

Letters

Faculty Organization

Dael Wolfe's editorial of 12 January (p. 131), "Increased pay, diminished stature," presents a very logical series of arguments, but seems to start from a premise that does not apply to all institutions of higher education. Thus it would appear to lack general applicability.

Wolfe states that "bargaining over the conditions of academic work undermines the hard-won principle that faculty need freedom from external control." At some institutions I suppose that faculty have that freedom, but at many they do not, and that is precisely why they are organizing. Many faculty units have found that they must organize to deal with working conditions and job security as well as with wages and fringe benefits. Since faculty work is academic work, they must therefore by definition deal with "academic matters." To attempt to separate the two does not deal with the real world. It would be like telling an auto worker that he can bargain over wages, but not over conditions on the assembly line. In case one might think that that is a poor analogy, one serious problem that faculty now face is precisely the same as that faced by auto workers: speedup. More students, more contact hours, more courses. This problem can only be dealt with collectively.

As faculty find that they are not "free" in terms of work load, they also may find that they are not "free" in terms of job security. Tenure and promotion committees usually only advise administration, and may in any case reflect "administration" rather than "faculty" interests and sentiment. Faculty require protection against arbitrary dismissal, against denial of tenure for frivolous reasons, and against prejudice in promotion procedures. They thus require a grievance procedure which guarantees speedy consideration of their case and final appeal to an authority completely outside of their university. The AAUP (American As-

sociation of University Professors) Standards have failed many individual faculty members on questions ranging from freedom of speech to dress to unpopular research. Only organization can properly protect faculty members in dealing with these "academic" matters. Collective bargaining historically seems to have been shown to be more effective in protecting the rights and interests of each member of the group than does individual bargaining.

Finally, there are a large number of working professionals on university campuses who are not faculty, but who make a significant contribution to the educational process. We call them the nonteaching professionals, and their rights need to be protected as well. Again, individual bargaining just has not worked for them, and joint collective bargaining with faculty will strengthen both groups.

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Medium for Hybrid Selection

With regard to the Research News report by Jean Marx on somatic cell hybrids (23 Feb., p. 785), I enjoy the notoriety but feel obliged to point out (1) that the medium called HAT (hypoxanthine, aminopterin, and thymidine) used for hybrid selection was originally developed not by myself, but for other purposes by Szybalski from earlier work by Hakala and Werkheiser (2).

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References and Notes

1. See also J. W. Littlefield and S. Goldstein, *In Vitro* 6, 21 (1970).
2. W. Szybalski, E. H. Szybalski, G. Ragni, *Nat. Cancer Inst. Monogr.* 7, 75 (1962).

Hulda Grobman's comments on Brazilian higher education (Letters, 6 Oct. 1972, p. 9) indicate a lack of familiarity with what has been taking place since the Decretolei 53 issued in November 1966 laid the basis for the vast changes of the past 6 years.

In cooperation with the Council of Rectors of Brazilian Universities and with financial support from the Agency for International Development (AID), the University of Houston has been involved in several projects: regional seminars in Brazil, short courses for administrators in Houston and Mexico, and in-service training and the sending of consultants to all parts of Brazil. The momentum in higher education initiated by minister Raymundo Moniz de Aragao in the Castello Branco regime and continued under the present minister Jarbas Passarinho has been impressive.

Grobman states that "the model for major reform planned for the new university of Brasilia was abandoned . . . in one of the world's most modern settings, it mirrors the antiquated pattern of Brazil's older universities." Nothing could be farther from the truth. The University of Brasilia has been developing a modern university with good leadership, full-time professors, and efficient administrative practices. It is quick to seize on new ideas and is destined to become one of Brazil's finest institutions.

It is true that the university suffered seriously about 10 years ago, when it was attempting the impossible and was beset by political problems. That is all changed. Rector Amadeu Cury and vice rector José Carlos de Almeida Azevedo may be expected to continue the rapid growth of the university.

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PCB Diet

The study by Allen and Norback (2 Feb., p. 498) clearly demonstrates that a particular gastric mucosal response occurs after the feeding of polychlorinated biphenyls (PCB's) to male rhesus monkeys. The authors suggest that the carcinogenic potentials of these compounds should be investigated. While this is a worthy suggestion, it should