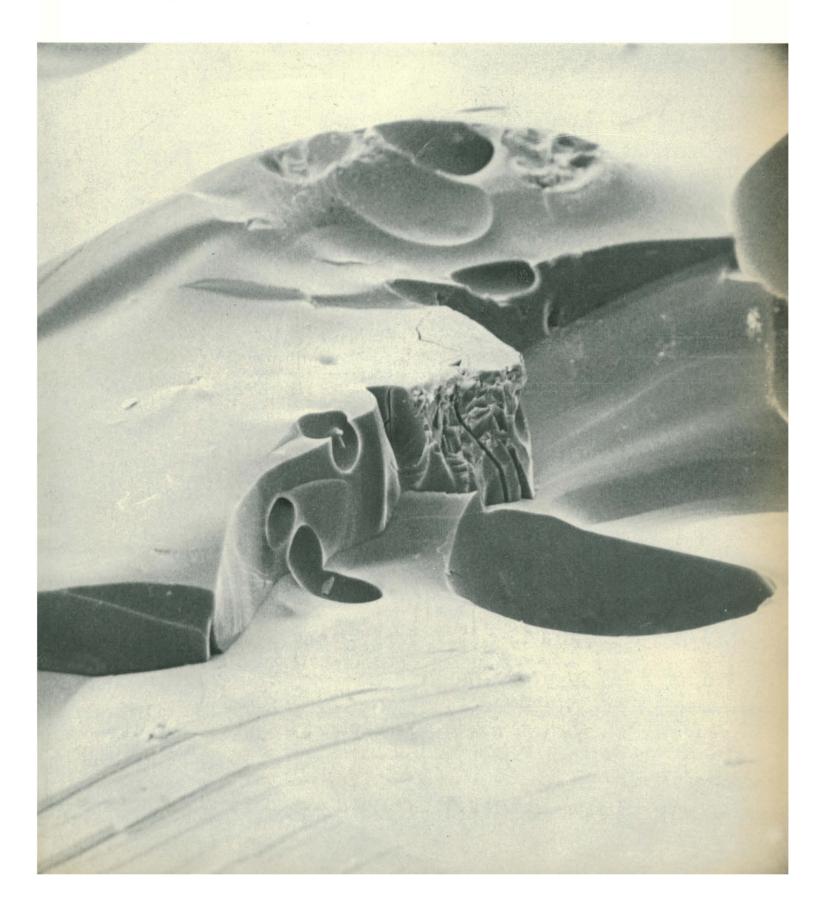


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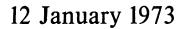
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Surface of an obsidian sample ( $\times$  215), of high silica content; a framework silicate glass in which approximately 15 percent of the silica atoms of silica glass has been replaced with aluminum atoms with the charge balancing potassium and sodium ions residing within the open framework (see page 177). [Electron micrograph courtesy of J. Arem and W. Brown, U.S. National Museum of Natural History]

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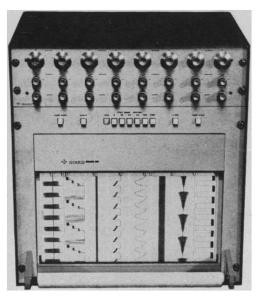
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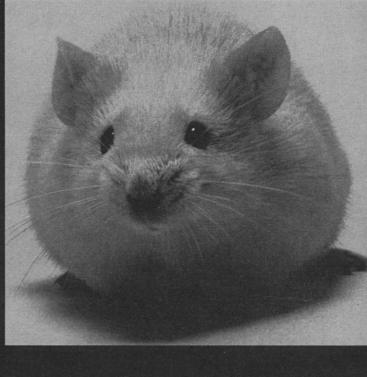
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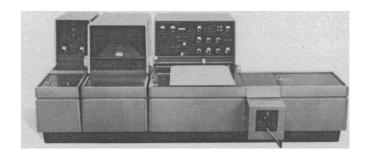
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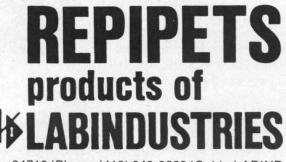
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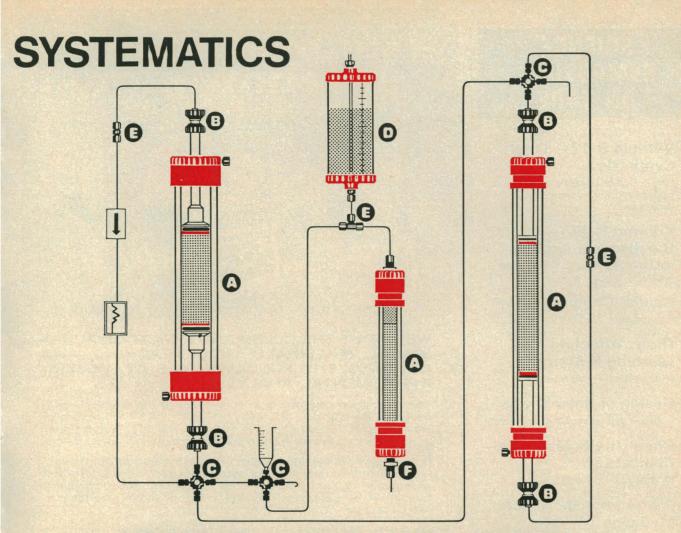


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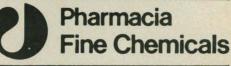
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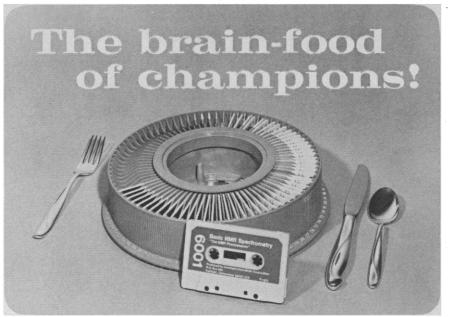
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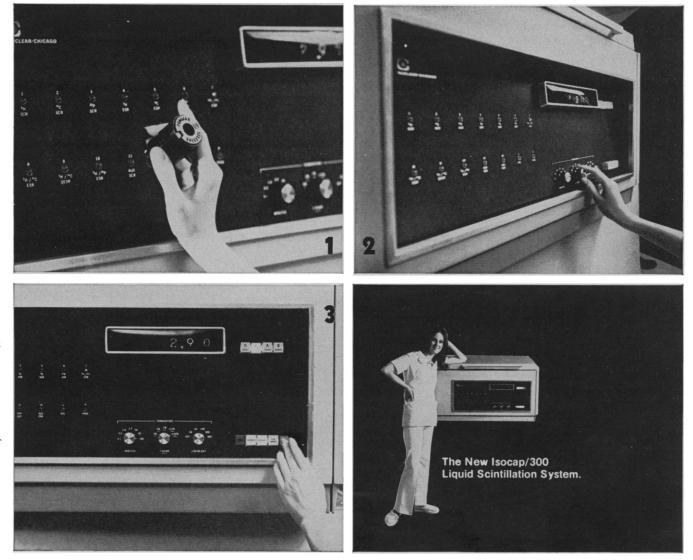
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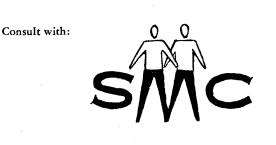


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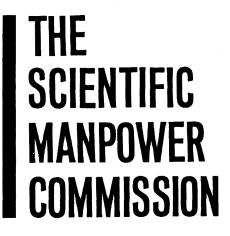
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### **Increased Pay, Diminished Stature**

It is interesting to try to anticipate how collective bargaining will affect the judging of faculty performance. The proper basis for judgment should, of course, be the faculty's educational objectives and the extent to which those objectives are achieved. The trouble with this proposition, however, is that no one knows how to measure with any satisfactory degree of completeness or accuracy what really happens to different kinds of students as a direct consequence of their experience at different kinds of institutions of higher education.

Given this lack of complete and accurate criteria, substitutes appear. The faculty has traditionally fallen back on a number of strongly held beliefs: small classes are usually more effective than large ones; although many entrants do not graduate, students should have the right to test themselves, and this right is now being granted to a number of high-risk applicants; in a university, teaching and scholarly inquiry reinforce each other; and basic to these and other values is the position that educational decisions should be based on the informed judgment of the faculty.

State legislators, state boards of higher education, and other external critics often use different criteria. They ask for records of classroom usage, faculty contact hours, faculty-student ratios, the percentage of entrants who graduate, or other statistics concerning the academic process.

Thus both sides create substitutes for the missing measures of how well a university or college achieves the objectives that belong at the top of its agenda. Of the two, the faculty position is better, for it focuses on educational values. But the external demands come from those who control funds and who are likely to continue to insist on performance measures, efficiency of process, and even cost-benefit analyses.

Because these measures are expressed in concrete terms, they appear to be easy to evaluate, and thus appropriate to use in making budget decisions or in dealing with faculty bargaining agents. But bargaining over the conditions of academic work undermines the hard-won principle that faculty need freedom from external control—not for personal benefit, but in order that, as persons educated for and dedicated to the search for truth, they may best fulfill their obligations to students and society. While not forgetting the right to a fair wage and, after a reasonable probationary period, to tenure, this principle of academic freedom can be defended only if faculty conduct themselves for the common good and not for their private benefit, and if they are held accountable for the extent to which they fulfill their educational and scholarly obligations to students and society.

These fundamental matters cannot be negotiated at the bargaining table. What can be dealt with in collective bargaining is what can be objectively measured: dollars, of course, but also time, contact hours, or teaching arrangements. Thus the advocates of collective bargaining become allies of the external critics in emphasizing the details of process rather than the effectiveness of outcome. Two results seem inevitable: increased emphasis on an important but secondary set of variables concerning a university's performance; and a weakening of internal control over academic matters, for experience so far seems to indicate that the bargaining table for public institutions tends to move from the individual campus to the state capital. If the bargaining brings higher pay, some members of the faculty will consider the exchange a good one, but the stature of the professoriate will have been diminished by the process.—DAEL WOLFLE, Graduate School of Public Affairs, University of Washington, Seattle 98105

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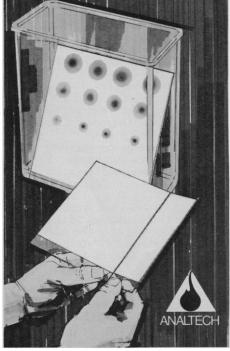
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8-13. American Chemical Soc., 165th natl., Dallas, Tex. (Meetings Manager, ACS, 1155 16th St., NW, Washington, D.C. 20036)

8-14. Turbulent Diffusion in Environmental Pollution, 2nd symp., American Geophysical Union, Charlottesville, Va. (A. F. Spilhaus, Jr., American Geophysical Union, 1707 L St., NW, Washington, D.C. 20036)

9-11. Frontiers in Education, Education Group of the Inst. of Electrical and Electronics Engineers, West Lafayette, Ind.

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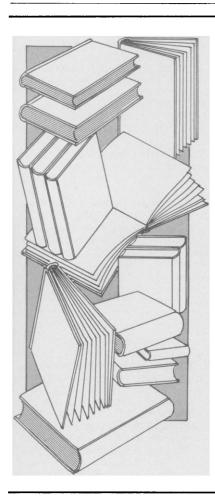
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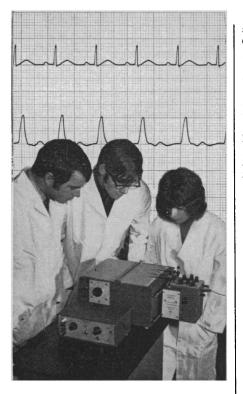
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22-27. Council for **Exceptional Children**, 51st annual intern., Dallas, Tex. (P. W. Stavros, CEC, 1411 S. Jefferson Davis Hwy., Arlington, Va. 22202)

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30-12. Lindau **Psychotherapy** Weeks, Assoc. for Psychotherapeutic Training, Lindau, Germany. (H. Stolze, D-8 München 81, Adalbert-Stifter-Strasse 31)

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1-2. Electron Device Techniques Conf., Inst. of Electrical and Electronics Engineers, New York, N.Y. (D. Slater, Advisory Group on Electron Devices, 9th Floor, 201 Varick St., New York 10014)

l-3. Industrial Waste, 28th annual conf., West Lafayette, Ind. (D. W. Hawkins, Room 308, Civil Engineering Bldg., Purdue Univ., West Lafayette 47907)

*1-4.* Virginia Acad. of Science, Williamsburg. (R. C. Berry, 5907 Brookfield Rd., Richmond, Va. 23227)

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8-9. Fluvial Processes and Sedimentation, 9th Canadian Hydrology Symp., Edmonton, Alta., Canada. (C. R. Neill, Research Council of Alberta, 303 Civil-Electrical Engineering Bldg., Univ. of Alberta, Edmonton T6G 2E1)

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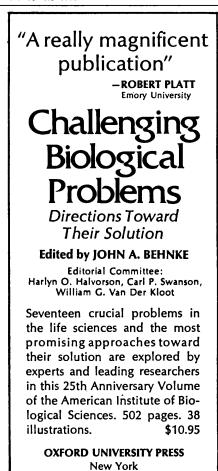
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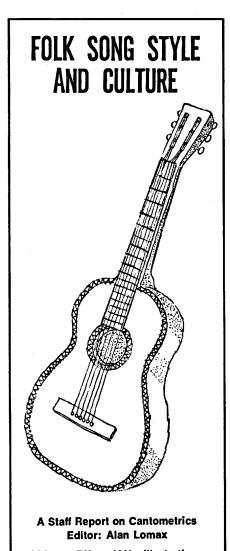


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20-25. Conference on Mass Spectrometry and Allied Topics, 21st, San Fran-cisco, Calif. (F. E. Saalfeld, Naval Research Lab., Code 6110, Washington, D.C. 20390)

20-26. American Gastroenterological Assoc., New York, N.Y. (J. A. Benson, Jr., 3181 SW Sam Jackson Park Rd., Portland, Ore. 97201)

20-26. American Soc. for Gastrointestinal Endoscopy, New York, N.Y. (J. A. Rinaldo, Jr., ASGE, 16001 W. Nine Mile Rd., Southfield, Mich. 48075)

21-23. American Soc. for Quality Control, Cleveland, Ohio. (R. W. Shearman, ASQC, 161 W. Wisconsin Ave., Milwaukee, Wis. 53203)

21-24. American College of Obstetricians and Gynecologists, Bal Harbour, Fla. (M. Newton, ACOG, 79 W. Monroe St., Chicago, Ill. 60603)

21-25. American Industrial Hygiene Assoc., Boston, Mass. (G. D. Clayton, AIHA, 25711 Southfield Rd., Southfield, Mich., 48075)

21-26. World Congr. of Otorhinolaryngology, 10th, Venice, Italy. (M. Arslan, Clinica ORL, Policlinico, Univ. of Padua, Padua, Italy)

23–25. American Inst. of Industrial Engineers, Chicago, Ill. (J. F. Jericho, AIIE, 345 E. 47 St., New York 10017)

27-30. International Congr. of Bronchoesophagology, 14th, Lausanne, Swit-zerland. (J. P. Taillen, Clinique ORL, Hopital Cantonal, 1011 Lausanne)

28-30. American **Ophthalmological** Soc., Hot Springs, Va. (R. W. Hollenhorst, AOS, 200 First St., SW, Rochester, Minn. 55901)

29-1. American Orthopsychiatric Assoc., 50th annual, New York, N.Y. (M. F. Langer, AOA, 1790 Broadway, New York 10019)

30-1. Canadian Meteorological Soc., 7th annual congr., Halifax, N.S. (Miss N. Waller, Maritime Command Headquarters, FMO Halifax, N.S.)

30-1. Laser Engineering and Applications, 4th biennial joint sponsorship of the Inst. of Electrical and Electronics Engineers and the Optical Soc. of America, Washington, D.C. (D. Edgar, Courtesy Associates, Suite 700, 1629 K St., NW, Washington, D.C. 20006)

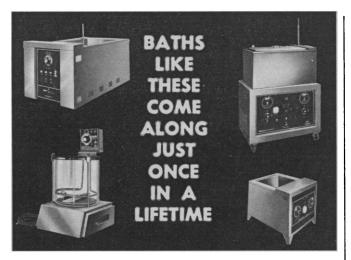
30-1. European Conf. on the Use of Low Energy Accelerators, Polytechnic of the South Bank and Inst. of Physics, London, England. (A. H. Jiggins, Dept. of Physics, PSB, London, S.E.1 OAA)

### June

3-5. Royal Soc. of Canada, Kingston, Ont. (Public Relations Dept., RSC, Queen's Univ., Kingston)

3-7. Special Libraries Assoc., Pittsburgh, Pa. (F. E. McKenna, SLA, 235 Park Ave. S., New York 10003)

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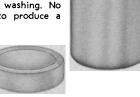


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4-8. Carbon, 11th biennial conf., American Carbon Committee, Oak Ridge Natl. Lab., Gatlinburg, Tenn. (W. P. Eatherly, Oak Ridge Natl. Lab., P.O. Box X, Oak Ridge 37830)

4-8. American Federation of Information Processing Soc., New York, N.Y. (T. C. White, AFIPS, 210 Summit Ave., Montvale, N.J. 07645)

4-8. Symposium on Rapid Methods and Automation in Microbiology, Stockholm, Sweden. (Miss S. Olsen, Dept. of Applied Microbiology, Karolinska Institutet, S-104 01 Stockholm 60, Sweden) 4-8. American Assoc. for the Study of Neoplastic Diseases, Heidelberg, Ger-many. (R. H. Jackson, 10607 Miles Ave., Cleveland, Ohio 44105)

4-9. International Assoc. of Hydrological Sciences, Madrid, Spain. (D. R. Dawdy, Engineering Research Center, U.S. Geological Survey, Colorado State Univ., Fort Collins, Colo. 80521)

6-8. Alaska State Medical Assoc., Fairbanks. (R. G. Ogden, ASMA, 1135 W. 8 Ave., Anchorage, Alaska 99501)

7-9. International Congr. on Immunology in Obstetrics and Gynaecology, Padua, Italy. (N. Carretti, Obstetrics and Gynaecology Clinic, Univ. of Padua, Via Giustiniani No. 3, Padua 35100)

7-9. American Rheumatism Assoc., Los Angeles, Calif. (Miss L. Bonfiglio, ARA, 1212 Avenue of the Americas, New York 10036)

8-10. Society of **Biological Psychiatry**, Montreal, P.Q., Canada. (I. F. Small, Larue D. Carter Memorial Hospital, 1315 W. 10 St., Indianapolis, Ind. 46202)

8-13. Astronomical Soc. of the Pacific, Los Angeles, Calif. (L. Salanave, Cali-fornia Acad. of Sciences, Golden Gate Park, San Francisco 94118)

10-14. Institute of Food Technologists, Miami Beach, Fla. (C. L. Willey, IFT, 221 N. LaSalle St., Chicago, Ill. 60601) 10-14. Special Libraries Assoc., Phil-

adelphia, Pa. (F. E. McKenna, SLA, 235 Park Ave. S., New York 10003)

10-15. Neurosurgical Soc. of America, Pembroke, Bermuda. (S. N. Chou, Univ. of Minnesota Medical School, Minneapolis 55455)

10-15. American Nuclear Soc., Chicago, Ill. (O. J. Du Temple, ANS, 244 E. Ogden Ave., Hinsdale, Ill. 60521) 11-13. International Conf. on Commu-

nications, Seattle, Wash. (S. Tashiro, ICC, P.O. Box 648, Bellevue, Wash. 98009)

11-13. American Neurological Assoc., and Canadian Congr. of Neurological Sciences, Montreal, P.Q., Canada. (S. A. Trufant, Cincinnati General Hospital, Cincinnati, Ohio 45229)

11-13. Power Electronics Specialists Conf., Inst. of Electrical and Electronics Engineers, Inc., Pasadena, Calif. (R. D. Middlebrook, Electrical Engineering Dept., 116-81 California Inst. of Technology, Pasadena 91109)

11-14. Symposium on Remote Sensing of Water Resources, American Water Resources Assoc., Burlington, Ont., Canada. (Mrs. E. Fosdick, AWRA, Canada Center for Inland Waters, 867 Lakeshore Rd., P.O. Box 5050, Burlington)

11-16. American Assoc. for the Advancement of Science, Pacific Div., Salt Lake City, Utah. (R. T. Orr, California

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