Assoc. Chronicle of Higher Educ., 8(10):2, November 26, 1973.

COURT CASES-NEW YORK

West Point.

Court Rules West Point can Keep Honor Committee. Higher Educ. Daily, July 23, 1973, P.4.

COURT CASES-OHIO

Kent State University.

High Court Rejects Kent Case Against Ohio Guard. Higher Educ. Daily, June 22, 1973, P.2.

High Court Will Decide if Kent State Victims Can Sue Officials. Higher Educ. Daily, June 27, 1973, P.1.

Parent of Kent Student Sues Guard. Higher Educ. Daily, June 28, 1973, P.2.

Students Ask Again for Grand Jury on Kent Shootings. Higher Educ. Daily, May 11, 1973, P.2.

COURT CASES-WISCONSIN

Wisconsin State University, Roth vs. Supreme Court. "Roth, Key Figure in High Court Ruling on Faculty Rights, Awarded \$6,746." Chronicle of Higher Educ., 8(10):3, November 26, 1973.

Contract had not been renewed, in part due to Roth's criticism of the University's handling of black student protests.

FACILITIES

University of Wisconsin - Madison Dorms Thrive Without Students. Higher Educ. Daily, June 14, 1973, P.5.

GOVERNANCE

Jenks, R.S. "Faculty-Student Participation in University Government: A Case History." Educational Record, 54(3): 236-242, Summer, 1973.

Discusses the University of New Hampshire's four year old system which increased direct student participation in overall University decision making.

GOVERNANCE-STUDENT PARTICIPATION

Illinois Appoints Student to State College Board. Higher Educ. Daily, July 17, 1973, P.3.

Luther College (Iowa) Students Demand Representation. Higher Educ. Daily, May 10, 1973, P.5.

SUNY Approves State-Wide Student Council. Higher Educ. Daily, May 1, 1973, P.1.

NLRB

Kahn, K. "The NLRB and Higher Education: The Failure of Policy-making through Adjudication." UCLA Law Review, 21: 63-180, October, 1973.

Covers governance; overlapping roles of faculty, students and administration; reasons for organization; intent of NLRA; effects of including non-faculty; treatment of professional schools, and alternative approaches; etc.

PERB DECISIONS-MICHIGAN

University of Michigan, Regents of and Benevolent Order of Guides in Extremis.

MERC dismisses petition of 32 student employee counselors out of 4000 student employees to establish independent bargaining unit. (MERC, Case R72B-46, March 29, 1973.) 1973-GERR-532: C-2.

PERFORMANCE EVALUATION

Bouvier, P.L. - Letter to the Editor - Comments on student evaluation of faculty members. Chronicle of Higher Educ., 8(8):13, November 12, 1973.

Evaluation Procedure Approved at University of S. Florida. Higher Educ. Daily, September 5, 1973, P.6.

Fox, L.E. - Letter to the Editor - Comments on student evaluation of faculty members. Chronicle of Higher Educ., 8(8): 13, November 12, 1973.

STUDENT MOVEMENT

Public Interest Research Groups Mobilize Students in Grass-Roots Consumerism. Higher Educ. Daily, September 7, 1973, P.6.

STUDENT MOVEMENT (Continued)

Students Only Ones on Campus Pushing Higher Education Reform Says Report. Higher Educ. Daily, June 7, 1973, P.6.

STUDENT PARTICIPATION

U. of Michigan Student President Got Start In Jail Release Program. Higher Educ. Daily, May 22, 1973, P.4.

STUDENT PROTESTS/UNREST

Administration, Students, Police, Blamed in Southern University Deaths. Higher Educ. Daily, July 11, 1973, P.1.

Bulletin - Kent State Shootings. Higher Educ. Daily, June 14, 1973, P.6.

Clark, S. "Former Student Gets 23 Years for 1970 Bombing at Madison." Chronicle of Higher Educ., 8(8):2, November 12, 1973.

Columbia President Links Anti-War Militants and Watergate. Higher Educ. Daily, May 18, 1973, P.1.

Commission Details Southern University Tragedy. Higher Educ. Daily, July 31, 1973, P.2.

Commission Finds No Single Cause of Unrest (Carnegie Commission). Higher Educ. Daily, August 8, 1973, P.1.

Commission Offers Guidelines for Disruptions at Southern University. Higher Educ. Daily, August 3, 1973, P.3.

Ex-Dissident Speaks at Harvard Commencement. Higher Educ. Daily, June 19, 1973, P.6.

FBI Admits New Kent State Facts/Bayh Asks New Probe. Higher Educ. Daily, July 26, 1973, P.1.

Goddard President Accuses FBI of Theft. Higher Educ. Daily, September 11, 1973, P.3.

Gonzales Shouted Down by Chicanos on University of Colorado Campus. Higher Educ. Daily, August 22, 1973, P.6.

Justice to Probe Kent State Tragedy Again. Higher Educ. Daily, August 6, 1973, P.1.

STUDENT PROTESTS/UNREST (Continued)

Kent State: Review, Yes: Reopen, Unlikely. Higher Educ. Daily, June 18, 1973, P.1.

Mounting Discontent at Air Academy Spurs Review. Higher Educ. Daily, June 12, 1973, P.4.

Moynihan: Peace is at Hand. Higher Educ. Daily, September 4, 1973, P.2.

Nader Scorns Lack of Campus Concern. Higher Educ. Daily, May 1, 1973, P.8.

No Indictments Made in Southern University Deaths, as State Grand Jury Ends Term. Higher Educ. Daily, August 1, 1973, P.1.

Ohio Disruption Law Provides One Year Suspension. Higher Educ. Daily, September 17, 1973, P.4.

Protestors Occupy President's Office at Goddard College, Vermont. Higher Educ. Daily, August 13, 1973, P.5.

Report Due on Investigation of Southern U. Deaths. Higher Educ. Daily, June 21, 1973, P.2.

Report on Campus Unrest Available. Higher Educ. Daily, August 24, 1973, P.5.

"Saxbe Says He May Halt Probe of Kent Tragedy." Chronicle of Higher Educ., 8(8):1, November 12, 1973.

Southern University Commission Cautions Students on Dissent. Higher Educ. Daily, August 14, 1973, P.5.

Southern University Commission Stresses School-Police Coordination During Disorders. Higher Educ. Daily, August 10, 1973, P.4.

Student Blames System for Southern University Tragedy. Higher Educ. Daily, August 16, 1973, P.5.

Twelve Arrested in Boston U. Protest of Marine Recruiting. Higher Educ. Daily, May 10, 1973, P.6.

University of Illinois Protestors Called "Measly Bums." Higher Educ. Daily, September 25, 1973, P.6.

STUDENT PROTESTS/UNREST (Continued)

"Weatherman Case Dropped in U.S. Court." Chronicle of Higher Educ. 8(5):6 October 23, 1973.

District Judge dismisses bombing conspiracy charges against 15 Weathermen when Justice Department refused to disclose details of its electronic surveillance which would "endanger national security."

YAF Leader Sees Calm on Campuses This Year. Higher Educ. Daily, August 20, 1973, P.1.

White House Rejects Kent State Shootings Investigation. Higher Educ. Daily, June 1, 1973, P.5.

Years of Activism Left Their Mark. Higher Educ. Daily, May 9, 1973, P.4.

STUDENT PROTESTS/UNREST-INTERNATIONAL

"Greek Universities Closed in Wake of Student Riots." Chronicle of Higher Educ., 8(10):7 November 26, 1973.

STUDENT RIGHTS

Creager, J.A. Selected Policies and Practices in Higher Education. American Council on Education, Dupont Circle, Washington, D.C. 20036, Research Report, Vol. 8, No. 4. \$3.00

Reports on a survey of institutional policies and practices, use of student evaluations, and other areas having direct impact on students.

Positive Tone Marks New West Point Code. Higher Educ. Daily, September 11, 1973, P.6.

West Point Drops Silent Treatment. Higher Educ. Daily, September 18, 1973, P.3.

Worcester Polytechnic Institute, Mass. Plan Calls for Student Responsibility, Proof of Competency. Higher Educ. Daily, June 7, 1973, P.4.

STUDENT UNIONS

Bucklew, N.S. "Unionized Students on Campus." Educational Record, 54(4):299-307, Fall, 1973.

STUDENT UNIONS (Continued)

National Association of State Universities and Land Grant Colleges, Circular Letter, No. 23, October 27, 1970.

The Student Association of SUNY Buffalo has announced a plan to form a student union on campus to negotiate on such issues as class size, marking systems, student working conditions, etc.

NSA Shifting Focus from Politics to Education. Higher Educ. Daily, September 4, 1973, P.1.

Stockton State College, N. J., Students Unionize. Higher Educ. Daily, May 1, 1973, P.7.

WOMEN

Women Students Need Women Faculty, Says Professor. Higher Educ. Daily, August 28, 1973, P.4.

WORKLOAD

"Workload Study Committee Report." Board of Regents - AAUP Study by University of Rhode Island. June 6, 1973, 9 p. Copy available from this Center.

Starr, S. F. "A Fair Measure for Faculty Workload." Educ. Record, 54(4):313-315, Fall, 1973.