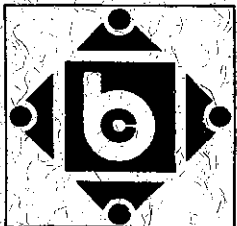


Collective Bargaining in Higher Education and the Professions

Bibliography No. 12 • January 1984

Joel M. Douglas
and
Daniel Wiener



**THE NATIONAL CENTER FOR THE STUDY OF COLLECTIVE BARGAINING IN
HIGHER EDUCATION AND THE PROFESSIONS—BARUCH COLLEGE
CITY UNIVERSITY OF NEW YORK**

**NATIONAL CENTER FOR THE STUDY OF COLLECTIVE BARGAINING
IN HIGHER EDUCATION AND THE PROFESSIONS**

The National Center is an impartial, nonprofit educational institution serving as a clearinghouse and forum for those engaged in collective bargaining (and the related processes of grievance administration and arbitration) in colleges and universities and the professions. Operating on the campus of Baruch College, City University of New York, the Center addresses its research to scholars and practitioners in these fields.

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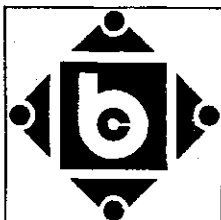
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TABLE OF CONTENTS

	PAGE
INTRODUCTION	v
PART I - FACULTY BIBLIOGRAPHY	
ACADEMIC FREEDOM	3
ACCOUNTABILITY	4
ADMINISTRATION	5
AFFIRMATIVE ACTION	6
ARBITRATION AND MEDIATION	8
COLLECTIVE BARGAINING	9
COLLECTIVE BARGAINING - CANADA	11
COMMUNITY COLLEGES	13
CONTRACTS AND CONTRACT ISSUES	14
DEPARTMENT CHAIRPERSONS	14
DISCIPLINE AND DISMISSAL	14
DISCRIMINATION	15
DUE PROCESS	17
ELECTIONS	17
EVALUATION	18
FACULTY	19
FACULTY ATTITUDES	21
FACULTY ORGANIZATIONS	21
FINANCIAL EXIGENCY	23
FISCAL ISSUES	24
FRINGE BENEFITS	25
GOVERNANCE	26
GRIEVANCE PROCEDURES	27
HIGHER EDUCATION	28
LEGAL ISSUES	28
LEGISLATION	30
LIBRARIANS, ACADEMIC	30
LONG-RANGE PLANNING	30
NLRB	32
NON-FACULTY	33
PART-TIME FACULTY	33
PERSONNEL ADMINISTRATION	34
PUBLIC SECTOR LABOR RELATIONS	35
QUALITY OF WORKLIFE	36
RETIREMENT	37
RETRENCHMENT	37
STUDENTS	41
STRIKES	41
SCOPE OF BARGAINING	42

TABLE OF CONTENTS (CONT'D.)

SALARIES	42	
TENURE	44	
WOMEN FACULTY	46	
WORKLOAD	47	
YESHIVA	47	
PART II - PROFESSIONS AND PROFESSIONALS BIBLIOGRAPHY		
DENTAL AND MEDICAL SCHOOLS - FACULTY	51	
HEALTH CARE INSTITUTIONS	51	
HEALTH CARE PROFESSIONALS	53	
NURSES	53	
NURSING SCHOOLS - FACULTY	56	
PHYSICIANS	57	
PROFESSIONS	58	
PROFESSIONS - LAW	59	
PROFESSIONS - LIBRARIANS	60	
PROFESSIONS - SPORTS	60	
PART III - COURT CASES		
COURT CASES: STATE AND FEDERAL	65	
UNITED STATES SUPREME COURT DECISIONS	72	
NLRB DECISIONS	74	
PART IV - INFORMATION GUIDES		
BIBLIOGRAPHIES AND DIRECTORIES	79	
RESOURCES AND PERIODICALS	81	
USEFUL SOURCES OF INFORMATION	83	
PART V - INDICES		
AUTHOR	87	
COURT CASES AND ADMINISTRATIVE ORDERS	95	
SUBJECT	99	
PART VI - ACRONYMS AND ABBREVIATIONS		105

INTRODUCTION

With the publication of the twelfth volume of the *Bibliography on collective bargaining in higher education and the professions*, the National Center approaches a new plateau in its existence. The dichotomy remains: collective bargaining or collegiality. And the unanswered question persists: does collective bargaining belong in the halls of academe? Although it appeared that the U.S. Supreme Court, by virtue of its Yeshiva decision, and the NLRB in later cases such as the Polytechnic Institute of New York and Boston University have defined the role of unions on private campuses, public institutions remain unaffected by these decisions. Notwithstanding the setbacks in some areas, collective bargaining in higher education continues to be widely written about and studied; and as the Center has done in the past, the *Bibliography* focuses on those major categories that impact on the nature of the employment relationship, both in unionized and non-unionized settings. Volume twelve represents a complete and up-to-date listing of the major works in the field of labor relations, personnel and college administration published during the 1983 calendar year.

The literature included in this *Bibliography* reflects the current state-of-the-art, research and writings in all aspects of collective bargaining in postsecondary education. Additionally, literature in the fields of health care and other related areas is included. Exhaustive search of current publications, indices, including computer bases, has resulted in a bibliography which will provide a very useful tool for practitioners, researchers and others interested in the field.

The research design and methodology have become even more complex with each volume in this series. In addition to computerized searches of the various data banks, manual retrieval systems were utilized to obtain fugitive documents that are not included in depository libraries. The materials cited in this volume include books, chapters, monographs, dissertations, journal and periodical articles, speeches,

unpublished reports and judicial and administrative decisions.

In addition to United States publications, an effort has been made to compile relevant foreign documents, most notably from Canada and Great Britain.

This book is part of the annual publication series of the National Center, an impartial, nonprofit institution, serving as a clearinghouse and forum for those engaged in collective bargaining and the related processes of grievance administration and arbitration in higher education and the professions. Operating on the campus of Baruch College, City University of New York, the Center addresses its research to scholars and practitioners in the field. In addition to the Bibliography, the Center's publications include directories, newsletters, conference proceedings and monographs.

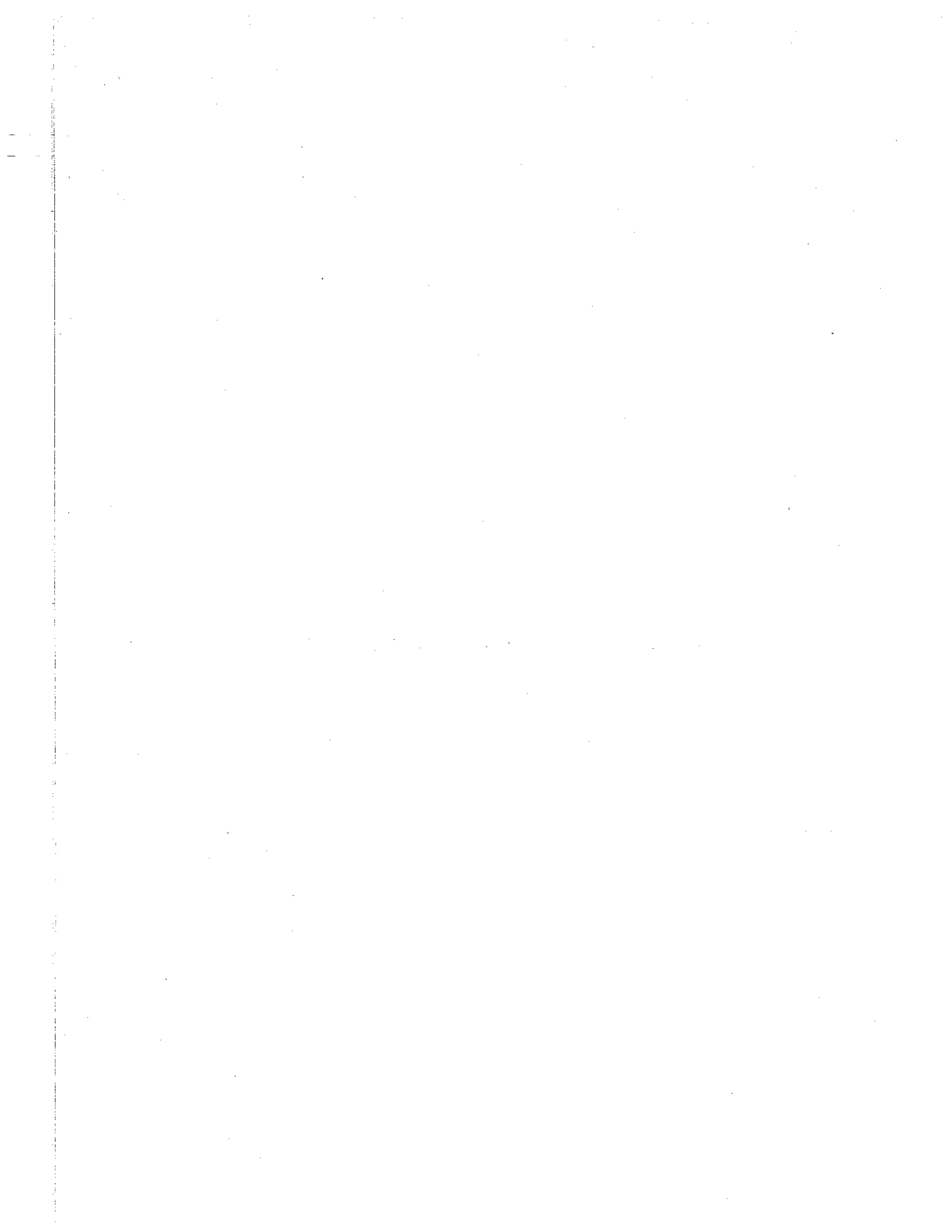
A publication of this magnitude represents the cooperative effort of many individuals. The Center's staff has performed magnificently in this regard. Daniel Wiener, the Center's Librarian, is responsible for the primary research for this volume and for meticulous assembling of the data. He was very ably assisted by two of our Research Assistants, Carol Faber and Angela DeSouza. Excellent typing of the manuscript was performed by Ruby Hill, the Center's Secretary, assisted by Brenda Daniels, College Assistant. Additionally, our student aides, Gordon Lung and Bernice Jones assisted in other areas of its preparation. Evan G. Mitchell, Administrative Coordinator of the Center was responsible for the overall supervision and coordination of this project.

Although every effort has been made to ensure the accuracy of this publication, the Center apologizes for any errors or omissions which might have occurred, and as always, we welcome your comments for future editions. The reader is referred to the inside back cover of this volume for additional publications of the National Center.

Joel M. Douglas
Director

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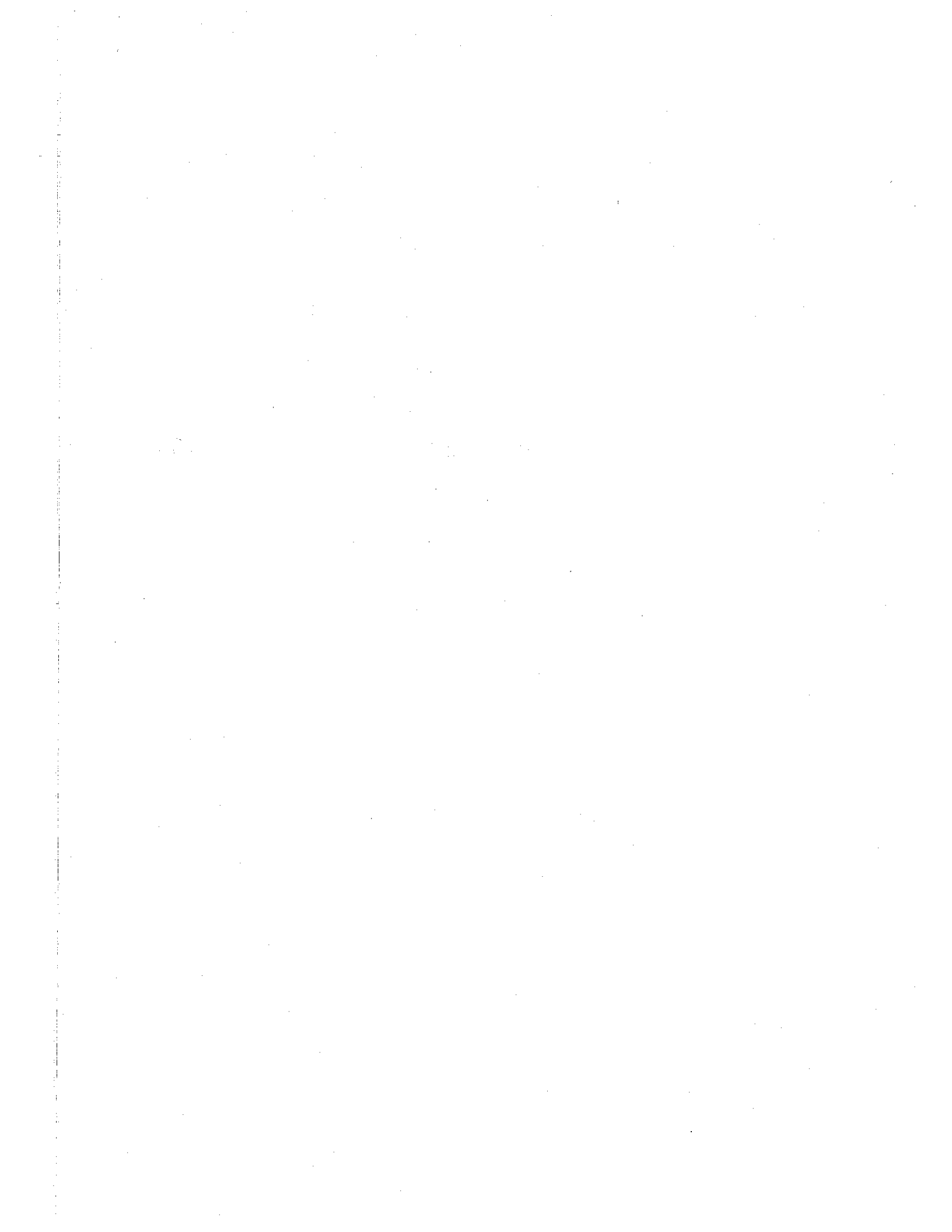
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PART III

COURT CASES

COURT CASES: STATE AND FEDERAL

- 748 Meyerson v. Arizona (83-650 9th Cir. 1983). Court of Appeals ruled since "primary objective" of Section 504 of 1973 Rehabilitation Act is not to provide employment, handicapped professor employed by Arizona State University is not protected under federal anti-discrimination law. Court also held there is no private right to sue under Section 503 of Rehabilitation Act which required federal contractors to have affirmative action plans for hiring qualified disabled workers.
- 749 Felton v. Trustees of the California State Universities and Colleges et al (No. 82-4212, 9th Cir. 1983, 32 FEP 137). Court of Appeals reversed and remanded decision finding CSU guilty of sex discrimination when it rejected female's application for assistant professorship. Court found that lower court had erred when it placed burden of proving non-discriminatory intent on trustees. Burden of proof of discrimination rests with plaintiff.
- 750 Greater Los Angeles Council on Deafness v. Community Television (80-5400, 9th Cir. 1983). Federal Appeals Court overturned ruling barring education department from funding public television programs if such programs "are not made accessible to the deaf."
- 751 Marcus v. Rowley (9th Cir. 1983). Federal Appeals Court ruled educators who violate standards of fair use which established guidelines for reproducing copyright material, are susceptible to charges of copyright infringement.
- 752 Woo v. Board of Regents, University of California (C-83-1505 SC, U.S. Dist. Ct., Northern Dist. of Calif., 32 FEP 351). U.S. District Court ruled that female lecturer who claimed UC deprived her of 14th Amd. equal protection rights was barred by 11th Amd. from seeking damages from regents of UC who acted in their official capacity.
- 753 Zaustinsky v. The Regents of the University of California. Federal District Court denied plaintiff right to see her complete personnel confidential file in suit seeking to prove unjust dismissal based on discrimination. Court held that full disclosure was not required, however, ordered production of file summary. Court further added that plaintiff might be allowed full text if summary report supported sex bias charges. Plaintiff had sought her own peer review records as well as those of seven male colleagues.
- 754 AIAW v. NCAA. Court held that NCAA did not violate federal anti-trust laws when it initiated women's sports championships. AIAW's claim that NCAA solicited membership from AIAW members by paying exorbitant subsidies for women's teams was rejected.
- 755 Gay Rights Coalition v. Georgetown University (No. 5863-80). District of Columbia Court upholds Georgetown University's refusal to recognize Gay student groups claiming that the University's action was based on constitutionally protected religious beliefs.

COURT CASES (cont'd.)

- 756 Turgeon v. Howard University (U.S. Dist. Ct., Dst. of Columbia, No. 81-2973-1983). Howard University guilty of racial discrimination when it discharged white female faculty member whose teaching evaluations were superior than most of her black colleagues.
- 757 Davis v. Scherer (52 U.S.L.W. 339). USSC agrees to review Court of Appeals ruling which held that in case of suit charging denial of due process by terminated state employee, state officials may be sued "...because state grievance procedures were unconstitutional."
- 758 Hamm v. Board of Regents of State of Florida (11th Cir. 1983, 32 FEP 441). Court held that female hispanic equal opportunity specialist was not victim of sex or national origin discrimination even though her salary was less than black male and white female employment specialists. Other affirmative action officers were faculty members prior to assuming affirmative action duties and thus possessed greater academic qualifications.
- 759 Iron Arrow Honor Society v. Heckler (No. 83-118). Federal Appeals Court held that federal aid to the University of Miami can be withdrawn due to school's association with male-only honor society. Court rejected University's claim that intent of federal sex bias laws are 'program specific' and found that Title IX should be interpreted broadly.
- 760 Lincoln v. Board of Regents. Atlanta Federal Appeals Court finds Savannah State College guilty of race discrimination by dismissing white professor who alleged that charges against him were racially motivated.
- 761 Aio, Chamber, Chu et al v. HPERB and HSTA, NEA (Hawaii State Supreme Court No. 8663-1983). Court held no "willful violation of state law and ordered that HPERB does not have to return money spent from non-union employee's agency shop fees." Although monies were spent outside the "scope of permissible service fee expenditures" no refund was ordered.
- 762 Ende v. Board of Regents, Northern Illinois University (U.S. Dist. Ct. Northern Dist. of Illinois, No. 79 C 20034, 32 FEP 391). Court ruled University's affirmative action salary program, which increased compensation of female professors because of gender, does not violate Equal Pay Act, even though it resulted in raising other female professors salaries above similarly situated male professors.
- 763 U.S. v. Chicago (No. 83-2308). Federal Appeals Court ordered withholding of federal funds intended for school and university affiliated programs where such funds were intended for jurisdictions whose government had failed to comply with the 1980 Desegregation Plan.
- 764 Warrior v. Thompson. Illinois Supreme Court ruled that Governor Thompson did not act illegally when he unilaterally cut state budget. Case involved action brought by Illinois Federation of Teachers and AFSCME.

COURT CASES (cont'd.)

- 765 EEOC v. University of Notre Dame (No. 82-2358, 32 FEP 1057). Federal Appeals Court ruled that EEOC did not have the right to subpoena confidential tenure records from the University of Notre Dame although they could review written individual evaluations. EEOC was not entitled to names of faculty on tenure evaluation committees.
- 766 Rensing v. Indiana State University. Indiana Supreme Court held that an athletic scholarship does not create a contractual employer-employee relationship. Rensing, a student injured in an athletic practice, was not entitled to Workmen's Compensation benefits. In order to establish an employment relationship, intent must be proven.
- 767 Berry v. Board of Supervisors. Court of Appeals held that no violation of Equal Pay Act occurred even though female plaintiff received the same earnings as male professors while she taught twice as many courses.
- 768 Boston Firefighters Union, Local 718 v. Boston Chapter NAACP (51 U.S.L.W. 3769). USSC refused to rule on the question of the constitutionality of reverse seniority as relates to racial layoffs in the City of Boston. Court found issue to be moot since discharged personnel had been reinstated and thus the issue was hypothetical. See Boston Teachers v. Boston School Committee.
- 769 Emerson College v. City of Boston. Superior Court declared a special fire protection tax invalid as it constituted, in reality, a form of real estate tax and could not be levied against colleges exempt from such taxes.
- 770 Kumar v. Board of Trustees, University of Massachusetts (No. 78-0036-F, 32 FEP 307). United States District Court rules that University denied tenure to qualified East Indian faculty member due to national origin in violation of Title VII.
- 771 Ewing v. Board of Regents. Ewing, a medical student dismissed from the University of Michigan due to poor grades, sought to bring a civil rights law suit claiming his dismissal violated 14th Amendment due process and other contractual rights. District Court ruled that University is a state entity and thus protected by the 11th Amendment from being sued in federal courts.
- 772 Hillsdale College v. HEW (696F. 2nd 418 6th Cir. 1982). Department of Education can only investigate school programs that directly receive federal aid. Title IX declared to be "program-specific."
- 773 Oliver v. Kalamazoo Board of Education (No. 80-1683, 6th Cir. 1983). Recall system based on racial criteria and race quota struck down as inappropriate and arbitrary. Not a valid ground to remedy past discrimination.

COURT CASES (cont'd.)

- 774 Minnesota State Board for Community Colleges v. Knight (No. 82-898, 82-977, 103 S. Ct. 2450, 51 U.S.L.W. 3520). Non-union faculty members seek ruling from United States Supreme Court as to whether or not they can be excluded from "meet and confer" sessions that cover matters not covered by the collective bargaining agreement. Union claims exclusive representation in all such matters and as such seek unrestricted right to represent all faculty.
- 775 Mueller v. Allen (51 U.S.L.W. 3773). USSC ruled that Minnesota law permitting tax deductions for public and private schools did not violate First Amendment prohibitions against state aid to religious schools.
- 776 Rajender v. University of Minnesota (No. Civ. 4-73-435, U.S. District Court, District of Minnesota, 32 FEP 743). Women faculty members claim the University engaged in employment discrimination based upon sex and national origin in violation of Title VII.
- 777 Stanley v. Magrath (83-1058). University of Minnesota's decision to reduce funding to student newspaper declared violative of student's First Amendment rights. Federal Appeals Court held that University intended to influence content of Minnesota Daily for printing controversial article.
- 778 Leftwich v. Harris-Stowe State College. The 8th U.S. Circuit Court of Appeals found Harris-Stowe State College (Missouri) guilty of violating Age Discrimination in Employment Act by replacing older tenured faculty with younger non-tenured ones. In addition to the elimination to tenure status the court found that the college had engaged in this practice in order to reduce personnel costs.
- 779 Bell v. New Jersey (81-2125). Court upheld DOE's power to collect misspent Title I funds allocated and expended prior to 1978.
- 780 Denburg v. Educational Testing Service (C-1715-83). New Jersey Superior Court holds ETS can use statistical evidence and probability factors to arrive at conclusion that test-taker may have cheated and test scores may be set aside. Court did not state that students cheated, however, upheld validity of ETS statistical procedures.
- 781 New Jersey-Philadelphia Presbytery v. New Jersey (79-3341). Fundamentalist Christian College appealing state court ruling that state college regulations apply to religious colleges. Shelton College refused to obtain state licensure in order to grant degrees.
- 782 U. S. v. Burlington County College. Settlement entered into between Justice Department and Burlington County College under which college agrees to compensate women faculty for past sex discrimination in compliance with Title VII.

COURT CASES (cont'd.)

- 783 Addison-Wesley Publishing Co. v. New York University (82-Civ.-8333-S).
NYU and publisher enter into a consent settlement whereby the University agrees to submit written proof, when requested, that it is in compliance with the 1976 Classroom Copying Guidelines established to protect copyrights of authors and publishers. Decree aimed at fostering educational goals "...by permitting photocopying for educational use, but subject to reasonable and lawful limits."
- 784 Arthur v. Nyquist (52 U.S.L.W. 3344). Union seeks appeal of United States Court of Appeals, 2nd Cir., which upheld race-based layoffs in the Buffalo school system. Court held that layoffs were necessary to preserve progress in desegregation, however, laid off teachers should be rehired on the basis of seniority.
- 785 Coser v. Moore (76C 8576). State University of New York at Stony Brook found not to have engaged in sex discrimination concerning women faculty. Use of statistical evidence relied on by plaintiffs found not sufficient to prove their claim.
- 786 Encyclopedia Britannica v. Crooks. Federal District Court holds that a group of Buffalo school districts could not video tape television programs even for temporary educational purposes. Such programs are available for rent; video taping would injure potential markets for the owners.
- 787 Greenberg v. Bell. Federal judge upholds right of married female law students to sue DOE for discrimination in Guaranteed Student Loan Program. Plaintiffs argue that new procedures discriminate against married women since salaries of spouses are included in needs test.
- 788 In the matter of Wilson (311) and In the matter of Johnson (312).
New York State Court of Appeals upheld the validity of a will which provided for private scholarships, limited to male graduates of public schools, for a college education.
- 789 Long Island University Faculty Federation v. Board of Trustees of Long Island University (113 LRRM 3139). New York State Supreme Court reverses lower court decision which had vacated arbitrator's award concerning provision in collective bargaining agreement requiring full-time faculty members of striking union to pay 25% of their salaries for the period of the strike. Requirement held to be applicable to both striking and non-striking members.
- 790 Melani v. Board of Education of the City University of New York (17 FEP 1618, S.D. N.Y. 1976). A Federal District Court judge found CUNY guilty of sex discrimination by its employment practices toward women faculty. Court allowed use of statistical data as means of proving plaintiff's case. (Consent decree entered into May 1984 in which \$7.5 million was awarded plaintiff's in the class action suit.

COURT CASES (cont'd.)

- 791 Sobel v. Yeshiva University (U.S. Dist. Ct., So. Dist. of New York No. 75 Civ. 2232 32 FEP 169). Court held statistical studies offered as proof of sexual discrimination inadequate in proving plaintiff's claim against university.
- 792 Sweeney v. Research Foundation (82-7842). Court of Appeals dismissed Title VII sex discrimination charge against SUNY holding that evidence presented failed to prove "intentional sex discrimination."
- 793 Zahorik et al v. Cornell University (No. 80-CV-455 U.S. Dist. Ct., N.D., N.Y.). Charge against Cornell University dismissed as court found no evidence to support claim by five women faculty members of sex bias against women in the granting of tenure. The court held "that federal job bias law does not require that the most qualified person for a position get the job."
- 794 d'Errico v. Lesmeister. Federal judge found North Dakota state grant providing aid to students at Bible colleges violative of First Amendment provision of separation of church and state.
- 795 Smith v. Kent State University. Federal Appeals Court finds that professor had been terminated for breach of contract and not for protected union activities.
- 796 Hein v. Oregon College of Education (82-3491). Ninth Circuit Court of Appeals reversed sex biased judgment against Western Oregon State College holding that statistical evidence was inadequate to sustain plaintiff's action.
- 797 AAMC v. Multiprep, Inc. (83-2745). Association of American Medical Colleges upheld in obtaining court ordered ban on the use of copyrighted questions from the Medical College Admission Test (MCAT) against Multiprep, Inc., a Philadelphia based firm.
- 798 American Future Systems v. Penn State (81-0171). Federal court holds that Pennsylvania State University's ban on group sales in dormitory rooms violated the constitutional rights of dormitory residents.
- 799 Winker v. Brown University (80-0234 B). Federal District Court judge finds Brown University in violation of Equal Pay Act and Title IX by awarding a woman professor a raise of 64% in order to retain her on faculty. Claim filed by male colleague.
- 800 Ford v. Nicks (83-5330). Middle Tennessee State University ordered to confer tenure upon two female professors who were terminated on the basis of sex. Remedy issue on appeal; AAUP has joined the university in arguing that the court exceeded its jurisdiction by the granting of tenure. The AAUP contends that plaintiffs should be afforded an opportunity to qualify for tenure based on their own merits and not be the recipients of court ordered tenure.

COURT CASES (cont'd.)

- 801 Towner and Hicks v. Vanderbilt University (51 U.S.L.W. 3921). USSC affirms lower court decision that the University had not acted unfairly by denying degrees to two students who were accused of cheating.
- 802 Bennett v. West Texas State University. U.S. Circuit Court of Appeals remands to district court case involving claim by group of women athletes that University discriminated against them in violation of Title IX.
- 803 Williams v. Milonas. USSC refuses to hear immunity claim raised by Provo Canyon School District, Utah. Parents sued under violation of Civil Rights Act of 1871 on behalf of their handicapped children; school unsuccessful in immunity defense.
- 804 AFSCME v. State of Washington (82-465, No. C 82-465-T U.S. Dist. Ct. W. Washington). State of Washington found guilty of wage discrimination against class of 15,000 employees (primarily women). Comparable worth arguments upheld supporting claim of employees including those at three state universities.
- 805 Blair v. Washington State University. Superior Court Judge orders compensation for three former women athletes who were discriminated against in school's sports program in violation of state's Equal Rights Amendment.
- 806 Marquez v. University of Washington (103 S. Ct. 1253). USSC denies certiorari on student's claim that the University violated Washington's Anti-discrimination Law by expelling him for poor grades and not providing him with special academic help. Plaintiff argued that as a minority student he was accepted under affirmative action program and without extra academic help, he would not be able to graduate.
- 807 Lister v. Hoover (82-1595). Federal Appeals Court for the 7th Circuit ruled that student's 14th Amendment due process rights were not violated when the University of Wisconsin classified them as non-residents without offering reasons for the classification.
- 808 Martin v. Helstad. U.S. Court of Appeals upholds lower court's decision allowing the University of Wisconsin to rescind admission of applicant who had concealed information pertaining to conviction of a federal crime on college application. Student had been accepted for admission but had not yet enrolled when admission was rescinded.

UNITED STATES SUPREME COURT DECISIONS

- 809 Arizona Governing Committee v. Norris (103 S. Ct. 3492, 51 U.S.L.W. 3713).
Court held sex-based actuarial tables violative of Title VII of the 1964 Civil Rights Act. Formulas that provided lower monthly benefits for women due to their longer average life span illegal. Court also ordered United States Court of Appeals for the 6th Circuit to reconsider rulings in TIAA/CREF and Wayne State University. Ruling effective 8/31/83. Not retroactive.
- 810 Bob Jones University v. United States (103 S. Ct. 2017). USSC disqualifies Bob Jones University from tax exemptions under the 1954 Internal Revenue Code. Stated purpose of tax code was to provide tax relief to institutions that provide a "public benefit," however, the court held that the racially discriminatory policies of the university did not entitle it to said relief.
- 811 Bowen v. U.S. Postal Service (103 S. Ct. 588). USSC held that payment of damages arising from a Duty of Fair Representation case could be apportioned between the employer and the union. While no formula was established, the court said that liability would be set "...according to the damage caused by the fault of each.
- 812 Brigham Young University v. U.S. (103 S. Ct. 713). Universities voluntary listing of names of contributors to IRS ends litigation over this issue. IRS had sought disclosure, university refused and case ensued.
- 813 Bureau of Alcohol, Tobacco and Firearms v. FLRA (103 S. Ct. 208, 52 U.S.L.W. 3090). Court held that "official time" pursuant to the Civil Service Reform of 1978 did not entitle federal employee union representatives to daily travel allowances for collective bargaining purposes. "It was wrong to conclude that employee negotiators are on official business of the government."
- 814 Community Television of So. California v. Gottfried (103 S. Ct. 885). USSC upheld order of the FCC in which FCC ruled it lacked authority to enforce Section 504 of the Rehabilitation Act.
- 815 Firefighter's Local 1784 v. Stotts (103 S. Ct. 2451, 52 U.S.L.W. 3077) and Memphis Fire Department v. Stotts (51 U.S.L.W. 3203). USSC agrees to hear the issue of contractually negotiated seniority provisions as a means of layoff as opposed to racial criteria in order to preserve affirmative action gains of minorities.
- 816 Grove City College v. Bell (103 S. Ct. 1181, 82-792). Supreme Court agrees to review lower court ruling questioning if Title IX sex biased provisions are "program specific."
- 817 Guardians Association v. Civil Service Commission (103 S. Ct. 3221, 51 U.S.L.W. 3358). U.S. Supreme Court ruled that claims of race bias in federally funded programs can be sustained without proof that discrimination was intentional.

U.S. SUPREME COURT CASES (cont'd.)

- 818 Iron Arrow Honor Society v. Heckler (104 S. Ct. 373, 51 U.S.L.W. 3028). USSC finds Title IX dispute moot since University of Miami banned Iron Arrow Honor Society from campus. (See No. 83-118 under Court Cases: State and Federal).
- 819 Kush v. Rutledge, F.R. (103 S. Ct. 1483). Arizona State University held ineligible to gain immunity from lawsuits filed under 1871 Civil Rights Act. Also declared Act not limited to charges of race-based discrimination.
- 820 Laborde v. The Regents of the University of California (103 S. Ct. 820). Ninth U.S. Circuit Court of Appeals ruling upholding University of California's promotion procedure upheld by USSC. Plaintiff had sought reversal of lower court's ruling denying her access to confidential peer review records.
- 821 Long Island University v. Spirt (103 S. Ct. 3566). Court orders review of United States Court of Appeals for the 2nd Circuit ruling which found in favor of unisex pension payments retroactive to May 1, 1980. Court ordered reconsideration in light of holding in Arizona Governing Committee v. Norris.
- 822 Peters v. Wayne State University (103 S. Ct. 3566). Writ of certiorari granted. Case remanded to Court of Appeals in light of Arizona Governing Committee v. Norris.
- 823 SONY Corp. of America v. Universal City Studios (103 S. Ct. 3568). USSC agrees to consider question of whether ownership of copyrighted television programs entitles owners to royalties from home video-tape recorder manufacturers. Education coalition joins case concerned that limits on reproduction and recording could impair educational programs and teaching.
- 824 University College of the University of Alabama v. Johnson (52 U.S.L.W. 3294). USSC declines comment on federal district court's ruling ordering the university to pay attorney's fees in case of women who brought job bias claim against the university a decade ago.
- 825 U.S. Postal Service v. Aikens (103 S. Ct. 2117). USSC held that prima facie case need not be established prior to race-bias charge being litigated in court. Overturned lower court's ruling that employees complaining of bias must bear maximum burden of proof.
- 826 White v. Board of Trustees (103 S. Ct. 732). USSC declines to hear case concerning unlawful discharge of community college professor. Board of Trustees of Western Wyoming Community College argued that pertinent materials pertaining to discharge were presented to plaintiff; Professor White claimed lack of due process.

U.S. SUPREME COURT CASES (cont'd.)

- 827 W. R. Grace and Company v. Local Union 759 (103 S. Ct. 2177, 81-1314).
USSC declined to review merits of arbitrator's decision which found affirmative action plan governing layoffs violative of employees seniority rights under the collective bargaining agreement.

NLRB DECISIONS

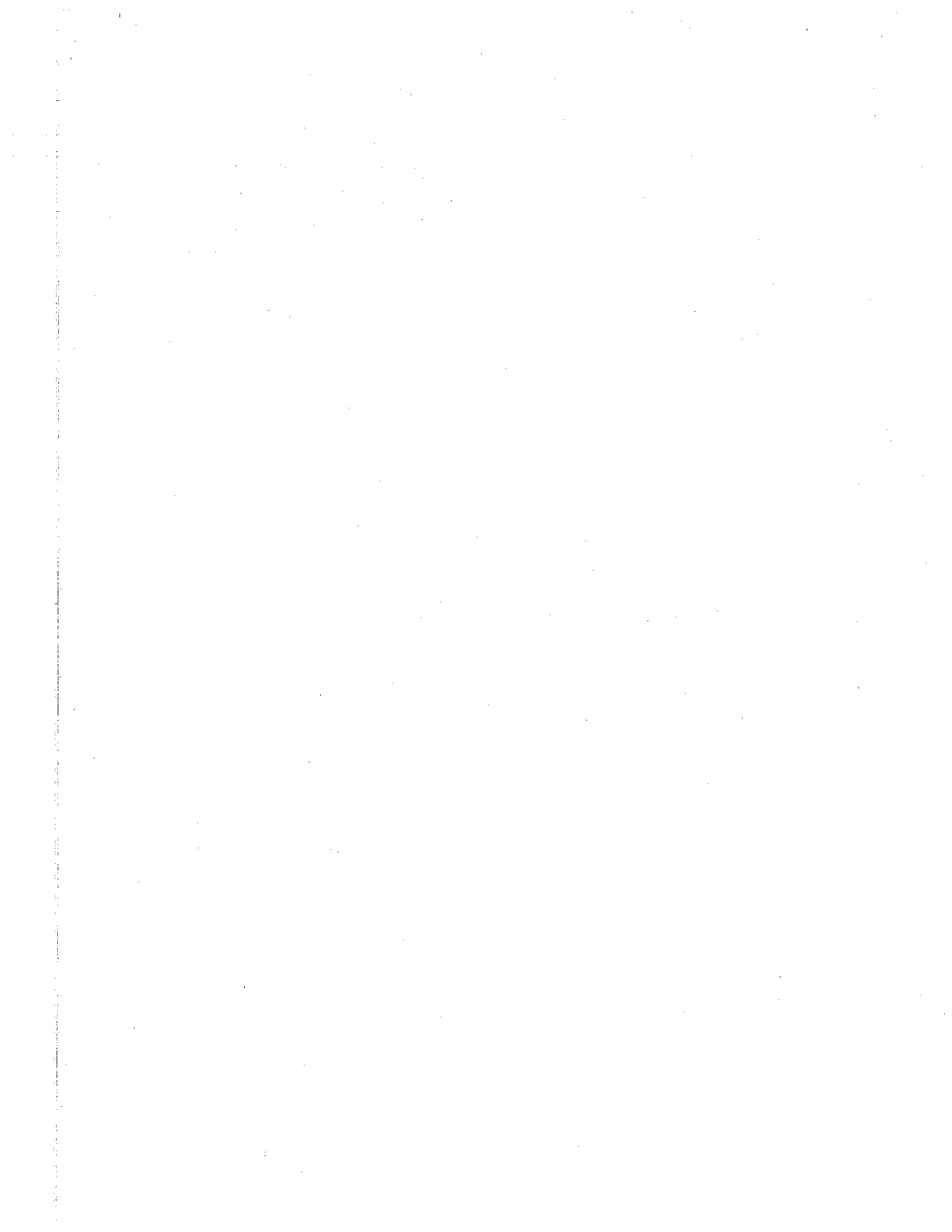
- 828 The Cooper Union for the Advancement of Science and Art -and- Cooper Union Federation of College Teachers, NYSUT, AFT, AFL-CIO (Case No. 2-CA-17483). Regional office of NLRB held that faculty at Cooper Union are managerial and therefore not entitled to the protections of the National Labor Relations Act. Unit ordered decertified.
- 829 Lewis University -and- Faculty Life Committee of the College of Arts and Sciences (265 NLRB 157, 112 LRRM 1206). NLRB dismisses unit clarification petition of university and held that Faculty Life Committee was a properly certified labor organization entitled to bargain collectively under the protection of the Act. The Board also rejected a challenge to its jurisdiction holding that Catholic Bishop (440 U.S. 490, 1979) applies only to parochial, elementary and secondary schools and not colleges and universities.
- 830 Metropolitan Edison Company v. NLRB (103 S. Ct. 1467). USSC held that employers could not subject employees who were union officers to more severe punishment than rank and file members for violation of anti-strike provisions.
- 831 NLRB v. New York University Medical Center (51 U.S.L.W. 3889). USSC upheld NLRB rule requiring proof of anti-union animus prior to discharge for disciplinary reasons. Employers must prove by preponderance of the evidence that workers would have been discharged even if there were no union activity involved. USSC remands case back to the Court of Appeals which had said NYU only had to produce evidence that workers would have been disciplined regardless of union activity.
- 832 NLRB v. Transportation Management Corp. (103 S. Ct. 2469, 51 U.S.L.W. 3210). USSC sustains NLRB rule that places substantial burden of proof on private employers who discharge employees partly because of their union activities.
- 833 Ohio Northern University -and- Ohio Northern University Faculty Association. NLRB orders faculty association decertified and not entitled to bargain under the protection of the National Labor Relations Act. Regional Director, with acquiescence from Office of Appeals, had reversed previous position and had withdrawn his complaint against the university after Board's ruling in Ithaca College. See 261 NLRB No. 83 (1982).

NLRB DECISIONS (cont'd.)

- 834 Oklahoma Blood Institute, Inc. -and- Oklahoma City Federation of Nurses and Health Professionals, Local 5009, AFT, AFL-CIO (265 NLRB 195). Board held that 1974 Health Care Amendments to LMRA did not preclude employees in health care institutions from being placed in a single bargaining unit with non-health care institution employees.
- 835 Seton Hall University -and- Seton Hall Faculty Federation, AFT, AFL-CIO (Case No. 22-RC-8765, 22-RM-599, 22-UC-96). Regional office of NLRB grants unit clarification petition brought by university and excludes all fulltime faculty members from the protection of the Act. Unit ordered decertified.
- 836 Stephens College (Missouri) -and- Stephens Federation of Teachers, Local 3556, AFT, AFL-CIO (Case No. 17-CA-9600, 17-CA-9607, 17-CA-9658). Board orders unit decertified at Stephens and holds that faculty not entitled to bargain under the Act. Unit ordered decertified. See Stephens College 260 NLRB 1049, (1982).
- 837 University of New Haven -and- University of New Haven Board of Faculty Welfare, Local 3956, SCFT-AFT (Case No. 39-CA-23, 267 NLRB 149). Board holds that private university did not violate LMRA when it refused to bargain with duly certified union of fulltime faculty members since faculty are deemed managerial. Unit decertified. Faculty not entitled to bargain under the protection of the Act.

PART IV

INFORMATION GUIDES



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Academe (American Assn. of University Professors)
American Educator
American School and University
American Teacher (American Federation of Teachers)
Arbitration in the Schools (American Arbitration Association)
Arbitration Journal (American Arbitration Association)
BNA Labor Relations Reporter
Bibliographic Index
Book Review Digest
Business Periodicals Index
California Public Employee Relations
CAUT Bulletin (Canadian Association of University Teachers Bulletin)
Canadian Education Index
Change
Chronicle of Higher Education
College and University
College Law Digest (National Assn. of College & University Attorneys)
Community and Junior College Journal (American Assn. of Community &
Jr. Colleges)
Community College Frontiers
Community College Review
Compact (Education Commission of the States), see State Education Leader
Cumulative Book Index
Current Index to Journals in Education (ERIC)
Dissertation Abstracts International
Education Administration Abstracts
Education Index
Educational Administration Quarterly
Educational Forum
Educational Record (American Council on Education)
Educators Negotiating Service
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ERIC/Higher Education Research Reports
Government Employee Relations Report (Bureau of National Affairs)
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Higher Education
Higher Education and National Affairs (American Council on Education)
Higher Education Daily
Hospital Abstracts
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Human Resources Abstracts
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Industrial Relations
Industrial Relations Law Journal
International Labour Review
International Nursing Index
Journal of Collective Negotiations in the Public Sector
Journal of College and University Law (Nat'l Assn. of College & Univ. Attorneys)
Journal of College Student Personnel
Journal of Higher Education
Journal of Labor Research
Journal of Law and Education
Journal of the College and University Personnel Association
Labor Arbitration in Government (American Arbitration Association)
Labor Law Journal
Labor Relations Reporter (Bureau of National Affairs) - Decisions of the Courts, Decisions of the NLRB, Fair Employment Practice Cases, Labor Arbitration Reports
Liberal Education
Library Literature
Magazine Index
Management Literature in Brief
Monthly Labor Review
NEA Higher Education Advocate (formerly NEA Advocate)
NEA Today (formerly NEA Reporter)
NACUBO Business Officer (Nat'l Assn. of College & Univ. Business Officers)
National Association of Student Personnel Administration (NASPA) Journal
National Newspaper Index
On Campus with Women (Project on the Status and Education of Women)
PERB News (NY)
Personnel
Personnel Administrator
Personnel Literature
Personnel Management Abstracts
Phi Delta Kappan
Public Affairs Information Service (PAIS)
Public Personnel Management
Research in Higher Education
Resources in Education (ERIC)
Social Science Index
Sociology of Education
State Education Leader (formerly Compact)
Teacher's College Record
Today's Education (NEA)
Work Related Abstracts

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PART V

INDICES

AUTHOR INDEX
(with Citation Numbers)

- AAUP 1
- Aboud, Antone 504
- Acord, L. G. 637
- Adamache, Killard Walter 6, 121, 638
- Aiken, L. H. 639
- Alexander, Kern 288
- Allbritten, D. 688
- Allen, George 205
- Alley, J. E. 417
- Altschul, A. 640
- Ambler, Aldonna R. 46
- Anderson, G. 641, 689
- Andes, John 147
- Andrews, Hans A. 206
- Andrew, Loyd D. 284
- Annis, David B. 166
- Annis, Linda F. 166
- Ansley, J.A. 225
- Apple, Michael W. 576
- Armey, Richard K. 513
- Ashe, Bernard F. 68
- Ashenfelter, Orley 69
- Asmussen, Christopher B. 432
- Astin, H. S. 53
- Atherton, P. J. 117
- Atleson, James B. 340
- Austin, Ann E. 314
- Avi-Itzhak, Tamar 207
- Axelrod, Paul 118
- Ayres, Richard M. 703
- Babcock, Judith A. 455
- Baca, M. Carlota 327
- Baer, Walter E. 70
- Bagnell, J. 660
- Baird, Bruce 704
- Baird, J. 418
- Baker, George A. 145
- Baker, Harold Kent 516
- Baldrige, J. Victor 371
- Baldwin, Roger 457
- Balkin, Jan 285
- Ballard, T. H. 731
- Barclay, L. A. 500
- Barnes, Margaret V. 167
- Bartczak, Jan 838
- Batson, Steve W. 341
- Bauer, William K. 395
- Baum, Edward 208
- Baumgart, A. J. 642
- Baumgartner-Papageorgiou, Alice Irene 71
- Bays, Candy 266
- Beach, Bennett H. 725
- Beausoleil, C. 643
- Becker, Brian F. 613
- Becker, Edmund R. 614
- Behrendt, Richard L. 396
- Beletz, E. E. 644, 645
- Bell, Jennifer Anne 155
- Benson, Dena Elliott 555
- Berger, M. A. 456
- Berek, J. 646
- Bernstein, Harry 200, 250, 388
- Beyers, Marjorie 647
- Bickel, R. D. 158
- Biemiller, Lawrence 267
- Biggs, J. H. 295
- Birch, D. R. 129
- Birnbaum, Michael H. 517
- Birnbaum, Robert 72, 73, 90, 91, 328
- Blackburn, Robert T. 433, 457
- Blair, Billie G. 286
- Bligh, Donald 26
- Block, Richard I. 89
- Bloom, David E. 69
- Boak, Terry 209
- Boberg, Alice L. 433
- Bodner, Gerald A. 168
- Boisseau, Robert T. 706
- Booth, David B. 156
- Bowen, H. R. 458
- Bowker, Jeanette E. 30
- Brady, J. F. 615
- Brakeman, Louis F. 577
- Bramlett, P. 397
- Brand, Horst 342
- Brandenburg, Judith Berman 169
- Brannigan, C. N. 690
- Brenner, P. S. 648
- Brent, N. J. 652
- Brett, Jeanne M. 78
- Britton, Raymond L. 74
- Brodsky, Stanley, M. 707
- Brookes, Michael C. T. 226
- Brown, Ernest L. 556
- Brown, M. 32
- Brown, T. P. 616
- Brubacher, John S. 329
- Bueche, Maria N. 691

Bullock, R. J. 708
Burson, J. Z. 690
Butler, D. J. 583
Bystrom, Keith 55

Cadwallader, M. L. 6, 366
Cahn, Steven M. 7
Cain, Glen G. 613
Cameron, Dee Birch 360
Cameron, Kim 268
Cantor, Arnold 459
Caras, Harvey 706
Carlson, David 269
Carnahan, Robert E. 244
Carter, M. R. 583
Carter, Richard D. 518
Carvin, J. W. 417
Cass, Bettina 579
Caubler, G. H., Jr. 460
Cedoline, Anthony J. 434
Chin, Felix 839, 840
Cherim, S. M. 31, 93
Christensen, B. 649
Cioe, Jan D. D. 119
Clark, Burton R. 330
Clarke, J. H. 594
Cochran, T. R. 367
Cogan, B. M. 14
Cohen, A. G. 650
Collins, Jacquelin 8
Collins, Linda I. 617
Collins, P. 97, 461
Conroy, D. 651
Cooper, C. G. 652
Cooper, G. C. 172
Crosby, G. 435
Cunningham, J. David 137

Dallam, Sue. 462
David, P. 173
Davies, Bronwyn 580
Davis, Bob 75
DeBona, Lorraine 842
Deitsch, Clarence R. 595
Delaney, John Thomas 519
Delon, Floyd G. 159
Denemark, George 463
Dennis, L. J. 520
Desruisseaux, Paul 9, 174
Deutsch, J. M. 464
Dickinson, Elizabeth M. 361
Dillon, C. 32

Dilts, David A. 595
Dimmock, Stuart J. 628.
Dimse, C. A. 653
Dixon, Terry 228
Donnelly, Brian 521
Dopson, L. 654
Douglas, Joel M. 465, 596
842, 843
Doyle, Kenneth O., Jr. 2
Drazan, Joseph Gerald 84
Duryea, Edwin D. 315
Duvall, Wallace L. 618
Dvorak, J. M. 655
Dworaczek, Marian 845, 8
848, 849
Dworkin, James B. 739

Easterling, J. F. 656
Eberle, Patricia A. 657
Eble, Kenneth E. 229
Ecker, Martha 609
Ehrenberg, Ronald G. 732
Einstein, David 505
El-Guebaly, N. 619
Eleey, Michael F. 424
Elliot, C. 658
Ellner, Carolyn L. 230
Elrick, Mei-fei 120
Esplin-Swenson, Louise 3
Evans, Wendy J. 630
Ewing, David 160, 161
Exum, William H. 56, 586
Ezrati, Janet Bostrom 17

Fairweather, Owen 76
Falender, Andrew J. 33
Farley, Jennie 850
Farrell, Charles S. 252,
Fawson, Kenneth Darwin 4
Feagin, Joe R. 606
Fechter, Clay Maxwell 13
Fein, Mitchell 711
Feistritz, C. Emily 23
Felicetti, Daniel A. 444
Feliu, A. G. 659
Fernandez, Luis Florentino
Fick, L. 660
Fields, Cheryl M. 177, 1
298, 299, 300, 343, 693
Finkin, M. W. 10
Fisher, E. M. 733

Fisher, Malcolm R. 559
 Fishman, Linda E. 630
 Flaherty, Francis J. 726
 Flanzraich, Lisa 841
 Floyd, Carol Everly 287, 368
 Fogarty, Bryce M. 34
 Foley, Richard P. 632
 Ford, M. L. 212
 Forman, Bernard I. 445
 Fortunato, Ray T. 407, 408
 Foster, M. K. 369
 Fox, Kathe P. 620
 Fox, Mildred J. 851
 Franke, Ann H. 271
 Franklin, Martha 857
 Freedman, Morris 162
 Freeman, Pamela Werner 157
 Fuhrmann, Barbara Schneider 852
 Fuller, Jon 409

 Gaff, Jerry G. 331
 Gagala, Kenneth L. 712
 Gangstead, Sandra K. 398
 Gardner, D. E. 380
 Garnier, B. 121
 Gates, Conrad J. 324
 Gaumer, Gary 696
 Gehring, Ronald D. 356
 Getman, Julius G. 344
 Geis, F. L. 583
 German, Katherine L. 226
 Gerson, Mark 507, 508, 509, 560,
 561, 562
 Gifford, Courtney D. 853
 Gilmore, Carol B. 621
 Ginsburg, Sigmund G. 272
 Ginzberg, Eli 699
 Gmelch, Walter 436
 Gold, Charlotte 77
 Gold, Michael Evan 528
 Goldberg, Alvin 466
 Goldberg, Roberta 389
 Goldberg, Stephen B. 78
 Graham, A. M. 529
 Graham, Harry 421
 Grasha, Anthony F. 852
 Gray, John A. 273
 Grebey, C. Raymond, Jr. 740
 Green, Joslyn 316
 Green, Kenneth C. 371
 Green, Vicki A. 188
 Greenberg, Barry 474
 Greenberg, Ronald 622

 Greenhalgh, L. 467
 Gregory, J. D. 12
 Grieve, D. E. 399
 Griffin, Mary Elizabeth 139
 Grinnell, Thomas Edward 179
 Groh, G. 700
 Grossman, Michael B. 315
 Groty, C. Keith 468
 Gunn, B. 213
 Guthrie, R. Claire 301

 Haber, Sheldon E. 714
 Halpern, David 189
 Halstead, Kent 289
 Hample, Stephen R. 491
 Hanft, Ruth S. 630
 Hardacker, K. 661
 Harrison, Michael I. 253
 Harvey, John H. 361
 Head, Tina 122
 Hegarty, Thomas J. 35
 Heim, Kathleen 734
 Hengstler, D. D. 367
 Henry, Thomas A. 284
 Herrick, John Smith 79
 Heydinger, Richard B. 469
 Hill, James Richard 741
 Hill, John. 715
 Hill, Malcolm D. 245
 Hill, Richard J. 57
 Hinkle, Dennis E. 30
 Hirschhorn, Larry 716
 Hitt, Michael A. 58
 Hoffman, Lily M. 631
 Hollander, T. Edward 316
 Hook, Janet 180, 302, 303
 Hoornstra, C. D. 13
 Hoover, J. J. 96
 Hotes, Robert W. 42
 Howard, C. Jeriel 36
 Howell, Joe A. 470
 Hyman, J. 310

 Ibbotson, P. 662
 Igbineweka, Andrew Osabuohien 317
 Inman, Deborah 91

 Jacobson, Robert L. 37, 232, 304,
 305, 306, 530
 Jacoby, S. M. 150
 Jaffe, M. E. 735

James, H. Thomas 38
 Jansonius, John V. 151
 Jarvis, Melvin Eugene 598
 Jascourt, H. D. 97
 Jennings, T. 362
 Johns, Roe L. 288
 Johnson, D. R. 181
 Johnson, Davis G. 605
 Johnson, L. M. 663
 Johnson, M. 532
 Johnson, Richard 80
 Johnson, S. M. 254
 Johnstone, Ronald L. 511
 Jones, James E. Jr. 345
 Jones, Jack 854
 Jung, Loren 98

Kahn, Ethel D. 246
 Kalisch, B. J. 664
 Kaplan, D. A. 14
 Karim, Ahmad 81
 Kasten, K. 532, 533
 Katzmann, Harry 534
 Kaufman, Marjorie, R. 259
 Kearny, R. C. 736
 Keefover, Karen Shade 27
 Kehoe, Monika 590
 Keller, George 370
 Kelly, Eileen P. 623
 Kelly, Michael 274
 Kemerer, Frank R. 255, 371
 Kendall, Diana 606
 Kendall, Edward 534
 Kennedy, James E. 607
 Ketchum, R. H. 471
 King, Francis P. 446
 Kingston, R. D. 694
 Kitabchi, Gloria 274
 Kleining, J. 15
 Klintzer, Frederick C. 140
 Knight, Thomas R. 152
 Knott, Bill 472
 Knott, Ildiko 437
 Koch, J. V. 535
 Kolb, D. M. 82
 Kolendrander, H. M. 473
 Konrad, Abram G. 123
 Kortge, G. D. 410
 Kossack, Sharon W. 474
 Kowalski, Theodore J. 99
 Kramer, Martin 502
 Kranz, Rachel 390
 Kremer, Lya 207

Krinsky, Edward B. 624
 Kuceris, M. 182
 Kuhlmann, Roberta Lynd 563

Lacefield, W. E. 694
 Lacey, Colin 214
 Lacey, Paul A. 233
 Lane, John J. 39
 LaRocco, Teresa 234
 Larsen, M. D. 59, 181
 Lawler, Philip F. 332
 Lawless, David J. 124
 Lawton, Denis 214
 Lawton, Stephen B. 135
 Lee, A. 625
 Lee, A. A. 665
 Lee, B. A. 215
 Lee, J. C. 323
 Lee, Sang M. 372
 Leftwich, R. E. 695
 Lemman, W. T. 475
 Leonard, A. S. 423
 Leone, Richard D. 424
 Levin, Amy E. 855
 Lewis, Albert 40
 Lewis, Irving, J. 608
 Lewis, James 373
 Liethen, M. A. 13
 Lightman, Ernie S. 717, 718
 Lincoln, Yvonna S. 564
 Liu, Richard 98
 Long, James E. 746
 Long, Madeline J. 235
 Lorber, Judith 609
 Loss, Archie 565
 Love, A. R. 374
 Lovell, N. B. 126
 Lovrich, Nicholas P., Jr. 42
 Lowery, Barbara 23
 Lozier, G. G. 375 407
 Lublin, Joann S. 256
 Lynn, Robert J. 447

McCain, Nina 584
 McCartt, A. 363
 McClelland, Joan Quinn 666
 McCorkle, Chester O. 41
 McCormick, R. A. 742
 McCoy, Marilyn 289
 McCurdy, Jack 202, 290, 510

McGuire, Christine H.	632
McKeachie, Wilbert J.	216
McNergney, Robert F.	236
McNett, Ian,	476
McPhearson, Donald S.	324
MacLachlan, L. D.	667
MacNair, R. H.	376
Madge, T.	668
Magarrell, Jack	291, 536, 537
Maglin, Nan Bauer	585
Malkofsky, M.	538
Manners, Bernadette	60
Marker, David G.	307
Marzano, William A.	206
Maslen, Geoffrey	400
Mason, Henry L.	16
Mathews, David	333
Mehnert, Barbara Harlow	141
Menges, Robert J.	586
Mennemeyer, Stephen T.	696
Merkel, Muriel	856
Merson, John C.	33
Metha, A.	183
Metzger, Norman	633
Meyer, Alan D.	701
Meyer, John L.	477
Meyer, Marsha	857
Michaud, P.	128
Millard, Richard M.	316
Miller, Bob W.	42
Miller, Marvin J.	743
Miller, Richard U.	613, 624
Mills, D. Quinn	100
Mills, N.	744
Milson, A.	275, 479
Milward, H. Brinten	546
Mingle, James R.	319, 480, 481
Mitchell, Daniel J. B.	426
Mitchell, M. M.	83
Mitzman, Barry	482
Monfort, Kirk H.	17
Moran, Terrence J.	142, 411
Morano, Richard Alexander	401
Morgan, Edward E., Jr.	320
Morin, R.	669
Morrill, Paul Hampton	237
Morrison, James L.	377
Morphet, Edgar L.	288
Moscatt, A.	737
Muldary, Thomas W.	634
Munro, Robert J.	325
Murphy, Joseph S.	483
Myran, Gunder A.	143
Neisser, Eric	727
Nelson, Charles A.	43
Nelson, D. Q.	97
Nelson, K. T.	279
Nelson, Richard R.	346
Neumann, Lily	247
Neumann, Yoram	247
Newby, James E.	238
Newell, Susan	610
Newman, T.	484
Nichols, Donald D.	44
Niedringhaus, Linda	697
Nielsen, Georgia Panter	428
Nielsen, Robert	258
Nikfetrat, Fereshte M.	566
Nordvall, Robert C.	335
Norman, A.	670
Norris, Donald M.	481
Northcutt, Douglas H. C.	402
O'Connell, Colman	45
O'Donnell, Sheryl	587
O'Driscoll, Dorothy L.	697
Ohanian, Susan	259
Ohles, John F.	336
Olswang, Steven Glenn	485
O'Neil, Robert M.	316, 487
O'Neill, Joseph P.	486
Overholt, Miles H.	46
Owens, Audrey Ruth Helman	698
Owens, H., Jr.	276
Palmer, John D.	260
Palmer, Stacy E.	19, 47, 438
Parsons, Michael H.	396
Paterson, Lee T.	326
Patterson, J. W.	20
Paulson, Stanley F.	488
Pearson, Della A.	439
Pearson, Lois R.	738
Pegnetter, Richard	81
Perry, Suzanne	84, 184, 185, 218, 308, 309, 412, 449, 450, 541, 567, 588
Peterson, Andrew A.	385
Peterson, Linda	862
Petro, Sylvester	429
Pfeiffer, Isabel L.	186
Phelan, W. T.	489
Phillips, E. Lakin	720
Piele, Philip K.	347

Piland, W. E. 126
 Piphoo, Chris 292
 Plante, Patricia R. 568
 Porro, M. 737
 Powers, David R. 48
 Powers, Mary F. 48
 Pozgar, George D. 627
 Prasow, Paul 85
 Prater, Doris L. 219
 Prather, James E. 490
 Preer, Jean L. 728
 Price, James H. 610
 Pruitt, Anne S. 61
 Pruitt, Sid C., Jr. 542
 Puryear, Donald E. 144

Quay, Richard H. 864
 Quell, Margaret 186

Rabban, David M. 348, 451
 Raiffa, Howard 101
 Raimondo, Henry J. 745
 Ramanujam, Vasudevan 569
 Ramquist, Judith 721
 Reagan, Robert V., Jr. 621
 Rebore, Ronald W. 413
 Redeker, James R. 163
 Redmon, Thomas 379
 Reed, R. J. 62
 Regan, W. A. 673
 Renfro, William L. 377
 Renz, Francis John 220
 Retsinas, Joan 21, 102
 Reynolds, Florence C. 164
 Rhoades, Gary 28
 Richard M. 128
 Richardson, R. C. 380
 Robinson, Betty Dix 674
 Rodriguez, R. C. 397
 Rogers, Kevin N. 324
 Rogow, R. 129
 Rosberg, William H. 142, 411
 Rose, Homer C. 491
 Rosen, H. 500
 Rosenberg, Carol 843
 Ross, Cynthia S. 188
 Ross, Tamara 675
 Rothman, Marlyn 103
 Roueche, John E. 145
 Roukis, George S. 189
 Rowsell, G. 676
 Roy, K. 663

Ruben, George 104
 Rumberger, Russell W. 440
 Rychtelska, M. 677

Saaty, Thomas L. 569
 Salter, Brian 154
 Salvage, J. 678
 Samit, Jack 492
 Saunders, Marybeth Kenner 277
 Savage, Donald C. 130
 Scanlon, James P. 190
 Scharffe, W. C. 493
 Schatzki, George 16
 Schier, R. F. 22
 Schlottman, Brent A. 167
 Schmitz, Betty 589
 Schuller, T. 310
 Schwanke, Dean 321
 Schwartz, Stanley J. 105
 Schwarz, Joshua L. 732
 Scott, Barbara Ann 337
 Scott, Frank A. 746
 Scully, Malcolm G. 494, 570
 Sedgwick, Alexander 23
 Seitz, Peter. 86, 87
 Selby, T. L. 680
 Selden, David 261
 Seldin, Peter 571
 Sendor, B. 572
 Sethi, Amarjit Singh 628
 Sewall, Gilbert T. 262
 Sexton, P. C. 629
 Shaver, Barbara 587
 Shawe, S. D. 349
 Shepard, Jon M. 546
 Sheps, Cecil G. 608
 Sherer, M. 545
 Sherman, Daniel R. 732
 Sherwood, J. 681
 Shippey, S. 663
 Sigelman, Lee 546
 Silander, Fred 547
 Silverman, Buddy Robert S. 722
 Simmons, C. Gordon 131
 Simmons, Ron 63
 Simpson, Janice Dutcher 453
 Sisneros, Antonio 64
 Slattey, G. C. 682
 Slavin, R. L. 49
 Sloan, Frank A. 612, 614
 Sloviter, Dolores K. 350
 Smith, Al 221
 Smith, D. S. 660

Smith, Ed. 838
 Smith, Glynton 382
 Smith, Susan Kay 106
 Smythe, D. McCormack 132
 Snyder, M. B. 53
 Solomon, Lewis C. 441
 Somppi, Ken 746
 Speece, Karen 590
 Spees, Emil R. 237
 Spelman, J. 684
 Spellman, William 741
 Spencer, Mary 590
 Spitzberg, Irving J., Jr. 548
 Staudohar, Paul D. 116
 Stecklein, John E. 248
 Steele, Leo Pat 108
 Stein, Ronald H. 327
 Steinberg, D. 747
 Steinwald, Bruce 614
 Stengel, Jean Craig 249
 Sterrett, Grace 504
 Stevens, Glenn R. 278
 Stewart, C. A. 376
 Stewart, Melbourne G. 495
 Stickler, K. Bruce 165
 Strohm, P. 381
 Stroup, K. M. 222
 Stuart, William H. 44
 Sullivan, Eugene 234
 Sullivan, F. L. 723
 Sullivan, Margaret M. 382
 Sulzner, George T. 431
 Sunderland, P. C. 109, 724
 Swan, Kenneth P. 131
 Swofford, J. 403
 Szafran, Robert F. 65

Tabory, Ephraim 253
 Tagatz, G. E. 279
 Taylor, Benjamin J. 351
 Taylor, W. H. 133
 Teague, Gerald V. 50
 Tenney, A. 66
 Terry, Jack T., Jr. 42
 Thomsen, David J. 549
 Tierney, William G. 573
 Toews, J. 619
 Tomberlin, Thomas J. 196
 Townsend, Richard 134, 135
 Trachtenberg, Stephen Joel 383
 Trombley, William 505
 Turnbull, Lucy 8
 Turner, Marjorie A. 404

Tybor, Joseph R. 729

Uhl, Norman P. 384
 Upshaw, Charles 865
 Urban, Wayne J. 264

Van De Water, J. R. 386
 Von Zur-Muehlen, Max 136
 Vance, Sheila 198
 Vander Lugt, K. 550
 Vandersall, Amy L. 20
 Vaughn, M. David 111
 Vaughn, George B. 146
 Veir, Carole 112
 Volgyes, I. 240
 Vroman, H. 660

Waddell, D. Geneva 408
 Wadlow, J. K. 59
 Waerdt, L. V. 574
 Waggaman, John S. 414
 Walker, David 265, 496, 575
 Wallace, M. Elizabeth 405
 Wallenfeldt, E. C. 338
 Walsh, Edward J. 442
 Walsh, John 113, 352
 Walters M. L. 418
 Walther, Peter D. 387
 Wandel, Carl F. 415
 Watkins, Beverly T. 24, 114, 195,
 241, 242, 243, 280, 293, 353, 416
 497, 551, 552
 Weckstein, Paul 294, 503
 Wedderburn, Lord 354
 Weisberg, Herbert I. 196
 Weiss, M. 603
 Wheelless, V. E. 393
 White, Daphne Siev. 115, 281, 282,
 406
 White, Lawrence 283
 Williams, Anne S. 589
 Willie, Reynold 248
 Willsey, Alan D. 498
 Wilson, Bennie J., III 52
 Wilson, O. Meredith 339
 Winkler, Karen J. 199, 591
 Wisniewski, S. C. 553
 Witney, Fred 351
 Worner, Wayne M. 30
 Woods, Donald R. 223
 Wrong, E. G. 593

Yoder, Dale 116
Young, D. Parker 355, 356
Young, Stanley J. 25
Young, Wendy Babcock 686

Zack, Arnold M. 88, 89
Zamuto, Raymond F. 499
Zeichner, Robin 189
Zeidner, Martin A. 224
Zimmerman, A. 687

COURT CASES AND ADMINISTRATIVE ORDERS INDEX

Court Cases and Administrative
Orders 748-837

AAMC v. Multiprep, Inc. 797
AFSCME v. State of Washington 804
Addison-Wesley Publishing Co.
v. New York University 783
AIAW v. NCAA 754
Aio, Chamber, Chu et al v.
HPERB and HSTA, NEA 761
American Future Systems v. Penn
State 798
Arizona v. Norris 809
Arthur v. Nyquist 784

Bell v. New Jersey 779
Bennett v. West Texas State
University 802
Berry v. Board of Supervisors 767
Blair v. Washington State
University 805
Bob Jones University v. United
States 810
Boston Firefighters Union Local
v. Boston Chapter NAACP 768
Bowen v. U.S. Postal Service 811
Brigham Young University v. U.S. 812
Bureau of Alcohol, Tobacco and
Firearms v. FLRA 813

Community Television of So.
California v. Gottfried 814
Cooper Union v. NYSUT/AFT 828
Coser v. Moore 785

Davis v. Scherer 757
Denberg v. Educational Testing
Service 780
d'Errico v. Lesmeister 794

EEOC v. University of Notre
Dame 765

Emerson College v. City of
Boston 769
Encyclopedia Britannica v.
Crooks 786
Ende v. Board of Regents,
Northern Illinois University 762
Ewing v. Board of Regents 771

Felton v. Trustees of the
California State Universities
and Colleges et al 749
Firefighters Local 1784 v.
Stotts 815
Ford v. Nicks 800

Gay Rights Coalition v.
Georgetown University 755
Greater Los Angeles Council on
Deafness v. Community Television 750
Greenberg v. Bell 787
Grove City College v. Bell 816
Guardians Association v. Civil
Service Commission 817

Hamm v. Board of Regents of
State of Florida 758
Hein v. Oregon College of
Education 796
Hillsdale College v. HEW 772

Iron Arrow Honor Society v.
Heckler 759, 818

In the matter of Johnson 788

Kumar v. Board of Trustees,
University of Massachusetts 770
Kush v. Rutledge 819

**Court Cases and Administrative
Orders (cont'd.)**

Laborde v. The Regents of the
University of California 820
Leftwich v. Harris-Stowe State
College 778
Lewis University -and- Faculty
Life Committee of the College
of Arts 829
Lincoln v. Board of Regents 760
Lister v. Hoover 807
Long Island University Faculty
Federation v. Board of Trustees
of Long Island University 789
Long Island University v. Spirt 821

Marcus v. Rowley 751
Marquez v. University of
Washington 806
Martin v. Helstad 808
Melani v. Board of Education
of the City University of
New York 790
Memphis Fire Department v.
Stotts 815
Metropolitan Edison Company
v. NLRB 830
Meyerson v. Arizona 748
Minnesota State Board for
Community Colleges v.
Knight 774
Mueller v. Allen 775

NLRB v. New York University
Medical Center 831
NLRB v. Transportation
Management Corp. 832
New Jersey-Philadelphia
Presbytery v. New Jersey 781

Ohio Northern University -and-
Ohio Northern University
Faculty Association 833

Oklahoma Blood Institute, Inc.
-and- Oklahoma City Federation
of Nurses and Health
Professionals, Local 5009, AFT,
AFL-CIO 834
Oliver v. Kalamazoo Board of
Education 773

Peters v. Wayne State
University 822

Rajender v. University of
Minnesota 776
Rensing v. Indiana State
University 766

Seton Hall University -and-
Seton Hall Faculty
Federation 835
Smith v. Kent State University 795
SONY Corp. of America v.
Universal City Studios 823
Sobel v. Yeshiva University 791
Stanley v. Magrath 777
Sweeney v. Research Foundation 792

Towner and Hicks v. Vanderbilt
University 801
Turgeon v. Howard University 756

U.S. v. Burlington County
College 782
U.S. v. Chicago 763
U.S. Postal Service v. Aikens 825
University College of the
University of Alabama v.
Johnson 824
University of New Haven -and-
University of New Haven Board
of Faculty Welfare, Local
3956, SCFT-AFT 837

**Court Cases and Administrative
Orders (cont'd.)**

W. R. Grace and Company v. Local
Union 759 827

Warrior v. Thompson 764

White v. Board of Trustees 826

Williams v. Milonas 803

In the matter of Wilson 788

Winker v. Brown University 799

Woo v. Board of Regents,
University of California 752

Zahorik et al v. Cornell
University 793

Zaustinsky v. The Regents of the
University of California 753

SUBJECT INDEX

- AAUP 1, 24, 202, 252, 283, 348, 555
 AFT 251, 281, 406
 Academic Excellence 223
 Academic Freedom 1-25
 Academic Gypsies 400
 Academic Standards 262
 Accountability 26-29, 214, 287, 368
 Accreditation 707
 Adjunct Faculty 394, 395, 399, 401
 Administration 30-52, 135, 146, 205, 378
 Affirmative Action 5, 53-66, 166, 170, 172, 173-176, 181, 183, 185-186, 188-189, 194, 361, 395, 574, 580-581, 714, 727-728, 734, 838, 850
 Aging 415
 Agism 445
 Apathy 670
 Arbitration 152, 421, 519, 740, 743, 846-847
 Arbitration and Grievance Process 633
 Arbitration and Mediation 67-89
 Authority 254
 Autonomy 656, 660
- BNA 322
 BRAIN 148
 Bargaining Retrenchment 492
 Bibliographies and Directories 838-865
 Black Colleges and Universities 238
 Blacks 630, 636
 Breach of Contract 270
 Burnout 434, 435, 634
- CREF 296
 California 263, 290, 420
 California Educational Employment Relations Act 420
 California State Universities 92
 Canada 560-562, 669
- Catholic Administrators 615
 Central Michigan University 106
 Chancellor 483
 Change 366, 370
 City University of New York 362
 Civil Rights 501
 Clerical Employees 388
 Closing 486
 Collective Bargaining 31, 40, 49, 71-73, 75, 81, 83, 85, 89, 90-116, 126, 129, 138-139, 147, 203, 357, 358, 403, 417, 420, 423, 429, 430, 437, 555, 597, 599-601, 620, 624, 637, 645-646, 651, 655, 656, 671-672, 675, 687, 733, 737, 739, 742, 747, 841-843, 845, 851
 Collective Bargaining at Private Universities 603
 Collective Bargaining - Canada 117-136
 College Teaching 229-230
 Community Colleges 137-146
 Comparable Worth 528, 535, 549, 553
 Compton College 510
 Compulsory Public Sector Bargaining 429
 Concession Bargaining 349
 Confidentiality 3, 215
 Conflicting Demands 642
 Continuing Education 497
 Contract 147, 150-154, 661
 Contract and Contract Issues 147-154
 Control 316
 Cooperative Ventures 459, 498
 Court 193, 195, 311, 343, 348-350, 353, 555, 598
 Cutbacks 476
- Deans 155, 157, 247
 Dental and Medical Schools - Faculty 605-611
 Department Chairpersons 155-157, 247
 Development 156
 Discipline and Dismissal 158-165, 503

SUBJECT INDEX (cont'd.)

- Discrimination 166-197, 345, 580, 606
Dissatisfactions 433
Downsizing 471
Due Process 198-199, 697
Duty of Fair Representation 105
- EEOC 279
Economic Status 512
Education and the Private Sector 268
Education Reform 251
Effectiveness 467
Elections 200-204, 618
Employer's Right 165
Employment Discrimination 196
Engineers 704
Enrollment 371
Enrollment Decline 499
Equal 303
Equal Benefits 298
Equal Opportunity 838
Equal Pay 178, 546, 553
Equality 172
Equity 517
Equity-Parity 518
Erosion of Faculty Tenure 570
Evaluation 29, 205-224, 382, 425, 554, 583, 694, 698
- Faculty 50, 90, 110, 112, 200, 217, 225-243, 859
Faculty Attitudes 103, 179, 206-207, 244-249, 442
Faculty Compensation 514
Faculty Compensation Policies 547
Faculty composition 142
Faculty Development 45, 123, 233, 607, 694,
Faculty Dismissals 274
Faculty Furlough 270
Faculty Organizations 250-265
Faculty Roles 381
Faculty Turnover 490
Faculty Unions 52, 137, 253, 842-843
Fair Employment 414
Fair Labor Standards 342
Financial Exigency 122, 166-283, 555
- Firing 672
Fiscal Issues 284-294
Fringe Benefits 295-313, 647
Full-time Faculty 136
Funding 284-286
- Give-backs 95, 109, 713, 716, 724
Governance 314-321, 865
Grievance 667
Grievance Procedures 169, 322-326, 360, 695, 847-848
Gunther Case 535
- Harvard University 60
Health Benefits 309
Health Care Institutions 612-629
Health Care Professionals 630-636
Hispanic 636
Hospitals 612-614, 617, 620, 622-623, 629, 638
- ILO 677
Illegal Strikes 419, 508
Image 367
Incompetence 556
Industrial Model 260, 621
Industrial Relations 354, 849, 854, 860, 863
Israel 253
- Job Satisfaction 245
Job Security 431, 556
- LIFO 471
Labor-Management Committees 424
Labor-Management Cooperation 721
Labor Relations 648, 650, 715, 716, 718
Layoff 472, 475, 484, 492-493, 496
Legal Developments 158, 627
Legal Issues 4, 53, 63-64, 87, 114, 127, 150, 152, 159, 165, 182, 193-194, 196-198, 270, 273, 283, 340-356, 385-387, 398, 418-419, 504, 593, 598, 616, 725-730, 747
Legislation 357-359
Librarians 204

SUBJECT INDEX (cont'd.)

Librarians, Academic 360-365
Limited Resources 473
Long-range Planning 366-384

Macomb County Community College
Experience 472
Management 33, 41, 48, 59, 121,
125, 143, 157, 205, 318, 319,
337, 413
Merit Pay 520, 521, 529, 533,
538, 542, 545, 548, 610, 722
Militance in Collective Bargaining
644
Militant and Non-Militant Nurses
657
Minorities 578, 586, 606

National Education Association
257
National Labor Relations Board
603, 680
NEA 202
Negotiations 101, 115
New Haven 600
NLRB 349, 385-387, 595-596,
600-601, 673, 680
Non-Faculty 388-393
Northern Michigan University
266, 269, 278
Nurses 637-687,
Nursing Schools - Faculty
688-698

Oregon State Experience 475
Organizing 626
Outside Earnings 552
Overqualified 438

Parity Agreements 427
Part-Time Faculty 394-406, 855
Past Practice 655
Patient-Care Demands 631
Peer Review 5, 12, 17, 215, 690
Pension Plans 295
Pensions 297-300, 303-306, 311,
447, 448, 451, 454
Performance 209, 213, 425

Personnel Administration 407-416
Personnel Policies 142, 175

Physicians 699-701
Planning 366, 368, 369, 372-376,
380, 384
Police Labor Relations 703
Policies and Procedures 395
Policy-Making 133
President 487
Priorities 249
Private Agreement 555
Productivity 286, 431
Professionalism 656
Professionalism and Collective
Bargaining 666
Professionalism and Unionism 642
Professions 702-724
Professions - Law 725-730
Professions - Librarians 731-738
Professions - Sports 739-747
Promotion 569, 581, 610
Proposition 13 281
Public Employees 417
Public Sector Labor Relations
417-431

Quality of Work Life 32, 432-442,
711, 839-840, 858
Quebec Community Colleges 509
Quotas 190

Recruitment 414
Reduction in Force 460, 485, 491
Reorganization 485
Research Universities 581
Retirement 184, 443-454, 738
Retrenchment 141, 455-499, 502
Role Conflict 155

Safety and Health 646
Salary 118, 178, 310, 364, 512-553,
581, 617, 638, 647, 696, 708, 722,
740, 741, 745-746
Satisfaction 432, 442
Scope of Bargaining 511
Seton Hall 601
Sex Bias 180, 185, 186, 365

SUBJECT INDEX (cont'd.)

Sex Discrimination 166, 170-171,
175, 182
Sexual Harassment 169, 183,
188, 191-192, 584
Social Security 450
Social Work 716-718
Staffing Policies 489
State-of-the-Art 220
Stephens College 597
Strategies 371
Strikes 127, 430, 500, 504-510,
519, 619, 657, 664, 701, 723,
744
Students 401, 500-503
Survival 488

Teaching Assistants 129
Teacher Options 489
Tenure 2, 6, 8, 12, 16, 18,
20, 23, 25, 217-218, 363,
466, 554-575, 610, 691
Termination of Faculty 158,
490
TIAA 300
TIAA-CREF 305, 306, 443
Title VII 172, 176, 194, 215
Title IX 187
Tuition 302

Underemployed 441
Underutilization 440
Union Avoidance 622
Union Busting 258
Unions 84, 107, 200, 201,
264-265, 612-614, 618, 623,
629, 638, 653, 663, 665, 679,
684, 687, 700, 706, 712, 719,
726, 731-732, 735-736, 842-843,
845, 853, 856
Unit Determination 842-843,
845
University of California 54,
204, 250, 388, 392
University of Massachusetts
113
University of Minnesota 365, 469
University of Nevada 558
University of Washington 482

Values 340
Wage Determination 426
Women 172, 174, 186, 191, 197, 298,
299, 301, 389, 428, 606, 629
Women Faculty 57, 66, 186, 576-593,
709-710, 850, 857
Women Lawyers 725, 729-730
Workload 594
Work Stoppages 506, 657
Yeshiva 595-604
Zone of Bargaining 410

PART VI

ACRONYMS AND ABBREVIATIONS

ACRONYMS AND ABBREVIATIONS

AAA	- American Arbitration Association
AAHE	- American Association for Higher Education
AAJC	- American Association of Junior Colleges
AARN	- Alberta Association of Registered Nurses
AAUP	- American Association of University Professors
ABA	- American Bar Association
ACE	- American Council on Education
ACRL	- Association of College & Research Libraries
AFGE	- American Federation of Government Employees
AFL-CIO	- American Federation of Labor - Congress of Industrial Organizations
AFSCME	- American Federation of State, County and Municipal Employees
AFT	- American Federation of Teachers
AHA	- American Hospital Association
ALMA	- Association of Labor Mediation Agencies
AMA	- American Management Association
ANA	- American Nurses Association
AORN	- Association of Operating Room Nurses
AUCC	- Association of Universities and Colleges of Canada
BCTF	- British Columbia Teachers Federation
BLS	- Bureau of Labor Statistics
BNA	- Bureau of National Affairs
BRAIN	- Baruch Retrieval of Automated Information for Negotiations
CAUT	- Canadian Association of University Teachers
CCHE	- Carnegie Commission on Higher Education
CPI	- Consumer Price Index
CSC	- Civil Service Commission
ECS	- Education Commission of the States
EEOC	- Equal Employment Opportunity Commission
ERB	- Employment Relations Board (Preceded by state's initials)
ERIC	- Educational Resources Information Center
FEP	- Fair Employment Practice
FLRC	- Federal Labor Relations Council
FMCS	- Federal Mediation and Conciliation Service
GERR	- Government Employee Relations Report
LA	- Labor Arbitration and Dispute Settlements (BNA)
LAIRS	- Labor Agreement Information Retrieval System (Civil Service Commission)
LMRA	- Labor Management Relations Act
LMRS	- Labor Management Relations Service
LRR	- Labor Relations Reporter (BNA)
NAA	- National Academy of Arbitrators
NACUA	- National Association of College and University Attorneys
NACUBO	- National Association of College and University Business Officers
NCSCBHEP	- National Center for the Study of Collective Bargaining in Higher Education and the Professions
NEA	- National Education Association
NLRA	- National Labor Relations Act
NLRB	- National Labor Relations Board
OER	- Office of Employee Relations
OFCC	- Office of Federal Contract Compliance
OPEIU	- Office and Professional Employees International Union
OSHA	- Occupational Safety and Health Administration
PERB	- Public Employment Relations Board
PERC	- Public Employment Relations Commission

- SFLRP - Society of Federal Labor Relations Professionals
- SPIDR - Society of Professionals in Dispute Resolution
- UFCT - United Federation of College Teachers
- UFT - United Federation of Teachers

**NATIONAL CENTER FOR THE STUDY OF COLLECTIVE BARGAINING
IN HIGHER EDUCATION AND THE PROFESSIONS**

PUBLICATIONS, 1973 - 1984

The publications of the National Center have proved to be of invaluable assistance to researchers and practitioners in the field of higher education collective bargaining for up-to-date analysis of developments in the field, as well as for historical content. In addition to the Bibliography 1984, Volume 12, the Center issues the following publications:

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