

AAUP Report

UMD CHAPTER

June 2, 1970

Instructions:

1. Detach ballot (last page of this Report).
2. Read second page of mimeographed material for instructions on use of ballot. Pay particular attention to the last paragraph at bottom of page.
3. Return ballot to Tom Bacig using attached envelope.
4. Sign your name on outside of envelope containing your ballot before mailing.
5. Read rest of material.
6. Excuse the staff for not being better organized.
7. Have a good summer.

On Friday, April 6th, the AAUP Legislative Committee sponsored a dinner meeting with area legislators. The AAUP delegation was headed by Iver Bogen and Tom Boman. Legislators who attended the meeting were: Rep. Barney Bischaff, Rep. Bernard Carlson, Rep. Earl Gustafson, Sen. Norman Hanson, Rep. Edwin Hoff, Sen. Francis LaBrosse, Rep. Willard Munger, and Rep. Dwight Swanstrom. In addition Mr. Robert Daugherty, Executive-Secretary of the St. Louis County Legislative Research Committee was present.

Discussion following the dinner centered on the way in which the UMD Faculty might help to present the University Budget requests to the Legislature. The legislators suggested that the UMD faculty should send representatives to the State Legislature to inform legislators of the situation at UMD. They were surprised to discover that UMD's average salaries were not the same as those on the Minneapolis Campus, that salaries at UMD ranked 7 out of 7 in all categories when compared with State College salaries, and that average salaries at UMD were lower than average salaries at the state Junior Colleges. The Legislators indicated that delegations representing State College faculties had been at the legislature during recent years, and had been very successful in informing the legislature of their needs. They went on to point out that they themselves had been well informed about building requests for UMD and that they had been quite effective in meeting UMD's needs. They noted that this was the first time they had been informed regarding faculty needs.

It was the legislator's recommendation that the Duluth AAUP Chapter work closely with the Minneapolis AAUP and Central Administration in preparing a proposal to remedy the situation at UMD and that they inform area legislators of their progress during the legislative session.

Chapter representatives and the legislators felt that the meeting was very useful and future meetings will be held before and during the legislative sessions.

At a recent Executive Committee meeting AAUP officers and committee chairmen discussed several alternative schemes for increasing chapter revenues. The program planned for next year will necessitate a considerable increase in expenditures. Therefore it was decided that the membership should be polled to determine what type of dues structure is both equitable and sufficient to meet increased needs. The enclosed ballot is the result of these deliberations.

In order to make an informed decision members will need to know in what ways the Executive Committee plans to spend the chapter's money. The following is a discussion of some areas of the chapter's needs during the coming year.

1. Legislative Relations-Initial contacts with area legislators have been most encouraging. It seems almost certain that increased contact with the Legislature will help to solve some of the problems of under-financing which have plagued UMD. It is even more certain that the expenses incurred in sending representatives to the legislature will be fairly substantial, as will expenses for meetings with the St. Louis county delegation sponsored by AAUP. In a word, during a legislative year the chapter must be prepared to spend money to tell its story to the legislature. It is worth noting that the state college faculties hired a lobbyist for \$10,000 during the last session. They expect to pay him considerably more during this session and feel the money is well spent.

2. Communications-During the past year the local chapter has made some progress in obtaining information about University budgets and decision making but it has not been as effective in distributing this information to all members as it might be. A few issues of the AAUP newsletter have helped considerably but a more active effort is necessary. This can only be accomplished by spending money for clerical help and materials. The executive committee feels that sharing information is one of the most powerful means of effecting change. As we become more aware of our own problems and communicate them to central administration, the legislature and the general public our situation will improve. Our limited success during this year can be attributed in the main, to a better flow of information.

3. Education and Liason-During the past year contacts with both state and national AAUP organizations have increased. New contacts have been developed with the AAUP chapter on the Minneapolis Campus. All of these contacts need to be broadened if the local chapter is to take advantage of the expertise of these organizations in solving faculty problems. In addition the chapter has been forced to pass up opportunities to send representatives to national meetings on collective bargaining in higher education. Again the need for a larger treasury seems obvious.

Given these needs the chapter executive committee is asking members to approve a dues increase and has offered the following alternatives to the membership for their consideration. Please vote for them in order of preference so that additional balloting will not be necessary. Place numbers 1 through 4 in the spaces provided or vote for option E.

In October of this year the AAUP Executive Committee established the following major objectives for the 1969-70 academic year:

1. To increase the membership to include 80% of those eligible.
2. To obtain the necessary salary information in order to complete the AAUP report on the economic status of the faculty for UMD as a separate reporting agency.
3. To gain responsible access to current all-University budget information.
4. To upgrade UMD faculty salaries for 1970-71.
5. To establish the necessary procedures for collective negotiations should they become necessary.
6. To establish close working communications with the Minneapolis AAUP Chapter and other chapters in the state.
7. To prepare a constitution for the UMD Chapter.
8. To establish a strong, viable set of grievance procedures which shall be readily accessible to all faculty.
9. To secure a policy of notification of faculty about the terms of employment for the following year by March 15.
10. To prepare a comprehensive salary and fringe benefit proposal for 1971-73.
11. To prepare, in cooperation with other chapters within the state, legislative proposals permitting more effective faculty collective bargaining.
12. To secure additional faculty positions for 1970-71 to bring faculty/student ratios in line with published University guidelines.
13. To obtain contractual arrangements for Faculty summer school appointments.

At this time it seems reasonable to offer the membership a preliminary accounting on these objectives.

1. Currently the total number of members in the local Chapter is 215 which represents 81% of the total eligible for membership. Membership in National AAUP has risen from 50 to 73. While the present local involvement is excellent we would hope that National memberships would increase during the coming year.
- 2 & 3. The University Budget Book, the Minutes of the Board of Regents in final form and draft versions of budget information are now available to all faculty members in the archives section of the UMD Library and will be available in the future. The AAUP salary committee has used this information to develop the comparative salary data which most faculty members have been receiving. In addition the chapter has been able to obtain information on current salaries at State Colleges and Junior Colleges. This information has also been circulated to the faculty.
4. While much remains to be done in this area the chapter was able to assist the Faculty Council and the UMD administration in obtaining \$65,000 in "equalization" funds over and above the usual merit increases. This represents an improvement of approximately \$35,000 over the amount received for equalization

in 1968-69. The major problem in this area is that estimates of the amount actually needed to "equalize" UMD salaries have ranged from \$200,000 to \$300,000. Hopefully these needs can be met during the next biennium by a special legislative appropriation.

5. The chapter has held several meetings with representatives of central administration, the National AAUP, local lawyers and representatives of the Duluth Teachers Association. At this point, most questions relating to procedures for collective negotiation remain unanswered. The chapter decided early in the year to try to use available channels to communicate with Central Administration while trying to find out more about collective negotiations. In a sense the UMD Faculty Council has served to represent the faculty in an informal negotiating arrangement during this year. As long as this informal channel seems adequate to faculty needs, formal collective negotiation may not be necessary. Should such negotiation become necessary, however, the chapter ought to be prepared. At present we are not able to determine under what provisions of state law such negotiations would proceed. The Chapter executive committee plans to continue exploring such questions in order to be prepared to meet changing needs. The National AAUP has pledged its help in this effort, and Mr. Somberg of the National office did testify before a committee of the state legislature and encouraged them to rewrite current state laws in this area so that some of the confusions and weaknesses of the current statutes would be eliminated. Even if these statutes are rewritten, of course, we do not know if they would be binding on the Board of Regents. Again, much remains to be done.
6. Members of the Duluth AAUP chapter have been invited to join the executive committee of the Minneapolis Chapter at its regular meetings. Tom Boman and Don Davidson have represented the Chapter at such meetings. In addition the chapter has participated in the programs of the Minnesota Conference of the AAUP. Sam Popper, Minnesota Conference president, has visited the UMD campus and pledged the Conference's support for efforts at UMD.
7. Thanks to the efforts of Don Larmouth the chapter has adopted a constitution. This action was taken at the March 15th meeting.
8. An AAUP grievance committee has been formed and is engaged in reviewing grievance procedures at UMD. At this point it seems that existing channels for grievance procedures such as the Faculty Council can function to solve some problems, however changes in the nature of the council as a result of pending constitutional revisions may necessitate rethinking these procedures. At the very least all faculty need to be better informed about grievance procedures. Perhaps the main task of the chapter in this area is to put together a statement of the existing procedures, compare those procedures with National AAUP recommendations, and ask the faculty to ratify any changes that might be necessary.

9. At the request of both the UMD Chapter and the Minneapolis Chapter, central administration has asked the regents to consider a policy which would require department heads, division chairmen, and the deans to inform faculty members of their recommendations for salaries for the coming year. While this is not a binding agreement such a policy would be an improvement over the current situation. This year it seems likely that faculty members at UMD will receive notification of this kind by May 1. This is the result of the actions of the Faculty Council. While this does not meet the guidelines set down by the National AAUP requiring notification by March 15, it is a first step. It is hoped that further improvement can be achieved.
10. Obtaining access to University Budget information was the first step in preparing a comprehensive proposal for 71-73. The chapter Exec is currently engaged in forming various chapter committees into a task force to prepare such a proposal. Most of the work on the proposal will need to be done during this coming summer. Recently chapter officers met with Ray Archerd and discussed the present fringe benefit program. The meeting was helpful in suggesting some problems that need to be considered in putting together a comprehensive proposal. For example, at present the medical insurance benefits for University staff members are part of a program for all state employees. Such information will be helpful in developing proposals which can, in fact, be reasonably submitted to central administration.
11. Through the efforts of the Minnesota Conference of the AAUP some progress in this area has been made. A special meeting of the Minnesota Conference in the Fall quarter was devoted to discussing problems in conducting collective negotiations under current state law. As previously mentioned, Al Somberg of the National AAUP staff did appear before state legislators to discuss revisions of those laws. The Teacher's strike in the Minneapolis area may also serve to bring these laws under closer scrutiny. It seems possible that a special session of the legislature may be called to remedy problems created by the present statutes.
12. The Chapter has made little real progress in helping the UMD administration to obtain additional new position money for 1970-71. Since this was not a "legislative" year it was difficult to solve this problem. All units of the University system do need additional faculty. The problem seems to be convincing Central Administration and the Legislature of the seriousness of our needs in this area. Part of the comprehensive proposal will have to be devoted to suggesting an examination of University priorities in this area. At present it would seem that unless the legislature can obtain better information about the nature of our needs the entire University system will be understaffed and unless new priorities within the University can be established UMD will continue to be one of the most seriously understaffed units.

13. The Chapter can report no success in attempting to obtain contracts for summer school teaching. A faculty task force has been appointed to study the summer school and is currently working on some of the same problems which concerned the Chapter. However no chapter committee has been active in this area. We do hope to turn our attention to this matter as a part of the comprehensive proposal.

BALLOT

- A. Each local member pays \$1.00 for every \$1000 of salary. _____
- B. Each local member pays \$1.00 for every \$1000 of salary and national members receive a \$5.00 credit. _____
- C. Each local member pays \$5.00 _____
- D. Each local member pays \$5.00 plus \$1.00 for every \$1000 over \$10,000. _____
- E. No increase in dues. _____