

Faculty Unions at Notre Dame

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THE OBSERVER

Vol. VII, No. 68

serving the notre dame - st. mary's community

Monday, January 29, 1973

Peace observance draws 4,000

Hesburgh: No certain peace

by John Abowd
and Mike Welby

It is 5:45 in the Athletic and Convocation Center.

Over half of the 4,000 people attending the "Peace Observance" are on the carpeted basketball floor for the consecration of the bread and wine. The only light in the South Dome shines on James Cooney, executive director of the Alumni Association, as he reads the list of the 32 Notre Dame graduates who died in the twelve year long Vietnam war.

Cooney's reading was nearly the final act of the observance which began with Fred Schaefer playing piano three hours earlier and ended in a buffet supper served from eleven lines.

University President Fr. Theodore Hesburgh delivered the sermon at the concelebrated mass which highlighted the observance. His sermon keyed the general tone of the afternoon when he said: "There is really nothing to celebrate—no real victory for anyone, no certain peace for anyone. For a moment, the guns are silent."

Hesburgh called the present mood of the country "the most disunited" since the Civil War. He noted in support of this claim that "the whole counterculture that has developed has brought on a new facism."

"We have witnessed a devaluation of American life which is best seen in the violence and killing that war symbolized," Hesburgh said.

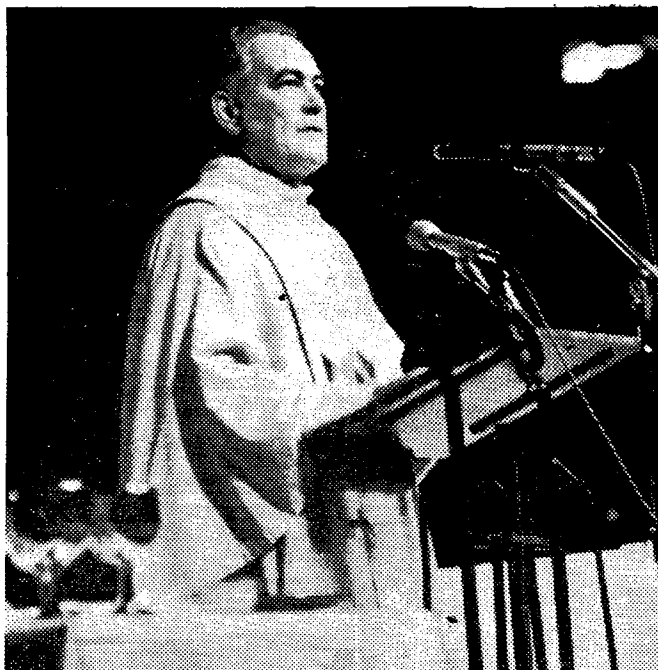
The former chairman of the U.S. Civil Rights Commission also said that America had experienced a "debasing of language and value" when the military claimed that it had to "destroy to liberate. Now they are free, whatever that means in such a context," he continued.

Hesburgh countered the military viewpoint by saying, "If we have learned anything in this decade it is the foolishness of war. Any of us who think at all would have to say that violence is no solution to any human problem. One should echo the words of Pope Paul IV, 'Enough of war.'"

Comparing the world to a spaceship, Hesburgh said, "Peace is not possible except insofar as we are working for justice. Think of the world as a spacecraft with only five people instead of 3.5 billion."

In the analogy the one passenger who represents the western world has 80 percent of the world's resources while the other four passengers must share 20 percent. "What chance is there for peace and love aboard this spaceship?" Hesburgh asked.

He noted also that the United States with five percent of the world's



Fr. Hesburgh delivers the sermon.

population was using 40 percent of its resources. "That is not justice and it cannot be justice."

Hesburgh then suggested that students become "mediators" of the peace process. "Peace and justice

must become micro-virtues that touch your lives."

"As you educate yourself for competence take the time to educate yourself in value. When you go into the world consider how much you do for

yourself and how much you do to better the world," Hesburgh said, concluding that "Although you cannot look into the past with love, you should view the future with courage, dedication, hope and love. Then, we have something to celebrate here today."

The peace observance began at 3:00 p.m. with an invocation by Fr. James Burtchaell, university provost.

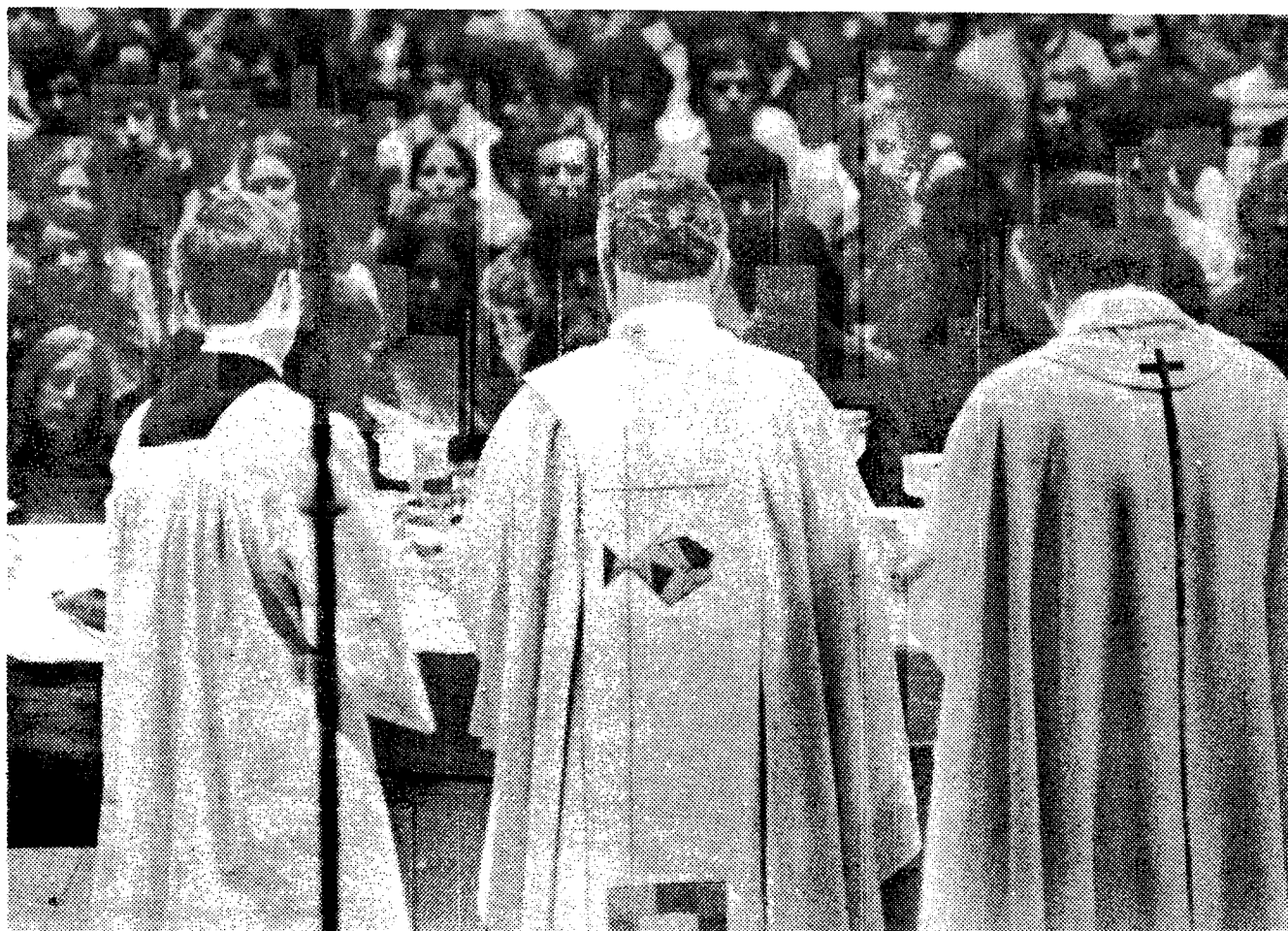
Burtchaell emphasized the "confusion" surrounding the current peace. "The day is proud with honor, yet uneasy with distrust. Welcome is prepared for prisoners, but no welcome will serve to call back those many more dead. We are quit of the war, yet know that our hearts are never quit of the hostilities that breed war."

Cordelia Candelaria, a graduate student, conducted the music and readings program that preceded the mass.

The songs and selections centered around three themes: the end of the Vietnam war, "the quest for peace," and the search for spiritual awareness.

The readings included the familiar passage from Ecclesiastes (3:1-8) read in Vietnamese by Monique Kobayashi, a graduate of St. Mary's.

The program was assembled in four days by a committee of faculty, students and administrators under the direction of Fr. Burtchaell.



Principal celebrant Fr. Hesburgh and Fr. David Burrell, one of the 40 concelebrants, face the participants in yesterday's peace observance mass. (staff photos by Mike Budd.)

Sunday night robbers hit Alumni

see story on page 2

world

briefs

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Saigon--After a violent beginning, the Vietnam cease-fire appeared to be gradually taking hold Sunday night. South Vietnamese military reports indicated that the intense fighting that had marked the early hours of the cease-fire was waning, that some opposing units were disengaging from contact and that only "minor ground action" was still going on.

Miami--President Nixon in a radio address Sunday disclosed plans for reductions in long-standing programs of aid to hospitals, schools and urban areas and appealed to the nation to put pressure on Congress to cut Federal spending. Nixon also disclosed proposals for using some of the Federal savings to aid pollution control, crime fighting, drug addiction rehabilitation and increased cancer and heart disease research. He also repeated his determination to avoid a tax increase.

Washington--The North Vietnamese communists have notified the United States that they hold 555 American military prisoners in North and South Vietnam who will be released within the next two months. To Washington's concern, however, North Vietnam has provided no information about American prisoners who may be held in Laos. The Pentagon lists six prisoners who may be missing in Laos.

on campus today

7:30--meeting, celtic society, international room, lafortune.

8:00--film, the great thaw, civilization series, university club.

8:15--organ recital, dr. arthur lawrence, sacred heart church.

at nd-smc

Armed robbers hit Alumni Hall

by Ed Ellis
Bob Higgins
Jerry Lutkus

Three armed men held six Notre Dame students captive on the second floor of Alumni Hall for more than an hour last night and escaped with an estimated \$70 in cash.

This latest in a recent rash of burglaries and robberies on

campus ended at about 10:30 p.m. when the robbers fired two shots at a student who pursued them from the hall into the main quad. In their flight, they forgot a gun in the room they had just left.

The robbery had begun an hour earlier when the three men interrupted four of the students who had been watching television in their room.

A knock on the door gained entry

for the robbers, who proceeded to bind and gag the students and rifle the room. Two more students visited the room during the next hour and were forced at gunpoint to remain.

The episode ended abruptly when another student came to the locked door of the ransacked room. The robbers tried to lure him into the room, but when he failed to recognize the voices, he hesitated, and at this point, one robber

trained a pistol on him.

Surprised by this, the student fled, followed by all three robbers. Another Alumni resident, hearing shouts and noise in the hallway, left his room and chased the gunmen outside and down the quad toward O'Shaughnessy Hall. He reported that the robbers fired twice at him in their flight.

Meanwhile, the victims had locked the door behind the thieves and called Notre Dame Security.

Apparently, the students had difficulty convincing Security that they were serious. The police answered the call about fifteen minutes, and are currently investigating. St. Joseph County Police were also summoned to the campus, but have deferred to campus officials in handling the affair. Detectives from the County Police Department will enter the investigation upon the filing of an official report by Notre Dame Security. Security will release more details today.

'Double standard' decried

by Bill Sabin
Staff Reporter

The Women's Caucus of Notre Dame denounced Fr. Riehle's controversial announcement about women living off-campus as unfair and another result of the "double-standard" at Notre Dame.

At its first meeting of the

semester last night, the Caucus appointed a committee headed by Terry Anderson and Kitty Carroll to find out exactly how many women have planned on moving off-campus next year, and to gather support by means of a petition and informal discussions. The petition will be available for signing in the dining halls today at

lunch and dinner, and the women urged all students to sign it.

Katie Duffy objected to the University's rationale for the decision, which is to facilitate coeducation. Calling it "utilitarian rather than humanitarian", she also said, "Personally, I'm tired of living a dorm and don't see why I should be forced to remain." She also cited the "incessant chattering" and the "confining" atmosphere of dorm-life in general as reasons for moving off-campus.

Complaints reach peak

SMC meals defended

by Janet Longfellow
Staff Reporter

Complaints have reached a peak concerning the food service at St. Mary's. One rumor claims that the food quality is going down because Saga Food Service has switched from its "Plan A" to "Plan B" quality.

Crawford Casswell, Saga Manager at St. Mary's dining hall, denied the rumor by saying, "I know of no such food plan and the food quality has not changed."

In speaking of food quality, Casswell included the question of fruit quality also. He backed his statement, explaining, "Saga operates on a thirteen-week menu cycle which is the same at all the participating schools, varied only slightly by regional preferences. If an item is low in popularity, we will take it out. We always try to keep variety."

The size of the dish portions has also been criticized, some suggesting that rising food costs have caused Saga to cut down on meat dishes and increase the starches.

Casswell claimed that, "Costs have increased greatly over Christmas vacation, but we stick to the same policy that you can come back for more."

He accounted for the alledged increase in starches with the example, "Out of the thirteen week cycle we will have roast beef thirteen to fifteen times, despite the high rise in price." The alternative is to serve something one-half that price, such as strawberries and waffles or cheese fondue as a necessary third choice, to offset the cost. Casswell continued, "Hopefully this will work as long as people will come back and take the third choice item so that we won't run out of the others."

Casswell sees a portion of the problem stemming from students' attitudes "typical" every year

around January and February. "The weather is always bad and dreary, so people like to blame the food service if they see the same item served twice in a week."

When there are complaints, the managers suggest, "There is a food committee at St. Mary's. Students should find out who their representatives are and utilize it to air their gripes. We can be flexible."

Among suggestions Saga is considering are the possibilities of health foods from Berens Springs and a request for milkshakes. Casswell commented, "If the suggestion is possible, we will carry it out."

Alumni as co-ed dorm?

by Mike Welby
Staff Reporter

A year ago, a proposal was made changing Alumni Hall into a coeducational dormitory. The proposal, originally suggested by Alumni Rector Fr. John Mulcahy, was made by former hall president Ron Pogge after a semester of research by several Alumni residents.

The proposed plan would have made Alumni Hall an experimental case in coed living. Copies of the study and of the proposal were given to all of the major administrators.

In the study, the effects of coeducational housing at other campuses were considered. The finding was that in other cases experiments in coed living had been both successful and beneficial. Other universities noted a greater sense of communities, more mature attitudes and behavior, reduced damage to resident halls, a quieter atmosphere, an increase in intellectual exchange between hall

residents, no increase and sometimes a decrease in promiscuity, and no change in the amount of time spent studying.

The study also included a list of physical changes that would have to be made if the experiment was to be allowed. The changes, all relatively minor, provided the female residents with private sanitary facilities and baths. The girls' rooms would be spread throughout the building having men and women in rooms adjacent to each other.

The proposal provided a screening process to evaluate prospective members. This screening would allow the hall to select those residents who agreed with the goals of the community being built.

The proposal also allowed for instruction of the residents to inform them of the details involved in coed living. The experiment would be evaluated on a year to year basis and renewed solely on the results.

Along with the physical changes

Mock Stock Market planned

by Bob Quakenbush
Staff Reporter

Simulated buying, trading, and cash prizes will highlight the Mock Stock Market beginning February 5 and extending through March 2. The Notre Dame Finance Club and the brokerage firm of Thomson & McKinnon, Inc. will sponsor the mock New York Stock Exchange in the main lobby of the Hurley College of Business Administration.

Combining elements of a game and an exhibition, the Mock Stock Market should be profitable for all who take part, according to James Wald, chairman of the committee in charge. "Our primary purpose

is to allow participants to learn about and experience the workings of the stock market without running the financial risk it involves in real life. The Finance Club plans to handle our market in a very professional manner. For instance a computer will be utilized to keep track of all earnings, losses, and transactions."

The "game will be conducted in the following manner: For a one dollar entrance fee, participants will be granted \$20,000 of mock buying power. They can use their account to invest in any stocks on the market, using whatever method they wish to employ, whether through wise judgment or trust in Lady Luck. Stocks can be purchased in "round lots" of 100 shares or "odd lots", and a small "commission" will be exacted on each transaction. One can buy, sell, or trade as often as he wishes, or stick with his initial investment for the entire four weeks. March 2, the three investors with the most profits will be awarded cash prizes of \$35, \$25, and \$15 donated by Thomson & McKinnon.

"Anyone can win," comments Wald. "For instance, last year a freshman from Howard Hall beat our professors and business administration majors alike."

Actually, the four week session is Phase II of the Mock Stock Market. Phase I commenced in November and dealt with long term investment over a six month period. Phase I ends May 9, when identical prizes will be awarded.

As a bonus for those entered Phase I, each dollar they invested in November permits them to purchase an equal amount of buying power in phase II for fifty cents.

The Mock Stock Market will open Monday, February 5. Exchange will take place from 10:00 to 12:00 and 1:00 to 3:00, Mondays through Fridays until March 2.

(continued on page 11)

Another College COLLECTIVE BARGAINING Contract

FACULTY
AGREEMENT
1971-1972



OAKLAND UNIVERSITY
ROCHESTER, MICHIGAN

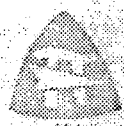
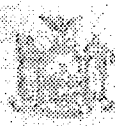
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(April 3, 1972)

FACULTY UNIONS

AT NOTRE DAME?

Faculty unions, or collective bargaining in higher education, is gaining momentum on major campuses across the nation. It is no longer limited to junior colleges as indicated by figures which show that 121 four year schools picked agents since 1969-70, while 147 two year schools went union.

Faculty unions have prospered for a number of reasons, but they primarily represent an attempt by faculties to gain de facto recognition by their administrators.

What the faculties want recognized are the contributions they can make to the academic governance of their institution by virtue of their professional stature. They are incensed by administrators who ignore their tenure committee recommendations; threaten academic freedoms by intimidating outspoken faculty with tenure denials, black listing, and blocking their participation on committees; require heavier teaching loads without consulting the faculty; and withholding scheduled pay raises.

There are plenty of arguments against the trend towards unionization. Here the primary argument is that it is to the detriment of higher education because it will reduce faculties from professional bodies, to common blue collar laborers. At the heart of the argument is the contention that faculties will become clock watchers, and limit their pursuit and advancement of knowledge to the hours stipulated in their negotiated agreement.

Another argument claims student and staff unions will follow and that the administrations will be locked in negotiations the year around. Still another questions the future of academic councils and faculty senates, which will no longer be the exclusive mouthpieces of

the faculty, but merely secondary organs for advice if they continue to exist at all.

Obviously there are many problems involved, and unfortunately there are no solid answers based on long term observations. The trend originated approximately in 1964 when faculty at the City University of New York began to investigate the issue, which means there has been hardly enough time to recognize the issue, plan and execute a study of it.

Because the trend is spreading rapidly (nearly 20 four year schools have elections pending right now), and because Notre Dame could become another statistic of the trend, the Observer prepared this supplement to acquaint the campus with the basic issues, to stimulate open discussion of them, and to attempt to examine them in context of the Notre Dame faculty-administration situation.

Staff reporters David Rust and Michael Baum contacted approximately 50 faculty members. This figure includes department chairmen, and deans or their assistants. They contacted 20 members of the College of Arts and Letters, and 10 members from each of the other three colleges. It should be kept in mind that the report by Rust and Baum on pages 6 and 7 is not representative of the entire faculty, but is only a sampling of private opinions.

The Observer also spoke with members of the American Association of University Professors (AAUP), and extended an invitation to Provost James T. Burtchell to submit contribution of his views. He declined because he felt it was an issue the faculty must decide themselves, and because he feared a contribution might create the impression that the administration is in opposition to the faculty.

Collective bargaining will be discussed Tuesday at 8 p.m. in the University Club by Dr. Woodley B. Osborne, AAUP national coordinator of collective bargaining. It is not necessary to be a member of the Association to attend.

Topics of discussion will include: can collective bargaining work in a private university, tenure, and academic freedom, financial advantages, does it obviate the need for faculty senates, and what steps are necessary to establish a faculty union.

Local president, Prof. Paul Rathburn, says the Association is not sponsoring the discussion to agitate for a union, but merely to spread information, because it is too important an issue for the faculty to remain unaware of now.

In order to further discussion of this issue, the Observer welcomes letters to the editor expressing your thoughts and comments concerning the meeting tomorrow night and the information in this supplement.

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Collective Bargaining: Both Sides

Presenting the arguments for collective bargaining in general is basically stating the Don Quixote orientation of higher education, while listing the opposition amounts to playing the devil's advocate.

Faculty in favor of collective bargaining seek recognition, first of their professionalism, and second, of what they claim is their right to make major decisions of academic governance which affect academics and student life where applicable. It seems to be a philosophical argument for recognizing human potential, in this case qualified by years of study, research, and teaching. It is not money oriented, although it plays a major role.

In theory, faculty are supposed to be dedicated to the advancement of higher education, and their personal interests are subservient to this ideal. Faculty are obligated to perform independently in the spirit of scientific inquiry, encourage the pursuit of knowledge; and in the role of sharing academic governance, the faculty should use objective professional judgement and defend free inquiry.

Based on their dedication and professional background, faculty claim they have the right to protect their pursuit of knowledge and

methods, by playing the primary role in decisions of tenure, academic freedom, curriculum, subject matter and faculty status.

The pro-collective bargaining faculty claim more competence in these decisions than administrators who are necessarily detached from teaching and research; and may be connected with interests other than the advancement of higher education, such as soothing grumpy old alumni by agreeing not to become coeducational too quickly.

These faculty members are not calling for exclusive decision making power, but recognition of their exclusive qualifications. They believe in shared governance, and would rather achieve such a relationship with administrators without the adversary system of collective bargaining. Unfortunately this isn't always possible, as at Temple University where the administration dropped 236 part time and 26 full time teaching jobs, postponed scheduled pay raises twice and repeatedly vetoed faculty committee tenure recommendations. Under such conditions, the resolution of these issues and others appears to the faculty to make them legal rights and no longer subject to the whims of administrators.

According to Prof. Anthony John of the Southeastern Massachusetts University Faculty Federation, "If traditionally, some university faculties have played participatory role in the exercise of some of these functions, largely, this exercise was a privilege and not a right."

In addition to recognizing faculty for their inherent value, proponents argue that it eliminates arbitrary administrative decisions, allows administrators more time for administrative duties; develops the community atmosphere by treating all as equals and requiring participation by a large number of faculty in all of the decisions, particularly those involving tenure and curriculum planning.

On the other side of the fence the arguments are many, and begin with the idea that the concept of shared academic governance is feasible even in colleges and universities where it appears to have failed. Proponents of this claim that more efforts at effective communication have to be made by both sides.

There are other complications for academic governance. Where would a collective bargaining unit leave students? Students now participate on many councils which make decisions concerning

curriculum, and presentation methods. Would they be ignored, regretfully dismissed from service, be included in the negotiated agreement, or be invited to participate in future decisions? A question also is raised about what sort of student reaction there would be if they were denied participation.

The academic councils also are placed in jeopardy by collective bargaining because the collective bargaining agent becomes the official mouthpiece of the faculty. Academic councils and other committees involved in shared governance must either cease to exist or accept their reduction of scope and power, and try to cooperate with the agent and the administration.

Other negative arguments cover a myriad of areas. The one most frequently used is that collective bargaining will reduce faculty from professional teachers to clock watchers. The argument goes that faculty will reduce the time for student conferences, and limit their preparation and grading time to the hours provided in the contract. If the papers aren't graded, the lecture prepared or the student hasn't arrived by quitting time, then it will have to wait until the next day.

Related to professionalism is initiative, which anti-collective bargainers claim will drop when merit increases are scrapped in favor of equal pay in accordance with the agreement.

When speaking of finances, a broad area is uncovered. First, it

is quite expensive to maintain a bargaining unit, which is done mainly with high dues. Next the probability of occasional if not frequent raises for faculty require more money which could result in an increase in student fees or cutbacks in academic areas.

Before there can be cutbacks, money must be budgeted for academic programs. Who will decide how much academics get, and to go one step further, who will decide whether liberal arts or science gets more, before the decision comes down to a departmental level?

Students, according to stereotypes, have enough complaints about money. Some who protest collective bargaining fear that fee increases coupled with a reduction of assistance from their professors will result in counter pressure groups, possibly a student union. Some have extended this further to involve staff unions. The overwhelming fear is that the administration will be locked in negotiations year round as each union raises its gripes.

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The AAUP Position

After eight years of concern and investigation the American Association of University Professors (AAUP) endorsed collective bargaining as a major additional way of reaching its goals in higher education.

The decision came during the AAUP's 58th annual meeting in New Orleans in May 1972. The vote was 3734 to 54. Notre Dame's chapter representatives Paul Rathburn and Gerald Jones, voted for collective bargaining on the order of their executive council.

The decision was a milestone in AAUP history because of the adversary nature of collective bargaining and debate it fostered within AAUP ranks. It created two fundamental problems conflicting with the Association's policies of neutrality and doing all it can to protect the ideals of academic freedom and higher education.

According to the official AAUP Council position circulated among all chapters before the annual meeting, "...the Association since its inception has been a proponent of the principles and standards which it attempts to impartially apply in individual situations, whereas in collective bargaining the bargaining agent usually stands partisan of the members of the bargaining unit, and the organization with which the agent is affiliated may be perceived in the same way."

Also, "...at the institutions where an organization other than the AAUP chapter has gained exclusive bargaining rights, the administration is expected to deal with the exclusive agent as called for in the agreement, and see complaints channeled through grievance procedures which have been provided, thus it may be unresponsive to the Association's inquiries or policies which might be at variance with what is embodied in the bargaining agreement, and the bargaining agent itself may be unwilling to delegate its interests and prerogatives, gained through a bargaining election and the ensuing agreement, to an outside organization."

The Association could either withdraw from collective bargaining altogether, except for chapters already actively involved, or take the chances of participation.

Proponents of withdrawal said

the reputation for detachment and continued cooperation from administrators would be maintained. They also argued that bargaining agents would cooperate if the AAUP didn't come off as a rival, and that the AAUP could protect its goals by offering suggestions and criticisms of agreements from its position outside the negotiations.

Opponents of withdrawal claimed collective bargaining offered an expanded opportunity to make Association ideas effective and strengthen its position as spokesman for college and university faculty.

Furthermore, they argued that organizations with less experience in higher education and not committed to vital professional principles and practices could not be trusted to preserve them in negotiations; that exclusive agents would ignore the AAUP; that even if the AAUP lost, the concern demonstrated would ensure proper concern for the AAUP goals; and that only the AAUP can offer the leadership needed in areas such as academic freedom and tenure.

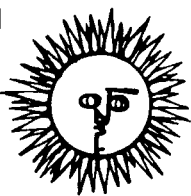
After considering these arguments in light of the 1966 policy Statement on Government of Colleges and Universities which outlined authority vested in the faculty as a whole (some argued

that a powerful and wealthy agent might preempt this power and in effect become another administration for the faculty to deal with), and the Policy on Representation of Economic and Professional Interests which found collective bargaining bargaining to be a means of promoting AAUP principles and to strengthen faculty authority in line with the 1966 document; and after studying legal issues which might mean the loss of certain government benefits and exemptions and subject the Association to federal and state labor statutes, the AAUP Council made the following proposition October 30, 1971 which was passed in New Orleans six months later:

"The Association will pursue collective bargaining as a major additional way of realizing the Association's goals in higher education, and will allocate such resources and staff as are necessary for the vigorous selective development of this activity beyond present levels."

According to the Council's position paper, "a major additional way" meant that collective bargaining is "not to be pursued to the detriment of basic programs built up over half a

(continued on pg. 10)



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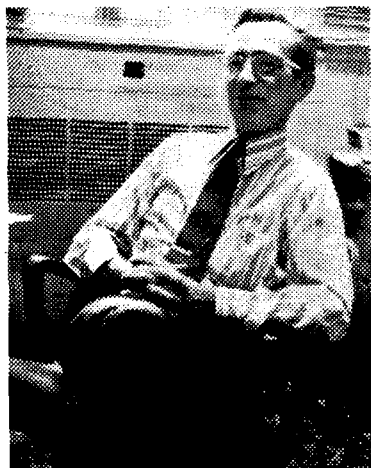
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cerned, simply because any union bargaining agreement is not likely to allow for rewards based on merit. After all, a university is a meritocracy, isn't it, or is that the medieval view? Finally, if we ever do move toward collective bargaining on matters that do not impinge on student-teacher relationships—here I am thinking of retirement, insurance, and tenure policy as well as policies on resource priorities and curriculum development—I would insist that it be the AAUP, for it speaks for the academic values to which I subscribe. The university sits on sacred ground. I don't want it soiled by union jackboots, no matter how much unions have contributed to the quality of life in other areas.

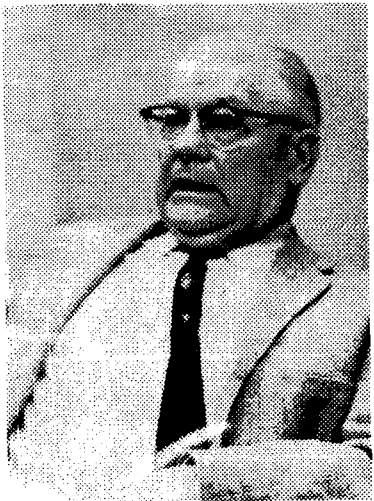


Walter G. Miller, (S): I think that eventually we will see the faculty unionized in the next twenty years. But I plan to retire before then, and I would hope that it wouldn't come to be here at Notre Dame. I think that the arrangement we have now is quite satisfactory. (This includes the existence of the AAUP.)



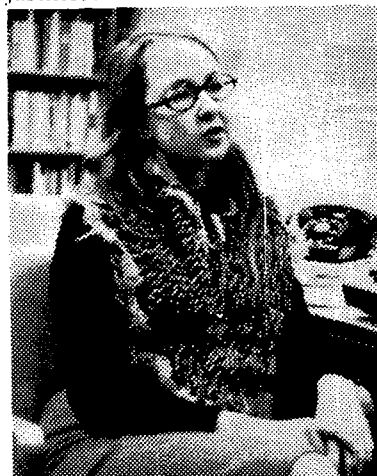
Samuel Shapiro, (AL): I think Kenneth Galbraith's book—I can't recall the title of the book—spoke of the concept of "countervailing power." He argued that when any part of the economy grows very strong, it almost automatically breeds some kind of power to check it. That is, for example, when the producing corporations got monopoly power, then things like the supermarkets rose to challenge them, so even though you had only a few producers of cornflakes, the supermarkets, by threatening to make their own brands, fought back. As far as unions go, I think that in America the strongest unions grew under the most oppressive conditions...that is, the coal miners, who really had very poor wages and very poor conditions, and the steelworkers, who I think put in ten-hour days at a dollar a day. That oppression bred the strong unions in those fields, and so the United Mineworkers and the steelworkers and the autoworkers are very powerful unions. Now college professors are simply not that oppressed. The teaching load has never been terribly burdensome. And even when salaries were not very high, back 25 or 30 years ago, there was not a great movement for unions. The only union of teachers that I know at all well is at Harlem, where I used to be a teacher for nine years, and I must say that I don't think the results have been altogether too happy. That is, there has been a tremendous increase in the pay of public school teachers in New York, and I think their maximum

salary now is about \$16,000 a year, so that a kindergarten teacher who has been on the job seven or eight years gets more a year than I do. I'm not arguing that they shouldn't but it's a product of union power. And I don't think that the schools have been improved by the unions. The tendency is for the union to be interested in paying and working conditions and so on; very normal, but that's putting its own interests above that of the school's. My own experience is that the teachers in New York have a professional attitude that is worse than it used to be. When I was a teacher from 1948-1957 we really did work together and we stayed after school to coach or assist students. When the principal asked us we all sort of pitched in. That's the way we do here—if anybody asks me to give a lecture, say the one I'm giving tomorrow night, I'll give it. It's part of the job. Under the union there's a big fat book that spells out what you're supposed to do. You're not supposed to keep records, you're not supposed to do this, do that, and, when the principal asks you to help him with a problem, like write out the grades of the students for college, we won't do that. They call a meeting and there's a union delegate and so on. I'm really not sure that the \$16,000 teacher of today is doing any better—or indeed, as well—as I did when I used to get \$2,500. If there were to be ways to increase salaries without destroying that sense, which I think is a very precious one, of "I like my job," I might support it. I'm not on an assembly line. I think that an assembly line worker whose job is dull and depressing really needs a union. I'm not so sure about unions for professional people. I don't think doctors need one, for instance. They seem to be doing well enough. The question of a union at Notre Dame? I really don't know. There is no union as such; there is the AAUP, a professional organization. I wouldn't be a leader in such a movement. I really don't have any grievances. Since I've come here nobody has ever made any objections to what I've taught. I've had utter freedom in the classroom. I think the working conditions are excellent. I certainly believe that a faculty at Notre Dame gets more clerical assistance, more reproducing materials, and so on, than any other place I've been. So I think a lot of the grievances that might lead one to form a union are nonexistent here.

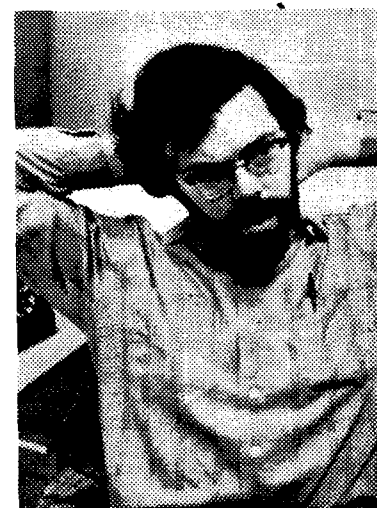


Louis L. Hasley, (AL): In the case of the state institution, I think an active union to bargain with the employer is a desirable thing. I think the situation is rather different in a private institution because being private is in itself a thing that suggests it has more control over what goes on. Now that doesn't mean that the faculty shouldn't have some form of pressure, of being heard, to see that it is not a one-sided operation. It should make use of things like the AAUP, and should be very active in doing this. I think, in this institution, we have been active in the AAUP, and it has brought about immensely improved conditions for the faculty. I don't think it is a good thing to make an outright confrontation where it could result in a strike. Certainly

this would be a last resort and things would have to be in a desperate situation for this to be justified.



Jill Whitney, (AL): I am not very familiar with the actual or proposed nature of faculty unions. My opposition to them is partly a matter of principle; I believe truth should be spoken only in the context of love and never out of the power of domination or the bitterness of frustration. Personally, my apolitical attitude is rooted in the confidence that God works all things for good to those who love Him (Romans 8:28). I believe the principle of unions does violence to the professional and liberal nature of the university and undercuts the climate of trust which should sustain the community of scholars in a Christian university such as Notre Dame. It generates bitterness by appealing to force where rational persuasion is called for, and it pretends to apply objective standards in matters (such as the selection and evaluation of faculty) where there can be no objective measures; the maintenance of a vital faculty requires from the administration a combination of reason and intuitive judgment which can be reduced to no "fair" formula.



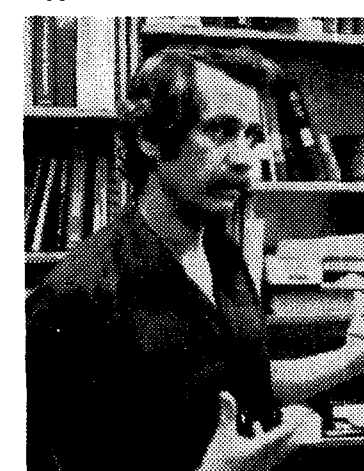
James A. Doubleday, (AL): I think that a faculty union is an excellent idea. The opposition to it from the faculty side seems to be from those who believe that the relation between faculty and administration is not that of employee and employer, but that of equal partners in decision-making—each partner being granted his special area of competence. That position may be a beautiful dream, but it has no relation to reality at Notre Dame. The administration acts unilaterally on all major decisions; at times, it has not even accepted the provisions for consultation that it itself set up. In fact, the faculty cannot be an equal partner in decision-making, for the faculty is not told enough of the actual financial position of the University to judge intelligently whether a particular decision is financially possible. The present relation of the faculty member seeking a raise or tenure to the Administration is that of a single, relatively powerless individual to a monolithic, powerful, and antagonistic force. The Administration does not even consider it necessary to explain to the faculty member of his department why a raise or tenure is refused. The only way this unpleasant, anti-educational state of affairs can change is if faculty members unite and bargain collectively.



Frank Fahey, (AL): During the '60's university administration gave faculties increased salaries, fringe benefits, and decision-making powers. It seemed a true partnership had been formed. However, with the advent of the '70's and deficit budgets, administrators economized by reducing the faculty gains of the '60's in often times a unilateral fashion. The faculty, angered more at the way decisions were made, themselves unable to cope individually with administrative fiat. It appears inevitable then that collective action is the most efficient way for faculties to achieve a more effective voice in the operation of universities and particularly, in those areas which relate directly to the conditions of work. In many ways, Notre Dame follows the above pattern.



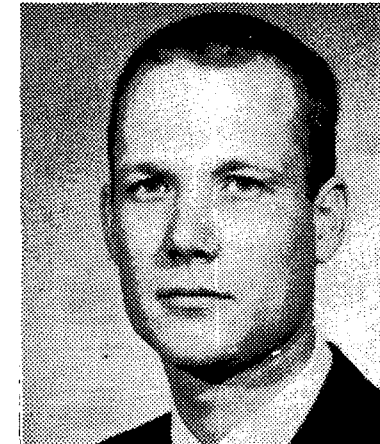
Bernard Doering, (AL): Academia has traditionally found the idea of a teachers' union somewhat abhorrent, but the movement for the unionization of professors has been growing recently and quite a number of campuses now have their unions. The AAUP has always worked to protect the rights of professors, but this organization has no power beyond that of persuasion. The present crisis of the overabundance of professors puts very much power in the hands of the administration, and considering recent developments a union may become a necessity. If one is organized at ND, I intend to support it.



Tom Swartz, (AL): Currently, few of us really know the answers to the hard questions surrounding faculty unionization. What we do know is our position and influence in a non-unionized environment. If the act of forming a union at Notre Dame would provide us with a more direct involvement in the decision making process dealing with the University's academic life, I'd be for it. I guess I've

grown tired of the seemingly endless meeting where faculty opinions are sought, received, and then disregarded.

In addition, I'm becoming increasingly concerned about the deteriorating compensation levels at Notre Dame. Salary increments—including the expanded level of fringe-benefits—did not keep up with the rate of inflation last year. There is every indication that salary increments will be short of the rise in prices again this year. If the University is counting on a "soft" labor market for academics to maintain our correct academic excellence, they are misled. The labor market is firming up and more unfortunately, there is always a good market for your best people. Maybe unionization would get this across.



Dr. Gerald Jones, (Prof. Physics): "The AAUP voted in its last national meeting to pursue it (unionization) more definitely than in the past. It is, however, not the main concern of the AAUP."

"For my estimate, so far it has been of more importance in small schools. I think that there are schools where it is the only feasible mechanism for establishing relations between the faculty and administration."

"It is not the structure that I would most prefer to see in a university, but in some places it is the only one possible."

"At the present time I would oppose it (at ND) I have mixed emotions. The most significant thing in my mind is the character of the relationship between the faculty and administration in the university. If the relationship between the faculty and administration becomes not one of mutual cooperation but one of antagonism, then one has to think of unionization as a possible solution for organizing the faculty."

"Basically I wouldn't like the idea of belonging to a union, but it may be necessary."

Peter T. Brady, Business Administration: I am not automatically opposed to formation of a faculty union or to collective bargaining. In principle, I want to say that I'm not in favor of the idea of collective bargaining until such time as it would be clear what efforts a union make on behalf of the faculty, precisely how it would proceed or expect to proceed in engaging in collective bargaining. I think that the present manner of determining faculty compensation is not good. There does not exist, so far as I am aware, a faculty compensation schedule; the manner in which salaries are determined leaves a great deal of unanswered questions in the minds of many of the faculty as to how such determinations are made, and it would be my impression that the existing method of compensating the faculty is not necessarily an equitable method of compensation. It is for that reason that I would be interested in pursuing the possibility of organization of a bargaining union for faculty.

Dr. Edgar Morris, (Asst. Prof. Aero & Mch. Eng.):

"I don't have a strong opinion at this time."

...The Collective Bargaining Issue

Collective Bargaining: MSU Story

As members of the Michigan State University faculty returned last fall from summer semesters elsewhere, vacations and jobs which supplemented their five figure salaries, they faced the most intense part of a campaign to choose either a collective bargaining agent or no agent to represent them before the Spartan administrators.

The collective bargaining issue had been brewing for more than a year and was finally decided by a two day election in mid-October. In January 1972 a report was given to faculty members which explained the complications, myths and possible benefits of collective bargaining. It took the Ad Hoc University Committee on Collective Bargaining a full year to prepare it.

Two months later the MSU Faculty Associates (MSUFA), an affiliate of the Michigan Education Association which negotiates faculty problems from kindergarten through high school, petitioned the Michigan Employment Relations Commission (MERC) for an election.

By May, the MSUFA and the local American Association of University Professors (AAUP) were certified as eligible agents by the commission. However, the MSUFA, in consultation with the MSU administration, was allowed to define the bargaining unit composition because it had presented the primary petition to the MERC. It consisted of signatures from 30 per cent of the eligible faculty. Subsequent petitioners needed only 10 per cent. The AAUP participated in the discussion, but it could not block any decisions.

Although the AAUP could not block, the final bargaining unit defined by their rival differed only in that the AAUP's model included department chairmen who they considered colleagues, rather than administrators, and functional units within the university.

The MSUFA unit included full time teaching and research faculty from professor through specialist, and all ranks half time for three or more consecutive terms; nonacademic staff at non-supervisory levels: librarians, non-supervisory directors of academic programs, artists in residence, counselors and academic advisors; and excluded groups such as extension personnel who hold no rank in academic units such as associate, assistant, and directors of administrative units: assistant, associate and full deans; research associates; post-doctoral fellows; divisional librarians and others.

The Report

About Sept. 27 the ad hoc report was distributed to department chairmen, and positions of the AAUP and MSUFA on academic governance and grievance procedures (two of the five major issues campaign; the others are salaries, professionalism and pros and cons of collective bargaining) appeared in the *State News*.

Generally, the report contained these comments:

1) Collective bargaining presents no inevitable harm to higher education, and that union members will determine how well it works. It cites the high professional image of the AMA as an example of the results of membership participation.

2) Students might form counter pressure groups if student fees are raised to meet salary faculty raises resulting from collective bargaining negotiations.

3) Unionized faculty might have more power to deal with the legislature than at present, but it is not automatic because of other groups competing for funds and because unionization might add resentment to the currently none to favorable public opinion towards higher education.

4) Merit increases could be written into contracts thus avoiding any lack of initiative fostered by the elimination of merit increases in favor of equal salary scales across the board.

5) The powers of academic governance would have to be clearly defined, and academic councils would either cease to exist or redefine their position in the structure of academic governance.

6) Grievances would probably be handled informally at first, in the case of collective bargaining, and then formally and in good faith through a neutral arbitrator.

The AAUP, through its direct mailing and bulletin board campaign, said collective bargaining would improve present academic governance structures by establishing authority within a contractual agreement.

If elected agent, the AAUP said it would establish budget priorities, increase faculty compensation by increasing available funds and using them effectively, and modify the grievance procedure as the faculty desires.

The MSUFA, claiming academic governance is advisory in nature by definition, said it does not adequately deal with economic matters, and that the association would negotiate matters both outside the scope of governance and not satisfactorily resolved by governance structures. Regarding grievances, the association said that if the present structure is rejected, the negotiated one should be similar to other unionized universities to protect and define contract language.

Early in the semester some observers predicted the no agent option would win, and that faculty would vote for it simply to end the issue. Attendance at various forums was disappointing, and one faculty leader attributed the apathy to a feeling of anomie and the feeling by individuals that they have no power of in-

"Change is inevitable. It is only through collective bargaining that we can meet the changes that are occurring."

"No Agent" tallied 60 percent of the votes cast by 84 percent of the eligible faculty.



Faculty meetings on collective bargaining at MSU were not well attended and the issue didn't arouse much tension.

A collage of clippings from the MSU student paper.

fluence when it comes to elections.

The one meeting that was successful was held the first week of October and drew nearly 200 persons. It featured the national AAUP president, the local president-elect of the MSUFA and a spokesman against collective bargaining. They agreed that academic governance, grievance procedures and salaries were the top issues, but differed in their approaches.

Mary Tompkins and Walter Adams, of the MSUFA and AAUP respectively, agreed that unionization would give more negotiating power. Tompkins said, "Change is inevitable. It is only through collective bargaining that we can meet the changes that are occurring."

Adams, an MSU economist, commented, "We live in an era of institutional bigness. The individual has lost his voice and must join collectively to control his destiny."

Economics professor Thomas Moore argued, "This separation of employee-employer would lead to a change in University values. The effect of salary leveling is to forget the merit system and eventually level the quality of this University."

The campaign was well conducted with only two near cases of attacking one another's tactics, according to *State News* accounts. On October 9 it was reported that the Committee of Concerned Faculty (CCF) criticized a MSUFA flier which said, "On Oct. 23, 24 you will choose a professional negotiations agent."

The CCF said the purpose of the vote is to choose for or against collective bargaining, not who the agent will be. Tompkins replied by calling the criticism "a senseless case of nitpicking." The CCF opposed collective bargaining.

However, it was possible to choose both collective bargaining and an agent in the election. A simple majority of those voting was all that was needed for victory. If either the MSUFA or AAUP won, it would be a vote for collective bargaining and the particular agent. If a simple majority was not pooled by any option, the top two would run off.

The other criticism came Oct. 23, the first day of the election, and stemmed from an open letter to MSU President Clifton R. Wharton on Oct. 19 from the CCF. The open letter concluded that collective bargaining was not the answer to getting increased consideration for views expressed by the Faculty Affairs and Faculty Compensation Committee (FAFCC). The answer, according to the CCF, was in Wharton's hands, who must make his implicit confidence in the faculty explicit.

This drew an equally large (36.75 column inches) open letter to the faculty from the AAUP, which said the faculty shouldn't depend on anyone's patronage, and should have equal bargaining capability with the administration.

Viewpoints and Rebuttal

A few days before the election began three viewpoints appeared on the editorial pages of the *State News*. The opposition, written by former local AAUP president Harold Hart, said collective bargaining makes the administration an adversary, fosters mediocrity by enticing faculty to jump at offers which break local union pay scales, that higher salaries would

be met by higher tuition or drawing from academic budgets, and that the described bargaining unit excludes many top faculty.

The AAUP argument, made by executive council member Sigmund Nosow, asked for evidence that collective bargaining produces mediocrity and that salaries will be negotiated to the detriment of educational needs. He said the AAUP was very democratic and would be a strong agent. Nosow concluded that the problem is not what the faculty and administration disagree over, but what is imposed on the University by the larger community.

Christopher Sower, a sociologist, favored the MSUFA and claimed the AAUP was a "Do nothing organization," which wouldn't defend outspoken young faculty and their ideas which go beyond traditional and outmoded methods and ideas. He said the faculty could control the MSUFA, while it cannot control the department chairmen and school directors elected by organized power blocks which are not eager to relinquish their power.

On Oct. 20 Provost John Cantlon's comments in an early October newsletter were answered by the AAUP and MSUFA by claiming the opposite or saying there is no evidence to support Cantlon's statements.

Cantlon wrote that collective bargaining would lead to uniformity and rigidity of the faculty, that academic freedom would be hurt because faculty would have to give up their role in a wide range of decision making processes, that efforts to involve students in academic governance would be undone and that an unnecessary second grievance procedure would have to be added.

In the weekly newsletter before the vote, President Wharton came out firmly against collective bargaining, fearing "Serious deterioration" of academic relationships.

"Collective bargaining, I am afraid, would replace this mutually developed and supported association with an impersonal and adversary relationship," Wharton wrote.

Wharton said his major fear is the effect on faculty management function, which includes determining content and presentation of subject matter, and participation on the academic council and senate. He said this input is needed by the administration.

As the election approached each group premeditated their feathers for last minute statements of their qualifications. Several large ads appeared in the *State News* including a full page display listing nearly 360 faculty who would vote "no agent," and an 84 column inch rectangle empty except for the following comment which was centered, "We are still concerned! Today is the last day - vote no agent! The Committee of Concerned Faculty;" and a 42 column inch ad by the AAUP.

"No agent" tallied 60 percent of the votes cast by 84 percent of the eligible faculty. MSUFA nailed down 21 percent and the AAUP garnered 14 percent. The other five percent was locked up in challenge votes. Another election cannot be held for a year according to state law.

Wharton said the vote was an expression of confidence in the governance system, but that the 718 votes for an agent indicated unresolved problems. FAFCC chairman Fred Williams said the vote indicates the present system is workable, but the administration shouldn't construe the vote as one of confidence.

The AAUP said it would continue to protect academic freedom and improve academic governance, but the MSUFA said it would be back next year. In the meantime it will work to convince the faculty that collective bargaining is best for MSU.

Faculty group's fliers compare colleges pay on union slate vote

By BECKIE HANES
State News Staff Writer

MSU Faculty Associates (MSU-FA) filed the average salaries at MSU for the 1972-73 academic year in a series of fliers sent to faculty Tuesday.

The purpose of filing the average faculty salaries for each of the colleges was to show inequity at all levels, an MSU-FA spokesman who declined to be identified, said Tuesday. "All the figures were checked and double-checked," he said.

The figures were a faculty presented to trustees Tuesday.

from the administration and there is no indication that the two lists will be different," the spokesman for MSU-FA said.

The figures used by MSU-FA were not confirmed by Cannon because he was unavailable for comment Tuesday.

The one flier, it has and has the 16 colleges.

MSU-FA and James Madison College at the bottom with faculty members earning an average salary of \$12,545.

Also included in the fliers were the salaries of the faculty members at the top of the list.

MSU-FA's fliers want to be distributed by a collective bargaining agent and if so, by whom.

The election and results leading up to it have stirred the opinions and sentiments of many professors and students.

These opposed to the unionization of faculty say that students would lose what they have gained.

in the bargaining process.

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Apathy clouds vote on faculty union

As the campaign grew, few faculty members seemed to be taking an active part in the election. The usual response was, "I haven't decided."

An Open Letter To The Faculty

October 23, 1972

Last Thursday an advertisement by the faculty anti-collective bargaining group appeared in the State News. It was labelled "Open Letter to Clifton R. Wharton" and stated that the "Committee of Concerned Faculty" was in favor of higher

Bargaining talk slated for faculty

A collective bargaining forum, sponsored by the MSU Faculty Associates (MSU-FA), will be held at 7:30 tonight in the Student Union.

Faculty units step up efforts as vote nears

By BECKIE HANES
State News Staff Writer

As the election to determine if MSU faculty members want a bargaining unit nears, campaigning has increased in both the MSU Faculty Associates (MSU-FA) and American

Michigan Employment Relations Commission (MERC) officiating. MERC will select the polling place and compile the list of faculty members eligible to vote.

The victor in the election must have a simple majority

AAUP wants to see what can be accomplished not what cannot be added. He also hopes a clean campaign.

"We cannot go to the sort of campaign involved in the

Professors' Bargaining Not Decided

The American Association of University Professors (AAUP) decided to support collective bargaining for professors at their 98th meeting in New Orleans last May.

Dr. Harry W. Smith, an associate professor in the College of Arts and Sciences, is the president of the AAUP. The AAUP's position is that the profession should be free to negotiate with management on a non-union basis.

Forum focuses on bargaining is

By TOM HAROLDSON

Collective Bargaining: Inevitable?

by Paul Rathburn

Like the Fall of Rome, the reform of the liturgy, and the dawning of higher education for women, professorial collective bargaining may turn out to be one of those "historical inevitabilities" against which, in the latter day, it is quite useless to struggle. Under the auspices, presumably, of the A.A.U.P., the N.E.A., and the A.F.T., the unionization of college and university faculties may move as rapidly in the 70's as did the organization of primary and secondary teachers in the 60's. Once the movement began, it took the N.E.A. and the A.F.T. less than nine years to unionize 70 percent of America's schoolteachers.

Quite obviously such predictions are premature. But the facts of the faculty union movement are dramatic and startling. One hundred twenty-one four-year and 147 two-year campuses have been organized since 1969-1970. Weeks after the national A.A.U.P.'s historic endorsement of collective bargaining last April in New Orleans, five local A.A.U.P. Chapters were elected as negotiating representatives for their faculties. Today, less than one year after that decision, A.A.U.P. local chapters have been elected as bargaining agents at 18 campuses including among them: St. Johns University, Rutgers, Delaware, Rhode Island University, and Wayne State. Elections are pending at the Universities of Illinois, Massachusetts, Minnesota, Nebraska, Syracuse, Wisconsin, Washington, and dozens other. The *Wall Street Journal* estimated recently that close to 100,000 professors and teaching assistants are already represented by collective bargaining agents. As one administrator put it recently, the "spectre that has been haunting higher education—the spectre of collective bargaining—is now a living presence."

Some, but not all of the reasons for this remarkable development are obvious. Professors are not immune to such considerations as salaries and economic fringe benefits. An example is the University of Hawaii which was unionized only after its faculty were denied salary increases for two consecutive years. For four consecutive years the national A.A.U.P.'s *Report on the Economic Status of the Profession* has reported that the change in the status of the profession "is worse than it was a year ago."

According to Economist Peter O. Steiner "The real (constant dollar) value of the average faculty salary has dipped to slightly less than it was three years ago, and the trend toward greater reduction in the years ahead is unmistakable." The record on this count, at least, is very clear: salaries and fringe benefits jump sharply upward on campuses where collective

bargaining prevails. Where there is no faculty union, the professor's purchasing power has continued to erode.

Others have turned to collective bargaining in self-defense, in the face of rising teaching loads, unreasonable curtailment of faculty size, and in some places the freezing or even abolishing of tenure. But the most important issues, by far, have not been related either to money or to tenure. From the beginning the A.A.U.P. has stressed that it does not consider collective bargaining an end in itself. The Association has stressed that its central purpose in endorsing collective bargaining is to gain recognition by university administrators of A.A.U.P. principles of academic freedom and tenure, of faculty participation in university governance, and shared authority in the allocation of resources. The precise wording of the Association's original endorsement illustrates the point: "The A.A.U.P. will pursue collective

bargaining as a major additional way of realizing the Association's goals in higher education."

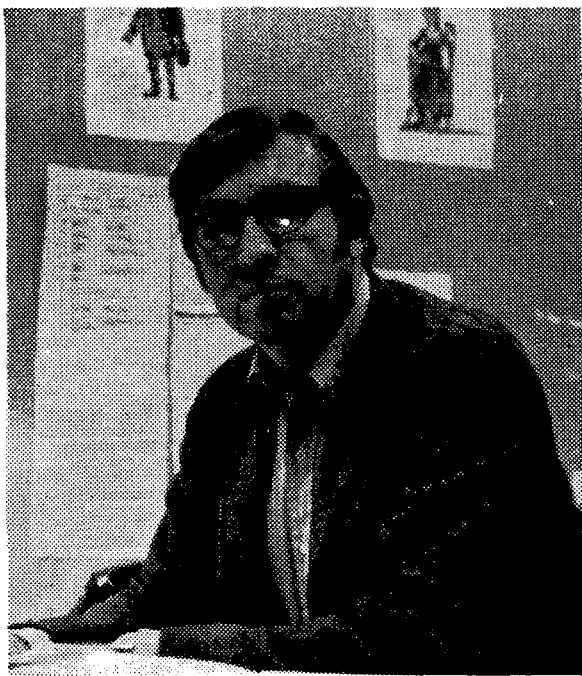
Here at Notre Dame the A.A.U.P. Chapter has taken no stand on collective bargaining. Indeed, until now there has been no public discussion of the many issues involved. No one here, to my knowledge, foresees any headlong rush in the direction of the union movement. In fact, anyone familiar with faculty deliberations, debates, and decision-making processes will smile at the idea of any university faculty rushing headlong as a group in any single direction. Nonetheless, the Notre Dame Chapter has expressed concern on several occasions over what seems to be the decreasing impact of faculty bodies upon the internal operation of the University. Most notable in this regard was the report entitled *The Role of Faculty in University Governance*. This statement was distributed to the entire faculty as well as to the Administration, the officers of the Alumni Association, and to the Board of Trustees. It read in part:

"In fact, the influence of such faculty bodies upon university policy seems to be decreasing. There is an increased tendency to make important university policy in the academic realm by administrative proclamation."

The report, as a whole, deserves to be read. It cites five specific situations by way of concrete illustration. Any attempt to sum up these situations here could only result in distortion and would be redundant in any event. It should be noted, however, that the Chapter has, as yet, received no substantive reply to the report.

Let me repeat. The Notre Dame Chapter is not seeking to organize the faculty. Our concern rather is to help the faculty to remain well informed. Notre Dame may well be precisely the kind of institution in which collective bargaining will prove to be unnecessary. Surely there is here a long and enviable tradition of academic freedom. Perhaps we may add to this in the future an increasing mutuality of understanding concerning the proper role of the faculty in university governance. Collective bargaining at Notre Dame may not be an "historical inevitability." But that is a decision which only the faculty, and the faculty as a whole, must make.

The *Observer* is to be congratulated on the publication of this special supplement precisely because the complex issues surrounding collective bargaining must be discussed fully and openly. For the same reason, the Notre Dame Chapter of A.A.U.P. is sponsoring an evening with Dr. Woodley B. Osborne, National Director of Collective Bargaining for the A.A.U.P. The entire faculty, is, of course, invited.



Prof. Paul Rathburn is President of the Notre Dame Chapter of the AAUP. He is a member of the Notre Dame English Department.

Goerner: No Collective Bargaining

(continued from pg. 5)

financial bases, and in terms of long-range, multi-generational perspectives. Each scholar is easily inclined to be uninterested in both practical matters and even in the whole body of learning much of which lies outside his ken. But surely those defects can be overcome by a wise choice of basic institutions, including that of a strong presiding officer, expected and empowered to lead.

On the other hand, the unionizing bourgeois university has some fatal flaws. It tends to produce an adversary relationship between the capitalists (trustees and administrators) and hirelings (faculty) that is seldom in the best interest of the student body and it tends to warp and undermine the vocation of the scholar.

Concerned essentially with increasing wages and easing working conditions, faculty unions are as little likely as other unions to show a powerful concern for the economic consequences of their acts on the consumer (the student) or the employer (the university as legal corporation). This is no small matter when private universities are in financial straits, are often in danger of bankruptcy, and have pushed tuition charges to a level that keeps out whole segments of the population and leaves many students with heavy debts.

The members of a university that was a self-governing community of scholars could not help taking responsibility for decisions in such matters. That is to say, the members of a faculty in such a university would find it necessary to act like mature and full human beings who take on their shoulders the burdens of life in a community and who face and weigh the consequences of their acts. The members of a faculty labor union, on the other hand, place themselves in an organizational framework in which the stunted, small-souled and alienated perceptions of bourgeois egoism play the leading role.

Surely someone will say that in a university that is a self-governing community of scholars, the faculty might find it necessary to take on all sorts of additional burdens including even major salary reductions under hard circumstances. No doubt they would. And no doubt someone is thinking of the lure of a twenty-five percent salary increase dangled before the eyes of the faculty in the latest AAUP flyer on collective bargaining.

But it is at precisely this point that the scholar most needs to reflect on his choice of vocation. Which of you is so witless that he

could not easily have found a way to gain from two to ten times his present income? Which of you is so witless as not to have been able to find a line of work that would pay you, a full professor, at least double the (legal) salary of a New York cop. Which of you is so witless as not to have known he was not choosing opulence when he chose the life of a scholar? And which of you is so witless as to have no inkling of why the choice was as it was? If there is someone as witless as that, he is too dull to presume to teach anything.

The modest income of scholars is product of two things. Most serious and pure scholarship is not an activity that is productive in any material sense, except accidentally and as a by-product as it were. The mass of men who deal in material wealth are naturally inclined to suppose that man lives by bread alone, to value lightly the scholar's words and truths and so pay little for them. He cannot help wondering, since he is in no good position to judge, whether the scholar's "truths" are not just so much high-sounding verbal flummery designed to hoodwink him out of his money. And he is not always wrong in that suspicion.

The second reason for scholar's modest incomes is deeper and more central. At the bottom of our most ancient scholarly traditions, both pagan and Christian, is a perception that, however hard he may have to work for them, the scholars' truths are not ultimately his own in the most important respect but are graces, intrinsically public, intrinsically communicable, intrinsically given.

At the bottom of our most ancient scholarly traditions, both pagan and Christian, is a perception that each of our truths is but a flashing speck reflecting the adamant brilliance of an eternal Truth, the ground and source of our truths poor light. In that tradition, the scholar is a kind of priest, a mediator between God, under the divine name of truth, and man. In that tradition the scholar who takes on the awesome risk of such a vocation trembles lest he betray his priesthood, lest he seem to say that it is by bread alone that man lives; he trembles lest the non-scholar think that the words that come forth from the mouth of God even by the circuitous route of the scholar's inquiry are for sale, are no better than bread. In that tradition the scholar refuses to take any more for his living than he really needs for fear that the real teaching of his life is that riches are better than a truth which is peddled to the highest bidder, for fear that some poor man may be denied a truth he

ought to know. And the scholar in that tradition finally accepted his sometimes narrow finances when smart muffler-shop kings and mouthwash peddlers lived off the fat of the land because he knew that, in our strange world where hard choices are the rule, the joy of a single great truth known and shared, even if only imperfectly, was a joy richer than riches, because he knew that even only the memory of such a joy was worth more than the whole stock market, because he knew that he had had a glimpse, if only sideways and for a moment (like those shooting stars one sees on a summer's night out of the corner of the eye and that are gone before one can look at them straight on), of the divine Truth itself.

Of course there is another conception of the truth that emphasizes the private dimension of every truth, that emphasizes the power and material value of truths. And there is a truth to such a view. It ought not be denied. It ought not be hidden. No more than the truth of the ethic of bourgeois individualism ought to be denied or hidden. But those truths are in little danger of being hidden or denied today. There are the dominant truths.

What is in danger of being denied or hidden today is that other, ancient tradition. And if we do not live by that tradition, who will? We who constitute a university that claims to be Christian, we who teach under the patronage of a woman who bore her son in a stable without complaint, we who are heirs and successors of Sorin and his little band who came to the wilderness and lived in log shacks to share the truths they knew. Make no mistake: the individualist's reply, that anyone can do that by himself if he wants to with the proceeds of his 25 percent higher, unionized salary, is not to the point. The tradition I speak of requires a communal, a public manifestation, an organized, social form.

Notre Dame stands between those two worlds. She is moving toward the bourgeois corporate form of ed-bus. She is moving tentatively but she is sampling the delights of the bourgeois world. No one who is familiar with the significance of names and name changes will fail to notice the importance of the development in the Main Building of a titular structure largely based on the bourgeois business corporation. Nor will he fail to notice vast organizational changes of a similar sort in recent decades, changes that the new titular structure expresses quite well. No one who is familiar with the great

increase in discussion of collective bargaining among faculty members can fail to see a significant change in spirit and perception.

I mention the administration first because unionization of the faculty is not wholly a matter of faculty decision. Unless the masters of our corporate capital find the vision and the courage to help us come into a modern and layman's version of the best of Sorin's heritage of generosity of spirit, greatheartedness, mature toughness and responsibility, Notre Dame will slide, perhaps against the will of most of us, into the stunted mold of ed-bus. A self-governing community of scholars at Notre Dame will require a substantial restructuring of our formal, legal institutions as well.

As for the faculty, there is, it seems to me, still enough memory of and nostalgia for dashed and frozen youthful hopes among us to take another direction.

Yet who will be our Sorin? Fr. Hesburgh, for all his having learned the flat and spiritless jargon of the captains of education in the Rockefeller and Carnegie Corporations, has still in his person, his speech, his life enough of Sorin's generosity of spirit to make yet one more great turn in his life, to come back out of Egypt, to become one of us again, a scholar, to help us march together through our inner wilderness (much more difficult than the outer wilderness Sorin faced). Nothing less will justify his oft-expressed respect for the sacrifices they made who lie in the cemetery beyond the lakes.



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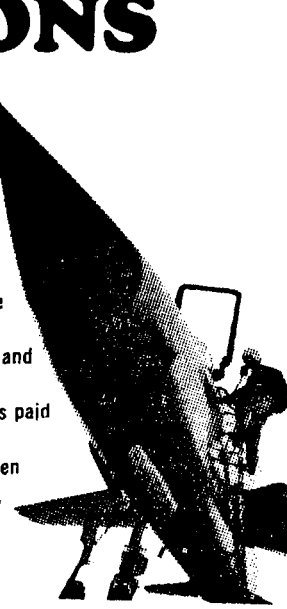
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The AAUP Position

(continued from pg. 4)

century" and now in great demand; but in the words of the AAUP constitution, "to increase the usefulness and advance the standards, ideals, and welfare of the profession."

By "vigorous selective development" the Council said that national staff members will meet with chapter officers to make various assessments before national staff, time and assistance is granted. Among the assessments are: can collective bargaining at the particular institution achieve desired and desirable objectives, local resources of money and manpower, composition of the proposed bargaining unit, confidence of the members in the unit, and the opposition's strength.

The other ambiguous phrase, "beyond present levels," means that up to an additional \$100,000 might be budgeted for the calendar year 1972. During the 1971

calendar year \$120,000 was used, of which approximately one half went into developing policy, disseminating information and giving advice. This money came from a \$1.74 million budget which is projected to reach as high as \$1.85 million this year. Although this projection is based on a request that members pay 20 percent beyond their usual dues, the Council expects the collective bargaining investment to be substantially more than in the past.

In reaching their 20 to 11 decision, the Council felt it was protecting AAUP principles, and noted that contracts have been made which "preclude the possibility of a hearing on a substantive issue of academic freedom, allow for decisions of tenure without provision for faculty participation, and do not grant any review of an administrative decision not to reappoint a nontenured teacher." The Council also felt the proposition would lead to a

specialized model of collective bargaining needed by higher education, because its goals are different from those of blue collar labor.

Finally, the Council felt more chapters would become agents. The first AAUP chapter to become a bargaining unit was at Bellview Area College in Illinois in 1967. The largest chapter agent represents the three campus Rutgers University in New Jersey. There are now 18 chapters acting as bargaining agents.

But there have been setbacks too. In 1969 the AAUP lost three of six New Jersey state colleges, the State University of New York in 1970 and 14 Pennsylvania state colleges in 1971 all to the National Education Association; and narrowly lost to the no agent option at the University of Detroit and Fordham.

However, now that the AAUP has taken a clear position, and has pledged staff and money to the cause, the national leaders feel more victories are in the future.

PLACEMENT BUREAU

Main Building

INTERVIEWS FOR WEEK OF FEBRUARY 1

Interviews are for seniors and graduate students. Sign-up schedules are in Room 207, Main Bldg. Interview times must be selected and signed for in person. Hours are 8:00 a.m. to 5:00 p.m. each day, except Friday. The Placement Manual gives additional information regarding interviews and procedures.

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MBA with Finance background.
Federal Highway Administration.
BS, MS in C.E.
NCR. (National Cash Register Co.)
B,M,D in E.E. and M.E.

FEB. 2 The First National Bank of Chicago.
B. in Lib. Arts.
Lybrand, Ross Bros. & Montgomery.
BBA in Acct. MBA with Acct. background.

Employer information. Alternatives. Teaching. Summer.
Action/Peace Corps/Vista. Federal Service.
Room 222, Administration Bldg.

1/18/73

Student Union offers Nassau trip

by Bob Quackenbush
Staff Reporter

"If you want to preserve and deepen your Florida tan or have the opportunity to obtain a tan of similar beauty, then the warm, sunny, clear, and dry climate of Nassau is the ideal spot for you to enjoy your spring break," says Monte Kearsse.

Kearsse is trip coordinator for the Student Union Services Commission, which is sponsoring a trip to Nassau March 9-16. Working in conjunction with Vacationers International of Ann Arbor, Michigan, the commission is offering a travel package to all members of the Notre Dame-St. Mary's community. Priced at \$189, the package includes round-trip plane fare from Detroit to Nassau, hotel fees, and daily breakfasts. Vacationers will be responsible for their own luncheons and evening meals.

The Montagu Beach Hotel will accommodate those who travel to Nassau in March. It boasts a tradition as a rendezvous for royalty and movie queens, and its 37 acres sport a private beach, tennis courts, and a fresh water swimming pool.

Enthusiastic about the interest generated thus far, Kearsse is

hopeful that a sizable portion of the ND-SMC community will take advantage of this opportunity. He notes, "We had 20 definite first day tickets went on sale, with the trip yet a month and a half away. However, the absolute, final deadline for ticket reservations is February 11.

Leaving the Circle by bus on the afternoon of Friday, March 9, the sun-seekers will be winging their way from Detroit to Nassau by 9:30 Friday night. Once in Nassau, the travellers are independent.

For the adventurous, Kearsse

suggests renting a motor-bike to explore Nassau, or hopping a mail boat to the other islands of the Bahamas.

Nassau offers numerous entertainment opportunities. In regards to a minimum drinking age, as Kearsse put it, "If you are tall enough to reach the bar, they will serve you."

Tickets and further information are available at the Student Union ticket office in LaFortune. Posters and flyers publicizing the activity will be distributed this week.

Asked if he could guarantee

beautiful weather for the island vacation, Kearsse answered, "The only thing you can predict about the weather is its unpredictability."

However, I will hazard a guess that there will be snow in South Bend and a tropical paradise in Nassau.

Tickets for Neil Young trip on sale tomorrow at 4:00 outside Student Union office. Tickets-\$13

Alumni co-ed plan nixed

(continued from page 2)

a notion Hesburgh maintained despite experimental results to the contrary.

The proposal was considered by Alumni Hall again this year with a similar lack of administrative response. Now the idea is being abandoned.

"The way I look at it," Pogge said, "There are enough things that can be accomplished around here without walking into cement walls."

Present Alumni President,

Butch Ward, felt their efforts had not been wasted.

"We were asking for the ideal and I think we made a step forward."

He then added, "I can't see coed living in the near future here at Notre Dame, at least not in the 'salt and pepper' arrangement."

Pogge, less optimistic than Ward thought coed living was a distant thing at Notre Dame.

"The only way I could see coed living here in the next few years would be if there was a complete change in administration."



Little Big Screen Non-movies highlight week art ferranti

The movies this week present an unpromising time of entertainment and what appears to be the highlights of the week are not movies at all. On "ABC's Wide World of Entertainment" television is to get basted by critics in ninety minutes of discussion and gossip. Titled "The TV Times" it airs Thursday at 11:30 pm on 28 and is co-hosted by Don Meredith and Roger Grimsby, which is like pairing Bozo the clown with Walter Cronkite but it should prove interesting since David Susskind produced it.

Diary of a Mad Housewife is the first of two Richard Benjamin movies to be shown this week and it airs tonight at nine on 16 and although it is sparked with a pretty good performance by actress Carrie Snodgrass, it is not worth the missing of part two of *Lawrence of Arabia* (ABC at nine tonight). Benjamin seems to turn in a below par performance which is his forte from what I have seen of his movie career. This film concerns itself with the husbands (Benjamin) attempts at social climbing while the wife (Snodgrass) is slow and reluctant to do so.

The second Benjamin film airs Sunday on the "ABC Sunday Night Movie" as he co-stars with Ali McGraw in *Goodbye, Columbus*. I hope "Columbo" is on NBC since this film also leaves a great deal to be desired. Benjamin plays a Jewish gigolo who makes a play for higher-class McGraw and ends up sleeping with her next door to her parents' room in her mansion. What is really depressing from this Phillip Roth adaptation is that Benjamin deserts McGraw in a seedy hotel when he learns that her parents have found out about their relationships. Both films must be extensively edited since television is still not ready for (and perhaps rightly so) Benjamin and McGraw taking a shower together or Snodgrass and Frank Langella (who plays her lover) enjoying the rudimentary actions of adultery.

For the more intellectual among you who also want some good solid entertainment on Thursday on 22 Peter Ustinov plays George III, the "Last King of America" in CBS's new "Revolution" series Eric

Severid interviews George in an anachronistic manner and some of Ustinov's comments as George (as I have read them from the press releases) appear to be worth the watching. The interview commences at nine. On Friday at eight, CBS will present a special three hour presentation of Shakespeare's "Much Ado About Nothing" set in a pre-World War One era. This comedy will utilize sight gags and slapstick-as probably Shakespeare would have meant it to-and will be a valid version of Shakespeare's work just as *West Side Story* is of "Romeo and Juliet". The curtain rises at eight.

Jean Paul Belmondo gets himself mixed up in a jewel heist in *That Man in Rio* Saturday on 16 at nine. A sleeper in the movie houses, this film will probably have the same effect on television viewers. This week also has four made-for-TV beauts, three on Tuesday and one Wednesday. The first is titled *Baffled!* and features Leonard Nimoy, Vera Miles, and Susan Hampshire ("The Forsyth Saga") in a tale promoted to be about the occult and racing (sometimes writers have to really dig deep). It airs at eight on 16 (a movie will not replace "Bonanza" and "The Bold Ones"). On 22 following "Hawaii Five-0", as usual, David Hansen plays an air-traffic reporter who witnesses a burglary done by a helicopter and chases the baddies with his in *Birds of Prey*. It takes off at 9:30. One hour earlier on 28's "Tuesday Movie of the Week" Robert Culp and Eli Wallach star in the science fiction flick *A Cold Night's Death* in which the two actors play scientists harassed by an evil force. Culp, although he played tennis bum-spy Kelly Robinson for four years on "I Spy" is no stranger to the role of scientist since I can remember him having similar roles at least four times in "The Outer Limits". Finally, *Snatched* airs on the 28 Wednesday movie at 8:30 with a large cast of stars involved with a three person kidnapping. "Madigan" at the same time on 16 deals with the Mafia in Naples and seems to promise more.

Trivia Notes: The nominations for the Academy Awards will be

released February 12 with the ceremony on March 27. Now, if I can only get Abowd to spring for a round trip ticket to Hollywood (providing, of course, that the paper does not get burglarized again and John has a complete change of personality). Oh well...

A mess of TV pilots for the next season will be released on TV as made-for-TV films in the coming months to test audience reaction and acceptance. The Nielson ratings will be the primary guide but letters to the networks and a phone survey will also be utilized. Do not under-estimate the powers of letter writing. Thousands of letters kept "Star Trek" on the air when the ratings gave it the axe after the second season. And, as far as students are concerned, letters may be your only hope for letting your views be known since Neilson does not poll college and university campuses. I shall report when a pilot is to be offered when the time for the film comes up.

In Memoriam: Actor J. Carroll Naish who played practically every ethnic character role except his native Irish passed away at the age of 73, last Friday. He had two TV series, "Life With Luigi" in the fifties and "Guestward Ho" in the early sixties. He also had parts in over 250 pictures.

Trivia Question: In what city does "The Music Man" take place?

- Was it
a.) Gary, Indiana
b.) St. Louis, Missouri
c.) Riverside, Iowa
d.) the Bronx
e.) fill in.....?

Answer to Trivia Quiz: (c).

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ND sweeps league-leading MSU

by Stan Urankar

Notre Dame pulled out all the stops and skated right over WCHA leader Michigan State last weekend in one of the most impressive displays of hockey the ACC Arena has ever seen.

Coach Lefty Smith's icers tantalized the Spartans for 24 minutes Friday night before breaking loose for seven straight goals and a morale-boosting 8-5 victory. Saturday's closing game was more of the same, with N.D. blasting five goals past conference leading goaltender Ron Clark in the first nine minutes and coasting to another laughter, 13-5.

The twin triumphs were good for four points in the conference standing, but even more, they gave a much-needed lift to the confidence of Smith's skaters. "We were a lot sharper," said co-captain Paul Regan, who picked up a goal and three assists for his weekend efforts. "We're playing together now. Everyone's scoring, and we're getting good balance."

Smith is pleased with his boys' well-rounded performance. "The attitude is doing it now more than anything else," he noted. "We're going out there and thinking defense now... the back-checking help from the forwards is becoming automatic, and with that, you can't help but look good."

After one period of Friday's opener, the two squads were deadlocked at a goal apiece. Both Mark Kronholm and MSU's Clark put on super shows in goal during that first twenty minutes, with ND's junior net-minder kicking out 18 shots and Clark knocking away 16 Irish efforts.

The Spartans' Steve Colp beat Kronholm on a breakaway with only two-and-a-half minutes gone, but Notre Dame got it back with just 42 seconds to play in the period. State forward Mark Calder was sitting out a slashing call when super scorer Eddie Bumbacco popped in a loose puck, his 29th goal of the season.

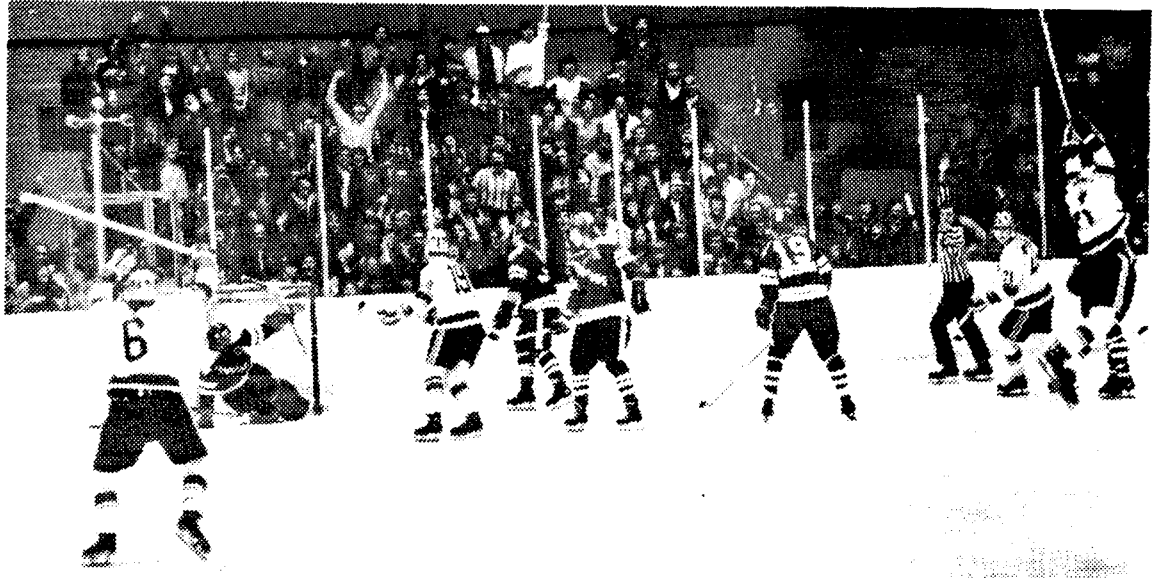
That first session score wasn't indicative of the game in the minds of Smith and the Irish squad.

"We were getting good opportunities through our speed, and from what we'd seen of Clark in practice, we knew we could get to him eventually," Smith commented.

"Get to him" is just what Notre Dame did, pummeling Clark for five second period goals to break things open. The Spartans brought about their own undoing, as and MSU defender deflected Ray DeLorenzi's centering pass into the nets for the second Irish goal.

Bumbacco's second score came on a flip shot from in close at 8:36, then junior Larry Israelson hit for consecutive tallies on perfect feeds from Bumbacco and DeLorenzi, respectively. Ian Williams capped the big period with the second Irish power-play goal of the night, batting home a Bumbacco rebound just 18 seconds after State captain Bill Sipola was caught hooking.

Clark, who had stopped only four of nine shots sent at him in that wild middle session, didn't last much longer. Still another man-up tally-- this time by DeLorenzi on a 35-foot slap shot--coupled with Bumbacco's third goal of the game, sent the junior netminder



IRISH UP, SPARTANS DOWN! Scenes like this one, showing Notre Dame's Ray DeLorenzi exulting after the second Irish goal Saturday night, were oft-repeated last weekend at the ACC as Notre Dame swept league-leading Michigan State, 8-5 and 13-5. Joining the celebration are Les Larson (6), Larry Israelson (19) and Paul Regan (21) while the Spartan skaters turn away, dejected.

crying to Spartan coach Amo Bessone. Little-played junior Tom Bowen came on to thwart any remaining Irish efforts, but the game had long been decided before the Spartans rebounded with four late markers, two of them off the stick of freshman Brendon Moreney.

A new ACC record hockey crowd of 4,722 saw another mark broken in the opening night's battle. Bumbacco's three goals set a new season total for hat tricks with four, breaking a previous record jointly held by John Noble and Phil Wittliff (the latter did it twice).

Even more records tumbled Saturday as Notre Dame broke

into double figures for the first time this season. With 4,787 in attendance (a new record) it took only 23 seconds for a pair of big records to be shattered. Bumbacco and John Noble snuck away to a 2-on-1 break, and Bumbacco decked past defenseman Norm Barnes at the State blue line to flip a 15-footer past the still shaky Clark.

That score gave Bumbacco 32 goals this season, eclipsing the old standard done in 24 games by Wittliff during the 1968-69 season. The assist awarded to Noble put him at 200 points for his career, making him a member of an exclusive collegiate corps.

Less than a minute later, DeLorenzi took Regan's pass from a faceoff and fired a low wrist shot past the surprised Clark. Only 31 seconds after that, Israelson picked up a loose puck behind the State goal and skated into the slot to try a backhand from 15 feet. Clark kicked that one out with his right pad, but the rebound bounced straight to the unguarded Regan who never hesitated as he popped it in the right side.

Spartan badboy Bob Boyd threw a solid elbow at Pat Conroy to draw a two-minute penalty at 5:41. Shortly thereafter, Williams sent a cross ice corner pass to Noble. The senior center set things up from the left side, and placed a perfect feed onto Bumbacco's stick in the slot. Eddie then fired a hard ten-foot wrist shot past Clark.

Barnes tried to get Bumbacco out of his club's hair at 9:05. While it gave N.D.'s top scorer a two-minute minor for roughing, it didn't do the State defenseman any good, forcing him to the locker room with a game misconduct penalty. Williams made good on the 4-on-4 opportunity, deflecting home Steve Curry's blast from the right point. That gave the roaring fans a 5-0 Irish lead to cheer for, and once again Clark decided he'd had enough.

Boyd deflected a Chris Murfey bomb between Kronholm's legs with the Irish a man short at 11:15, but the Irish got that marker right back as Noble deflected Bumbacco's pin-point centering pass into the net.

Michigan State got a quick advantage in the second period when Regan was nailed for interfering with goaltender Bowen. Once more, though, the Spartans badly blew it as Boyd earned a ten-minute misconduct and Moreney was whistled for tripping. It was Irish scoring time again as defenseman Mark Steinborn and Noble fed Bumbacco for a low wrist shot that beat Bowen in the right corner.

Williams set up Conroy for a close shot that snuck between Bowen and the post at 7:09, and Curry connected on a 30-foot point drive eight minutes later that negated State goals by Colp and Murfey.

The third session then began with penalty killers extraordinaire Pat Novitzki and Mike Tardani doing their thing. Tardani picked up a loose puck at center and fed the freshman defenseman who whipped in a low wrist shot for a 10-3 Irish lead.

Kronholm was trapped behind his own net at 2:07 and Dennis Olmstead fired into the open Irish goal. Rick Schafer then got a couple of Irish scores.

Schafer broke away with Bumbacco for a 2-on-1 break and pumped home a low slap shot. After State's Michel Charest tallied at 14:56, Nyrop hit Schafer cutting through the middle a minute later and Ric deflected the pass over Bowens' right shoulder. DeLorenzi did the same at 16:34 for his fourth goal of the weekend, with Regan doing the honors.

Bruins romp to no. 61, 82-63

by Jim Donaldson
Sports Editor

Lightning doesn't strike twice in the same place. At least not within two years.

UCLA's awesome Bruins returned to the site of their last basketball defeat, Notre Dame's Athletic and Convocation Center, Saturday afternoon with a string of 60 victories in tow and a shot at setting the all-time NCAA record for consecutive wins, previously held by San Francisco.

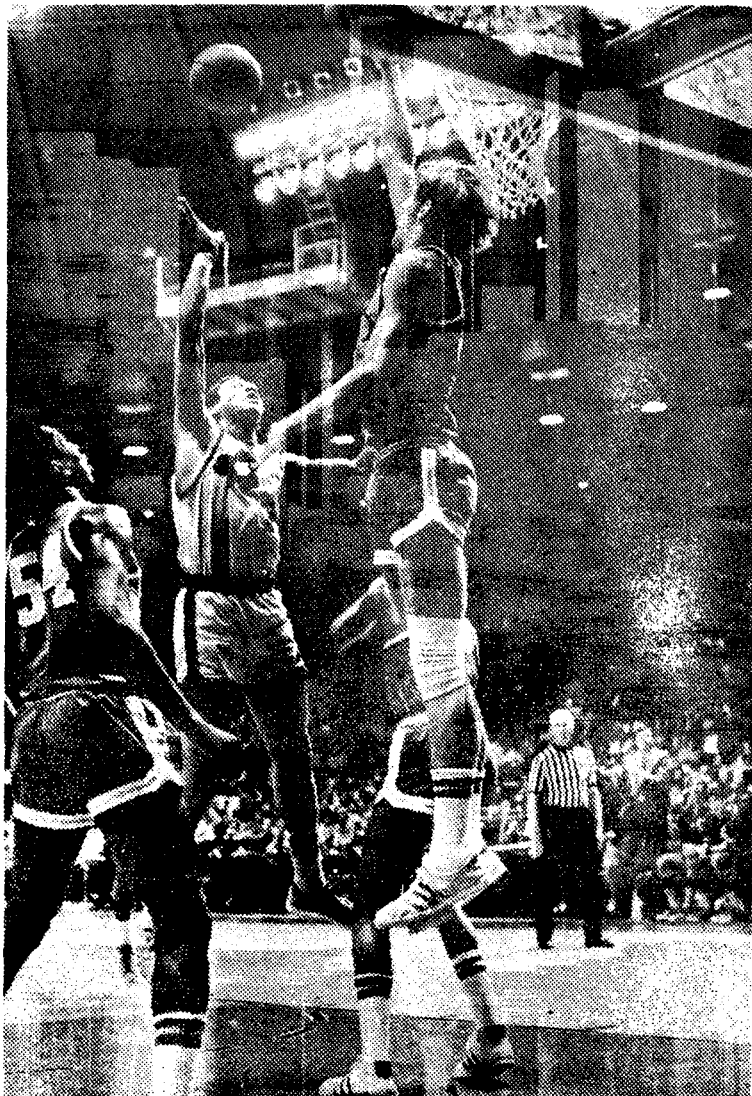
And with 6-11, All-American center Bill Walton showing the way, UCLA added collegiate basketball's longest winning streak to its unprecedented list of cage laurels. Walton scored 16 points, pulled down a game-high 15 rebounds and intimidated Notre Dame on defense as UCLA muscled its way to an 82-63 triumph.

"I'm very happy about setting the record," a smiling but placid coach John Wooden said. "This doesn't compare with winning that first national championship, though. I don't mean to downgrade the streak, but it wasn't our goal. Each year, we gear toward winning the tournament and this year was no exception, although we were very conscious of the record once we approached it."

The Bruins set the record in convincing style and Wooden was quick to praise his club, saying, "I thought we played very well. Our defense was very solid and I thought that we did pretty well what we wanted to do."

It had been just over two years since Notre Dame, led by an outstanding, 46-point performance by Austin Carr, stunned the Bruins, 89-82, before a screaming, capacity crowd in the ACC. Since then, UCLA had rolled to 60 consecutive wins and its sixth and seventh straight national championships. Saturday, "Digger" Phelps and his youthful Irish squad had hopes of stopping the Bruins' win skein before it reached record numbers in front of a highly vocal full house and a national television audience.

"We had five objectives we felt



UCLA's Bill Walton, shown here bothering Notre Dame's John Shumate, proved too much for the Irish to handle Saturday as the Bruins romped past N.D. to their NCAA-record, 61st straight victory, 82-63.

we had to accomplish in order to beat UCLA," Phelps said. "First, we felt that we had to score against their press, and we managed to do that early in the game, forcing them out of it. We didn't do so well in the other areas, though."

"We wanted to stop their running game and we didn't do a good job at that," Phelps continued. "We had hoped to contain Walton but he hurt us. Fourth, we knew that our offensive execution would have to be good so that we could get good

shots and hit them, but our shooting (37 percent) wasn't good. We also wanted to press more, but we don't have a lot of depth and I was afraid we'd get too tired."

UCLA was just too good," Phelps remarked. "They're a great team."

Walton was the key man for the Bruins, scoring with ease inside, especially on a perfectly timed lob play that was virtually unstoppable, and controlling the backboards, but he was hardly

UCLA's only weapon. Keith Wilkes led the Bruins in scoring, dropping in 20 points, and Larry Farmer contributed 16 points. The Walton-Wilkes-Farmer trio also whipped the Irish in the rebounding department, combining for 31, as UCLA outrebounded Notre Dame, 51-39.

UCLA was never in danger Saturday. They never trailed and led by six or more points for all but the first five minutes.

Walton's tip-in of a Farmer shot accounted for the first basket of the game but Dwight Clay countered that hoop with a 20-foot jumper. Farmer connected from 15 feet when the Bruins came downcourt but John Shumate tied the score again with a pair of free throws.

A short jumper by Walton and a driving layup by Larry Hollyfield put UCLA on top, 8-4, but scores by Shumate and Pete Crotty tied things up again. But that was the only time in the first half that the Irish could get two baskets in a row and, after Wilkes sank two 15-foot jumpers and Farmer made a layup with 5:15 gone, UCLA led, 14-8.

The teams traded baskets for almost four minutes after that six-point Bruin spurt but a Farmer layup and Walton's bucket on a lob play put UCLA ahead by eight, 26-18, with 9:29 to go in the half and Notre Dame was only able to cut the margin to six points once the rest of the way.

Two hoops by Farmer opened up a 34-23 lead for UCLA with about five minutes left in the half and baskets by Pete Trgovich and Walton, after a Brokaw two-pointer, enabled UCLA to leave the court with a 38-25 advantage.

Leading, 42-31, early in the second half, the Bruins ran off seven straight points on baskets by Wilkes, Hollyfield, and Farmer and a free throw by Lee to move in front, 49-31, and ensure their place in the record book. The UCLA's lead eventually reached 25 points, 75-50, with 3:39 remaining in the game as the Bruins breezed to their 61st consecutive victory and upped their record to 16-0. Notre Dame suffered its third straight loss and fell to 6-9.

Collective Bargaining: Lure of Egypt

E. A. Goerner
Professor, Government

The labor union is a typical form of social organization in the context of a bourgeois capitalist society in which the dominant ethic is that of laissez faire individualism. American labor unions were organized to defend the interests of workmen against the interests of the masters of capital goods without which the workman cannot work.

American labor unions have almost universally regarded the interests of the workers in this context as being comprised of two elements: wages and working conditions. They have systematically worked to ease working conditions. They have systematically sought to increase the wages of the workers whether that meant a bigger cut of the proceeds of the firm's sale of the goods produced through the use of capital goods by labor or whether that meant higher prices to the consumer or both. Those have also been the principal concerns of labor unions as they have recently made themselves present in education.

Teachers who are wondering whether a labor union is an appropriate mode of organization for themselves need to ask a number of questions. The first is a general one about the merits and defects of labor unions. Secondly, they need to ask whether their activity is such as to be helped or hindered by such a mode of organization. And, finally, they need to ask whether there is any alternative course open to them that better deals with the problems that made them think of organizing or joining a labor union in the first place.

As to the merits of labor unions, no one can deny them the glory of having rescued hordes of men, women, and children from debilitating, destructive and demoralizing conditions of work. Nor can anyone deny them the enormous credit that is theirs by virtue of having secured decent wage levels for workers against the outrageously exploitative avarice of capitalists and the ignorance or unconcern of the purchasers of the workman's work who paid ridiculously low prices.

On the other hand, where labor unions have found themselves in positions of power they have seldom shown themselves seriously responsive to the criticism that their successful demands for high wages and people on fixed incomes, (for example) that are as morally outrageous as the wage exploitation the workers may once have been subjected to. And it is not unknown for labor unions to have pressed ruinous wage demands in firms and industries that were too weak to stand a strike and too weak to compete if they granted the wages demanded and that, consequently, collapsed. Of equal, if not greater, importance, labor unions have found themselves quite uncreative in the field of working conditions. They have been good at easing them when they were hard and harmful. But they have scarcely been good at devising modes of work that would be satisfying for the worker. They have in fact largely been accomplices of the managers in creating conditions of work in American industry that so often tend to make of the worker a mindless slob producing tasteless slop.

Reflection will show, I think, that those defects of labor unions are not principally a consequence of the singular moral turpitude of their memberships or leaders but are more a product of the fact that the labor union is a part of a moral and institutional fabric in which there is no place for a common good, sometimes not even a place for a common interest. The labor union is profoundly marked by the moral and spiritual isolation, alienation that characterizes the bourgeois ethic within which there can only be place for the

aggressive pursuit of private interests as far and as hard as one's guts, calculations, and competitors allow.

A teacher wondering whether to organize or join a labor union evidently need to wonder whether his vocation or life-activity is likely to be advanced by such an organization. It is conceivable that someone be teaching under circumstances similar to the most exploited migrant workers. It is not only conceivable, some people are. They are not the majority. Most of them have skills that would allow and result in alternate employment. But unless there be some change in their terms of appointment they will inevitably think of labor unions as a remedy.

Secondly, there is a curious ambiguity in the institutional and moral history of American universities. American universities are generally organized in a way not very different from the business corporation. Although there are no stockholders, the corporation is in the hands of a board of trustees roughly equivalent to the board of directors of the business corporation. Like the directors of the latter, who are not workers producing the products of the firm, the trustees are not scholars engaged in the activity of the university. The capital of the university, namely the buildings, books, laboratories, without which the scholars cannot teach and study, is controlled by the trustees. (That was of lesser importance in other times when a far smaller plant was needed to found and run a college or

university and when great private fortunes were still numerous. In those days, disgruntled scholars could think seriously about starting their own university or college. Nowadays, big capital is necessary even to win accreditation and grant degrees. And, since we live in a society of job holders few indeed are the students who can afford to forego a degree by spending their college years studying with a company of independent but capital-shy scholars who cannot grant degrees.) The trustees, in turn, give over the actual exercise of their power to a chief manager or president, much like the president of business corporations.

The academic manager is, typically, an ex-scholar, someone who found the life of action more interesting than the life of inquiry and reflection. Inevitably, he tends to acquire the standards of judgement appropriate to such a role: what is desirable is what is big, visible, powerful, reputable, comment-provoking. In short their standards tend to be external, conventional, fashionable whereas the university, insofar as it is not corrupted, has only one standard, the truth.

Scholars who are "contracted" to perform "faculty services" by corporations conducted under such auspices inevitably come to regard the university in much the same way as workers regard an automobile company for which they work: the ultimate purposes of employees and the masters of capital are quite different, even opposed in many cases. However,

they need one another and so arrive at temporary and grudging agreements on the terms of their cooperation. The spirit is essentially an adversary spirit and the employees band together in unions in order to counterbalance the weight and power of trustees or directors and their managers who control the capital.

But there is another tradition in American universities and colleges. It is much more ancient, Greek, medieval, and European. In this tradition, the university is a self-governing company of scholars. The capital is not controlled by a foreign body. The scholars are not employees of such a body of non-scholars nor of their ex-scholar "captains of education."

Naturally, such a university can be ill-run. Scholars are as

capable of vice and folly as anyone. But what is interesting in such matters is what one may reasonably expect the long run tendency of institutional structure to be in the way of encouraging some general human failings and encouraging some general human virtues.

In the case of the university as a self-governing company of scholars there may indeed be a tendency to take too little account of the external, the conventional, even the fashionable, the very thing our "captains of education" are expert at. And there may be a tendency to take too little interest in the sound development of the whole university, including its

(continued on pg. 10)

-NOTICE-
KNIGHTS OF COLUMBUS
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January 29 - Monday
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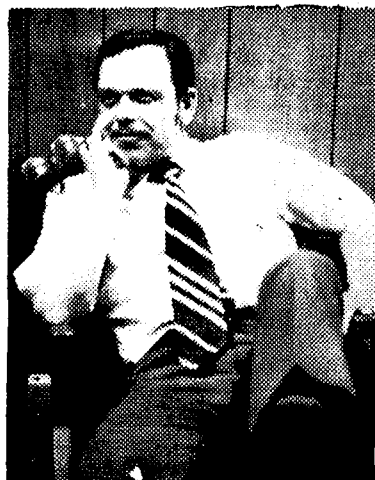
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ND Faculty Opinions On...



Stuart T. McComas, (E): I think the SONY system has it, and I believe the University of Detroit and Wayne State, I think. I've talked to people there and most of the reactions indicate they don't seem to think it helped them much. It throws up a lot of road-blocks in the way of getting things done. I guess from my standpoint I just can't see it. I feel as if it just doesn't have a place in the University. Now maybe I'm being too altruistic because we're human beings and we're working and everything else, but it just seems too much against the basic tenets of a university. This is not speaking as an administrative man, this is speaking as a faculty. I don't think I could work under the system. I've seen too many things actually end up being taken away from the faculty. I don't think they gain that much. They might gain a few dollars. New York has gone that way and what they're giving up I don't think is worth it.



Kenneth R. Lauer, (E): I would not be for a union at this time at Notre Dame.

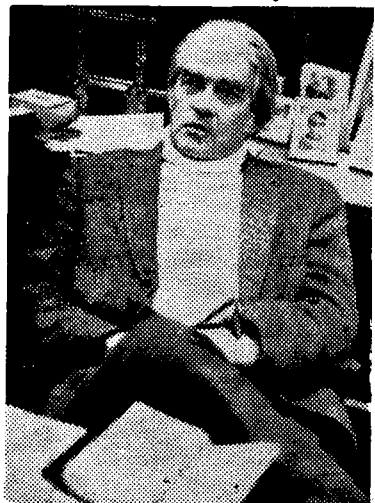


John W. Houck (BA): I think we normally think in terms, at least in a better university and a university with a long tradition of not so much union, which smacks of the laboring person and smacks of possible grubbiness about money. These are inappropriate, so we instead look to an association like the AAUP which is 55 or 60 years old, has been the pioneer in the concept of academic freedom and faculty governance of the university, and up until now we would have thought that the AAUP would have been satisfactory. I think what has been happening in the university, as well as what happens, in any large white-collar bureaucracy, is a sense of the powerlessness of the faculty member or of the professional technician in these large organizations, so that as he kind of lurches about for some way to get

power, he's going to see something that may be temporarily attractive, which is the labor union. He has visions of sit-ins and picket lines and telling the administration to go to hell. Why this sense of powerlessness? I think because universities and organizations are piling layer upon layer of persons and offices and units and divisions, so that the person in the university, whereas he formerly thought he had control of what he knew and how he was supposed to relate to his colleagues suddenly finds out that there is this institute and there's that division and there's this layer of administrator. He no longer has that sense of control, that what I'm doing is important and that other people recognize that it's important. Frankly, I think what we have to do in the university is dismantle a part of the bureaucracy around here and around most universities. I think we have to get back to the concept of the university of scholars, which would imply people supporting them in various administrative units, but wouldn't imply being over them and take on a life of their own, separate from that of learning and teaching. Frankly, the record of labor unions tells the story that they've become as hierarchical and bureaucratized as most organizations, so I don't see them as any relief or consolation.



John W. Lucey, (E): I don't think they need it here. I think we can get along well enough and it's small enough, we really don't need it. I'd rather not do it. I could see people like the state university at New York doing it, but not us. There are problems, like how do you determine a bargaining unit? You get moved into an outfit that secretaries are a part of? It's really touchy. In special cases I can see where it's necessary, but I don't think it's necessary here.

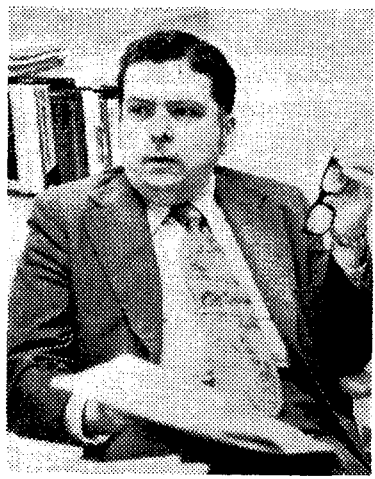


Frederick W. Dow, (BA): I would make the distinction in a professional organization as the AAUP that has numerous other objectives besides economic objectives, and the union which would be primarily economically oriented. I frankly don't see the role that a union would play among a group of university professors who are, as individuals, professionally dedicated to the education of the student and the conduct of their research, and I would be concerned that the effect that it would have upon the professional responsibility in the individual faculty member, and this is not to say that it isn't useful for the faculty to act in concert to protect their economic interests

with the Administration. There is another point. I am concerned with the economic problems of the university in general, economic problems of this University. I think the administration has functioned, with the help of the faculty, beautifully in terms of taking constructive action to make sure the University remains economically strong, and I would be concerned, speaking about universities in general, if there were a strong movement toward unions that were primarily economically oriented, that the intense struggle could really be destructive to the whole learning climate of the university. It would really bother me. It could get to be a really severe problem.



Norlin G. Russchoff, (BA): The use of the word "union" has its connotation of a group for a skilled or semi-skilled laborer. The faculty of a university are considered to be of a professional nature, and in that respect I could say that professional men should not really consider joining the union. But I would not see anything wrong with professional people gathering together in associations for a common good.



Paul F. Conway, (BA): The AAUP is coming to the conclusion that (the union) is the thing of the future because it's happening in so many other schools. I don't know if that's the answer here.

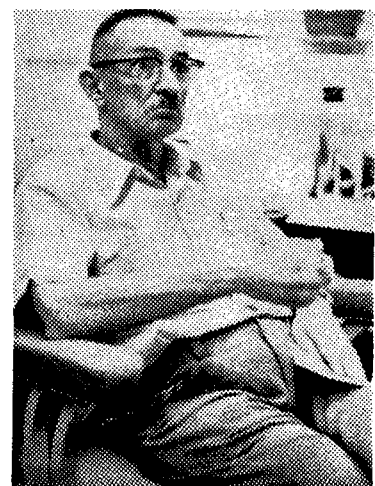


Emerson G. Funk, (S): I do have a little bit of contact with somebody at Wayne State, where they have unionized, and it has led to considerable friction among the faculty. I don't know how it's going to work out there. I don't think it's needed here, although I'm not absolutely sure. One has to look into a little bit more. I'm against, for instance, just giving blanket salary to a person if he's been there for x years regardless of how he performs. I think we should take into account the performance and there should be merit increases. I think there

should be a general cost of living thing each year, but as far as the rest goes it should be based on merit. That has in general, I think, been done here in the past. I couldn't make a definite answer yes or no.



Robert J. Anthony, (S): The AAUP, really, would take the place of and do many more things than a union. That is also a more professional-type organization. I can see no useful purpose in establishing a union.



Darwin J. Mead, Asst. Dean, (S): I don't think we should get involved in that sort of thing, and the whole idea is distasteful to me.



George A. Brinkley, Chairman Government & International Studies: Well, in the first place I'm totally opposed to it. I think what they AAUP stands for is what most faculty want. In fact, this union approach has been accepted by faculties only in extreme cases. Now, when the situation is so bad that no progress seems possible at all, I can see some justification for it, at least on a temporary basis. But I would put it strictly in that framework and, in that respect, I'm stating what I believe to be the AAUP position on it. I agree with that.



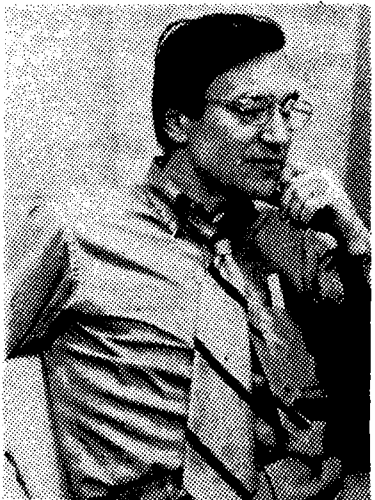
Bernard Norling, Acting Chairman History: The academic profession's favorite public pose is that of disinterested idealism. So now this amounts to another

proposal to form a labor union, like the painters' union, the Teamsters union, the railroadworkers union, and all these parties care nothing for the public interest. All they want to do is grind out more money for themselves, less work, more privileges, more time off. I don't see how this could contribute at all to the public interest in the academic world. They say, of course, that they are banded together in order to maintain the standards of their profession, but everybody else in the country regards the main purpose as to jack up prices so that they (the union members) can get rich. It seems to me the motivation is the same here. I think it would be a very bad thing.



Robert J. Waddick, Asst. Dean Arts and Letters: You know, my opinion of collective bargaining with faculty members is not very good, because I think the faculty members are professional people, and I don't think that unions, per se, are for professional people. That really sums it up in a nutshell.

I would not join a union because I don't think it's for professional people. I think they serve a purpose and I was indeed and am still, as far as I know, a member of C.I.O., local union 5 of the United Auto Workers, for when I worked at Studebaker. But that was when I was in a different position. I was in the labor forces and I think that there was a place for the union; it was a voice. I think the faculty, in their situations, have the faculty bodies as their voices, and I think we would have to give up too much in order to get union representation. We'd have to give up our voice and somebody else would have to speak for us, and I don't see that as professional.



Donald P. Kommers, (AL): I am against collective bargaining in the university. I am against it for the simple reason that a university is a special kind of relationship, between students and teachers and between faculty members and administration. We are talking about a highly personalized community that is based on trust and confidence, the twin pillars on which the University in the final analysis is based. Destroy these pillars—and you will do so with a union—and you will destroy the University. I for one will not tolerate any agency or union, especially if its bargaining agents are not university men, coming between these relationships. I will defy anybody who tells me to go out on strike, for this would be tantamount to an interference with the student-teacher relationship. I am also opposed to any uniform across-the-board bargaining where faculty salaries are con-