

The Wagnerian

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WAGNERIAN SUPPORTS FACULTY'S POSITION

(Page 2, 3, 4)

Faculty's Signs Welcome Students

By Beth Stern

Connie Palemieri

When Wagner students returned to classes on Tuesday, September 6, most of them were greeted by empty classrooms, and attendance sheets.

The reason being on September 1, the faculty voted to withhold services because as of that date they had no contract.

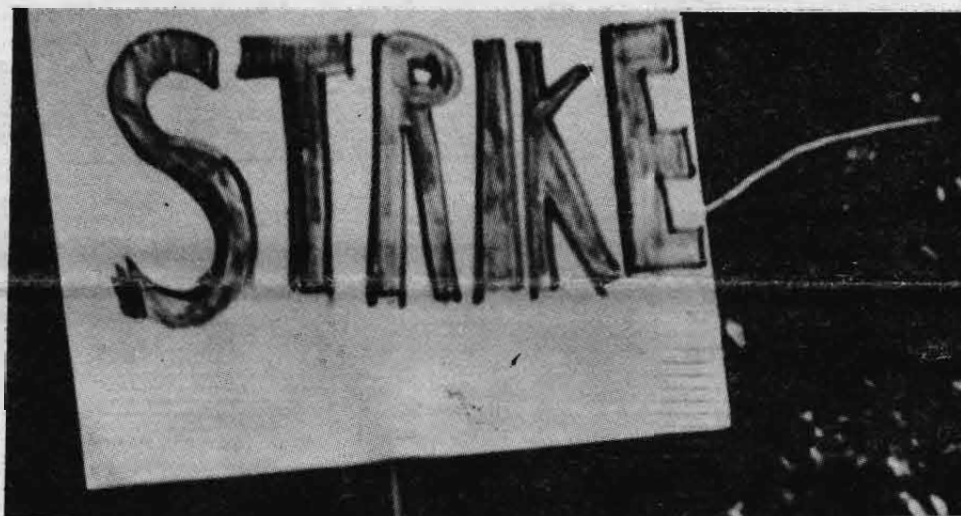
According to a fact sheet handed out by the faculty on September 7: The college's original salary offer was for increases of 6.3 percent, 6.0 percent and 6.0 percent in the next three years. Their 'last and final' offer computes to 6.3 percent, 5.9 percent and 6.1 percent.

Originally, AAUP (American Association of University Professors) has wanted an increase of 8 percent each year, however, at the last negotiating session at Federal Mediation Board headquarters, C. Carlyle Haaland, chief negotiator or the AAUP, said the union offered to settle with increases of 7.8 percent, 7.7 percent and 8 percent, a concession from the original demand.

On September 7, at 1:30, there was a meeting held between members of the striking faculty and the students in front of Communications Building. At this meeting the fact sheet mentioned above was handed out. Dr. Anderson and Dr. Welton were the faculty members present.

According to Dr. Anderson, the faculty wants to give an education and the strike is not against the students. Dr. Anderson also stated there have been over 300 hours of negotiations since spring.

On Friday, September 9, the



faculty distributed a second fact sheet. This sheet stated the new A.A.U.P. settlement.

President Satterfield, and the rest of the administration had been advised by their attorneys not to discuss the strike, and they are unavailable for comment.

Barbara Bergman, president of the student government commented, 'In view of the situation, signing papers (referring to the attendance sheets students must sign if a faculty member doesn't show up for class) means nothing and it can't be held against you. It's a way for the administration to see how many students are showing up'.

Barbara has also spoken with a member of the State Education, who explained there is a registration requirement, and so many hours of class must be held. The missed hours are going to have to be made up.

Barbara feels parents should call the school in hopes of pressuring someone into making a move. She also said that students should go to class - if the teacher is teaching it, if not, she sees no reason to go.

Barbara, although she does not agree with the faculty, agrees with them when they advised students to buy their books and start reading them.

It is quit difficult to keep up with everything that happens during a strike. One expects to see faculty members picketing, but not student. However, on Thursday, September 8, a group of students picketed in front of the Union. These students were boycotting the classes that were being held, saying they wanted negotiations to resume so they could get the education they were paying for.

Through all of this, there were classes being held. One faculty

member explained he felt the students were more important than any quarrel and that he would hold classes, even though some of his colleagues were not going to be too happy about it.

There seems to be one general opinion among the students, they want the strike to end. The students are the innocent victims of the strike, and no matter which way the strike ends, we will get the worst end of the deal. We will not be the ones getting more money, nor anything else, except having to make up classes.

On the second fact sheet, given out on September 9, the following added on the bottom: 'In response to some expressed student concern, we do not believe it will be necessary to extend the semester or consume vacation time to make up lost work'.

However, on Friday, September 9, classes were suspended until further notice.

According to Donald Krug, A.A.U.P. chapter president, the soonest classes could start again is Wednesday, assuming a settlement is reached Monday. Union bylaws require a 48-hour ratification period after a settlement is reached, to allow members time to study the new contract before voting.

On September 12, the strike will be entering it's 12th day. We may be told this time will not be taken out of our vacations, but where else can the extra time come from?

As was stated before, the students are the ones who will suffer the most, and unfortunately, the only thing we can do about it is to sit around and hope the strike will end soon.

Strike Affects Convocation

By Beth Stern

On September 8, an opening convocation had been planned, there was supposed to be a barbeque, a brief 20 minute ceremony and then entertainment by the McLain Family Band.

There was a barbeque, and the McLain Family Band did play, however, there was no convocation.

Students who approached the baseball field for a barbeque were faced with the sight of at least twelve

faculty members pacing back and forth, bearing red and white placards reading, 'Wagner College Faculty on Strike'.

Any mingling between students and faculty that occurred was done through the rustling chain-link fence. True, a few members of the faculty did attend, and speaking with them made one realize just what a pleasant evening could have been had, if the faculty had been able to cross the Campus Road Wall.

The convocation itself, needless to say, was not held. One striking

faculty member pointed out that only six or seven of the faculty would have attended. This fact, added to the incongruity of commencings school year when very few classes have actually commenced would have made the ceremony ludicrous. As President Satterfield put it, 'it would have been absurd under the circumstances.'

Feelings were running high among the students, who after all, are the most affected by the strike. The general opinion seemed to be disgust. Disgust at what they saw as

an unnecessary stalemate and a desire for an end to what is now turning into more than a mere inconvenience. As one senior said, 'I just want to make sure I'm out of here in May'. Another student captured the attitude of many by saying that he was 'just tired of the whole thing'. He didn't care what the administration or the faculty had to do, just as long as classes began.

What should have been a pleasant fall evening, was turned into something less by the touch of uncompromising hostility.

The Convocation That Almost Wasn't

By Ruth Rodriguez

Once not so long ago in a sleeping little hamlet called Staten Island, there was a relatively small college community that was, to all outward appearance, happy. Only, it seems that all was not well in this little paradise on the narrows, because on September 7, the very eve of classes, a note of discord was sounded. Negotiations between the administration and the faculty of the college more or less collapsed. A general strike was then called by the faculty.

At first, it seemed a novelty to the returning students, a little time to - just 'hang out' before getting into the regular grind of schoolwork. But yesterday, this college held a convocation, or rather, almost held a convocation. The convocation was to have been a nice, homey-type of affair. There was a barbeque scheduled from five to seven, with one and all invited. As President Satterfield stated when asked to comment, they would have liked to have had the students, faculty, administration and families all mingling together. After the barbeque was to have been the convocation: a brief 20 minute ceremony to signal the start of the school year. After this, all were invited to take in the blue-grass sounds of the McLain

family Band. This latter being an attempt at taking some of the starch out of the whole affair and making it more appealing to the general student body.

There was a picnic, yesterday. The McLain Family Band even played, yesterday. But there was no convocation. Yesterday, students entering the baseball field for a barbeque were faced with the sight of at least 12 faculty members pacing back and forth, bearing red and white placards reading, 'Wagner College Faculty On Strike.' Any mingling between students and faculty that occurred, was done through the rusting chain-link fence that made one wonder who was being kept in, or out. True, a few members of the faculty did attend. And speaking with them made one realize just what a nice time could have been had by all, if the people on the street, the people with the placards, many of whom we have come to know and respect had been able to cross the Campus Road Wall.

The convocation itself, needless to say, was not held. One striking faculty member pointed out that only six or seven of the faculty would have attended. This fact, added to the incongruity of commencing a school year when very few classes have actually commenced would have made the ceremony ludicrous.

As President Satterfield put it, 'it would have been absurd under the circumstances.' Beyond that, the President would not comment on the strike, having been instructed by the school attorneys to refrain from speaking on the matter.

The students, the striking faculty, and the non-striking faculty; however, were not under that same restraint and there was talk of little else. Feeling was running high among the students, who after all, are the most directly affected by the strike. The general feeling seemed to be disgust. Disgust at what they saw as an unnecessary stalemate and a desire for an end to what is now turning into more than a mere inconvenience. As one senior put it, 'I just want to make sure I'm out of here in May.' Another student captured the attitude of many by saying that he was 'just tired of the whole thing.' He didn't care if the faculty had to capitulate, or if the administration had to as long as classes began. This same theme was emphasized by a more militant group of students who called for a general boycott of classes and circulated a petition, supporting neither side, but simply pleading for the start of classes.

To many of the striking faculty and maybe to many of the administration, this may seem a selfish

attitude. Maybe, the strike is a matter of principle. But the students are certainly getting the raw end of the deal. Showing up for classes that aren't held. Waiting for hours - just to sign attendance sheets. Walking around aimlessly, in a general state of confusion that is simply not necessary. Yes, it may be a little selfish. But, as one non-striking faculty member said yesterday, 'My students are more important to me than the principles involved.' For, ultimately, there is a bit of selfishness on all parts, and all the great and grand principles involved boil down to one common denominator, namely, power.

You see, to return to our sleepy little college, it seems that this nice little community was after all, really involved in a nasty little power struggle. The real issue was who was going to run the college, the administration, or the faculty. But, they forgot a very important element: the students. These students, on the whole had a very violent distaste to having their rights impinged upon. They said as much yesterday to anyone who cared to listen. What should have been a pleasant summer evening was turned into something less by the touch of hostility. And that, my friends, is the story of the convocation that almost was.

letters

To the Students, Faculty and Administrators of Wagner College:

Elsewhere in this publication I was asked to make an objective statement regarding the faculty strike. However, here I can make my own remarks.

Students expressed to me a desire to know more information concerning the faculty strike. I attempted to satisfy this request by first meeting with faculty and then administrators to obtain what I could. I had then scheduled a 1 P.M. general meeting Wednesday, Sept. 9th. However, this effort was interrupted by a few impatient students, and an unauthorized, illegal attempt on the part of some faculty members to solicit student support. I merely believe that this meeting was unfair because both sides of the strike issue were not represented.

It has been reported to my office that as a result of this opinion I appear to side with the administration. This is not the case. I feel that both factions involved in this strike are wrong as far as what it is doing to students is concerned. Whatever friction exists between them did not develop overnight; this situation was foreseen months ago and should have been averted. I cannot understand the stubbornness of either party when they stand to lose so much by it. The institution is paying for students living here until classes begin; some students are leaving the college, and prospective students will be discouraged. Faculty may lose their jobs!

The principle involved is that faculty say administration won't negotiate, and administration contends that they can't afford to. In this situation, who is right and who is

not?

I am as upset as all of you are over the situation. Your desire for classes to resume is now well known by both parties. Now it's up to them. Until then I will keep everyone informed as best I can.

Sincerely,
Barbara Bergmann
Student Government President

Editor's Notes

'It has come to the attention of the Wagnerian that to date their has been no student counsel meeting. For that reason we have excepted Ms. Barbara Bergman's letter as a statement of her own personel statement and not of the voice of the Student Government.'

To the Editor

Thanks to the editor and the staff of The Wagnerian. They are kind to give me an opportunity to speak about the College's current trouble. They are especially considerate to point out that the information they are receiving comes from sources other than administrative ones. That consideration does not necessarily mean that the College should attempt to confront or confirm in newspapers or before students every statement that appears from others. Rather, we are confining our arguments to the parties participant in the process. I have huge respect for the demonstrated maturity of Wagner College students. I hope that their patience will find a reward in the College's early return to full service of students.

John Satterfield

MEMORANDIUM

TO: ADMINISTRATORS AND STAFF

FROM: JOHN SATTERFIELD

RE: RESTRAINT ON COMMENTS

In a difficult negotiation, the College cannot have multiple voices. The single authorized voice is my own. Nobody else will speak for the College unless directed by me.

All administration and staff members will observe the following restraint: You will not have any conversation about the strike or the negotiations with any faculty member. You will not only not speak to faculty members about those subjects, but you will also not listen to their comments on them.

I wish the necessity of this restraint were not among us; it is nevertheless here.

Dear Dr. Satterfield,

You know that I have tremendous respect for you, and hope that you continue to do a great job for the college. I have absolutely no desire to speak in any manner for the college administration. All I have to say is on the subject of astronomy. However, I talk to anyone I please. Any attempt to interfere with my civil rights will be met in Federal Court with a suit for injunctive relief under the 1965 Civil Rights Act.

I might add that when my Department Chairman tried to order me not to violate the strike by telling

me to stop holding classes under threat of being fired by him after the strike I told him to go to Hell. At this point I agree with FDR's comment: a plague on both your houses.

Sincerely yours,
Thomas Wm. Hamilton

Editor's Note

Mr. Hamilton asked to have the above printed in the Wagnerian.

601 W. 115th St. Apt. 96
New York, N.Y. 10025
15 September 1977

Thomas W. Hamilton
178B Arlo Rd.
Staten Island, N.Y. 10301

Dear Tom,

This is to reconfirm my phone call to you today regarding comments I made to you this week about your teaching in the Physics Department.

On Tuesday or Wednesday of this week, I asked you not to continue to hold classes on campus since the college had officially cancelled all undergraduate classes and your action could also be looked upon as undermining the faculty position. After you gave me your negative response, I replied that I didn't want to put your job in jeopardy and that if Dean Wendel had directed you to continue to teach, that was OK with me. When you again responded that you would continue to teach regardless of what anyone said, I then replied that the Physics Department would have to reconsider how much teaching you would do for the department in the future.

As I said to you over the phone today, I regret having made the above implied threat regarding your teaching in the department and I withdraw any direct or implied threat to your teaching in the Physics Department because of any of your actions since September 1, 1977. I appreciated your positive response to my retraction and your acceptance of my apology. I and my colleagues continue to appreciate your outstanding service to Wagner College and I trust that this matter is now closed.

Sincerely,

E. Thomas Henkel, Ph.D.
Chairman, Physics Department

Your apology is gratefully accepted.

Friends,
Tom Hamilton

Editor's Note

Dr. Henkel requested to have the above printed in the Wagnerian.

To Concerned Faculty:

At this point the intransigence and stupidity, not to mention selfishness, pig-headedness, and power-tripping, of both sides have resulted in the ridiculous situation of a school which does not teach. Of a faculty whose sole function is to picket. Of an administration which has not merely abdicated its responsibility to keep the school operating, but which has now taken upon itself the concept in unity with the union it claims to be fighting off closing the school.

The act of sending the students home seems to be aimed partly at getting them off the scene.

The union refuses to disclose what it won this summer in the governance part of the negotiations.

The administration refuses to dis-

cuss anything (on the advice of counsel whatever happened to the U.S. Constitution's guarantee of free speech, and why are these people afraid to exercise it).

The undersigned has told his departmental chairman who demanded he stop holding classes to go to hell. When the administration decided to join the union in its attempt to destroy this college by also supporting the end of classes, the undersigned advised the administration he would teach as long as there were students interested in attending classes.

You are cordially invited if you are interested in (a) showing these two packs of jackasses how you feel about their playing chicken with our school, or (b) want to resume classes immediately, (c) just want to

rap with the irascible nut who would write such a letter, to a meeting on Saturday September 17, at 1:30 PM. The location is 178 Arlo Road (just down Howard Avenue from the campus), upstairs.

I have sounded out students (not just those attending my classes) and found them enthusiastic about the idea of going back to school.

Please phone if interested but unable to make it. We want your views. 212-727-1967.

Note that in 1970 we had a student strike. Now we have a faculty strike. The administrators would never dare strike because no one would notice the difference. Who is responsible for the lack in Communications? Has the union considered Wagner's shaky four years of finances, or even care?

Thomas Wm. Hamilton

Commentary

September 14, 1977. The strike here at Wagner College is in its 13th day. Students are being governed by uncertainty, kaos and rumors. When are the students going who are paying to come to this institution of higher education going to get what their paying for. Thus far the student community at Wagner has been severely malinformed. The purpose of this commentary is to bring as many facts on the strike to the surface as is oresently possible.

At the present 9-14-77 several negotiation sessions have taken place. A press release given by the faculty on 9-14-77 sums up the negotiation sessions as follows:

'The faculty strike at Wagner College is now entering its thirteenth day. The chief issue is negotiation itself.

The faculty has placed three proposals on the table, while the Administration has placed only one, which they have described as their 'last and final offer,' unless something else changes.

At the opening discussions on the economic package, the faculty negotiating team requested that both sides eliminate preliminary maneuvers and state realistic positions from which they could reach a quick settlement.

The faculty's latest proposal is extremely modest and not much greater than the Administration's first and only proposal. The Administration's resistance to real negotiation is reflected in its refusal to move from their initial economic proposal. The difference between the Administration's proposal (a 6.3 percent increase in salaries the first year and an increase of 6.0 percent in each of the two subsequent years) and the faculty's most recent proposal (7.5 percent, 7.7 percent and 8.0 percent respectively) is in the neighborhood of \$100,000 over the three year period. This cost to the College must be seen in the context of a total college budget for that three-year period, of not less than 35 million dollars.

The faculty's position has consistently been one of readiness to negotiate.

Further information disclosed by the faculty to the Wagnerian includes files over unfair labor practices. The suit reads as follows:

'The AAUP at Wagner College will be filing charges today with the National Labor Relations Board (NLRB) against Wagner's unfair labor practices. Specifically the union charges will include among

other things the statement that Wagner has violated federal labor law by:

1) Refusing to bargain in good faith with respect to wages and working conditions.

2) Bypassing the union and attempting to negotiate directly with faculty members.

3) Making individual threats to select faculty members.

4) Mounting efforts to undermine the union and divide the Union from its members.

5) Offering the financial rewards to individuals who agree to work during the strike.

The Union has been reluctant to date to involve the NLRB in the situation at Wagner and has instead made every effort to focus its attention and efforts at reaching an agreement at the bargaining table. It is now apparent that the College has no direct negotiations with the Union or of complying with its obligation under law. The Union is therefore taking this action as a dispute and to ensure that regular college activities may resume as expeditiously as possible.

The administration has made themselves unavailable to the Wagnerian for any comments at all.

The faculty has expressed their willingness to be open with the student body insofar disclosing information which is not strategically imperative in their negotiations. Dr. Anderson who is a striking professor sympathizes with the students confusion and fears and says, 'In all of its decisions, the faculty gives very serious consideration to the concerns and actions of our students.'

Many students fear the possibility of a canceled semester, or no semester breaks. The rescheduling of the academic calendar is not the sole authority of the administration, any changes in the calendar must also pass through a Faculty Council.

I am sure that when the strike is resolved both the Administration and Faculty will be as reasonable as possible for the students well fair when rescheduling the semester.

Dr. Anderson speaking for the faculty said 'We (the faculty) know this much, we will not double up our students work load. Why should they have to suffer further, haven't they suffered enough already.' The Administration has made absolutely no effort to speak to staff of the Wagnerian. Dr. Satterfield and the Administration have lent very limited

superficial information to the student body. The administration is ignoring the existence and importance of the students at Wagner. With all the money and aggravation we are paying shouldn't we know more than just to be patient.

I am also concerned, about negotiations, as long as the administration refuses to recognize the faculty as a collective bargaining unit, and begin real negotiations. I can foresee no end.

In today's Advance September 14, 1977 Hugh Wilson a non striking professor of English at Wagner was quoted as saying:

'I don't understand the strike,' he said, 'supposedly professors have a higher calling and there they are

picketing like laborers

In my opinion such a remark is very offensive. Many of the parents of Wagner College students are laborers. My grandfather was a laborer, he helped built this country with his hands. Whats so bad about that? Who is Mr. Wilson to put down laborers and place himself an a pedestal? An apology is in call here for such an arrogant statement. Students are really beginning to get annoyed, and want to see this strike resolved no matter what. This is the 13th day of the strike, isn't this long enough. It's time the hard heads cracked and get down to real negotiations.

Philip Mattina
Managing Editor Wagnerian

the wagnerian

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and the
STATEN ISLAND ADVANCE

Strike Talks

AAUP Thurs. 9-15-77
Fact Sheet III

In our last two fact sheets (9-7-77 and 9-9-77), we reported that:

- 1 - The faculty voted Sept. 1 to withhold services because as of that date it had no contract.
- 2 - The Administrations' salary/offer was for increases of 6.3 percent 6.0 percent and 6.0 percent in the next three years. Their 'last and final' offer computes to 6.3 percent, 5.9 percent, and 6.1 percent.
- 3 - The AAUP seeks increases of 8 percent each year.
- 4 - The AAUP has been and is now desirous of resolving the issue through negotiations and has expressed willingness to modify its position. The Administration's maintenance of an essentially static position does not constitute bargaining.
- 5 - At the negotiation session in the federal mediator's offices in Manhattan on Thursday, 9-8-77, the AAUP lowered its requested increases to 7.5 percent, 7.7 percent, and 8 percent in successive years. This elicited no movement from the Administration, whose position remained unchanged. Therefore, the meetings were recessed and the participants again placed on mediator's call.

- The developments since 9-9-77 are:
- 1 - The college administration suspended classes until further notice beginning on Monday 9-12-77.
 - 2 - President Satterfield sent letters to all faculty members asking them to accept the administration's initial and unchanged economic package as individuals.
 - 3 - Sixty-six faculty members have signed a reply to President Satterfield saying they will not bargain as individuals, but only collectively.
 - 4 - The Wagner College Chapter of the AAUP filed charges of unfair labor practices against the Administration with the National Labor Relations Board on 9-14-77.
 - 5 - The federal mediator called both parties to resume negotiations at 10:00 am on Thursday, 9-15-77. At the conclusion of the session no agreement had been reached. The administration's position on the economic package remained the same as it has been from the beginning. The faculty package but received no response from the administration's team. The administration now insists that a punitive back-to-work agreement be arrived at before the economic package can be discussed.

Money Facts!

For your information: this is a Xerox of page 39 of the Wagner College Faculty Contract. I hope that you will let the public see these figures. The faculty also does not get Blue Cross and Blue Shield or H.I.P. insurance unless they pay for it themselves.

ARTICLE XVIII SALARY AND FRINGE BENEFITS

1. The minimum academic year salary of a faculty member employed by the College shall be:

Academic Rank	1974 - 75 Academic Year	1975 - 76 Academic Year	1976 - 77 Academic Year
Instructor	\$ 9,750	\$ 10,000	\$ 10,250
Assistant Professor- MA	10,500	10,750	11,000
Assistant Professor- Ph.D. or terminal degree	12,500	12,750	13,000
Associate Professor	13,750	14,000	14,250
Professor	16,750	17,000	17,250

Final Results!

AAUP Union Remained Strong

Strike Over - Classes Resumed

By Debra Maida and Philip Mattina

September 19, 1977, at 11:55 P.M. a negotiation settlement had been announced. This settlement is a victory for the entire Wagner community, the faculty, the administration, and the students alike. School starts today September 20, 1977.

The negotiated package stands as follows:

1 - Raises - the faculty will receive raises of 6.5 percent for each of the next three years. The increment will be distributed in the following ways: For the first year full professors increases will total \$1,400.00

Associate professors will receive an increase of \$1,150.00, assistant professors will receive an increase of \$1,050.00, and instructors will receive increases of \$950.00.

For the second year full professors will receive an increase of \$1,475.00, associate professors will receive increases of \$1,225.00, assistant professors will receive an increase of \$1,125.00, instructors will receive an increase of \$1,025.00.

For the third year full professors will receive an increase of \$1,550.00, associate professors will

receive increase of \$1,300.00, assistant professors will receive increases of \$1,200.00, instructors will receive increases of \$1,100.00.

The agreement also covers promotional increases stated as following: Instructors to the position of assistant professors will receive a promotional increase of \$500.00, and assistant professor rising to the position of assistant professor will receive a promotional increase of \$750.00, an associate professor rising to the rank of full professor will receive a promotional increase of \$1000.00.

An agreement was reached not to dock the salaries of striking teachers exist with faculty will work with pay when the semester is extended to compensate for the time already lost.

A moral commitment of voluntary money donation to the college for unrecoverable lost time was agreed to by the faculty members. Voluntary Money donation is 4 days salary and is tax deductible because it is a voluntary donation.

2 - Sabbatical increases: for the first year three sabbaticals will be granted to faculty members who meet the

requirements for sabbatical will be granted. Sabbatical increases for the second and third year will be four and five respectively.

The governance package will remain the same. Retirement package has also been carried over from the previous contract. Major medical coverage will be continued and total disability and group life insurance has been doubled.

New department titles will be created and exist with department heads. The new position will be divisional coordinated. The three major divisional structures (each having a coordinator) 1- humanity and arts - this division will contain art, english, language, philosophy, religion, speech, and theatre, and music. 2 - natural sciences which will include - biology, chemistry, math, physics, nursing, bacteriology, and health services. 3 - social sciences which includes - history, political science, economics and business, psychology, physical education, sociology and anthropology. Divisional coordinators although appointed by the president much be nominated by a majority vote by each divisional

structure.

Faculty members teaching summer school courses will receive a pay increase of \$25.00 per course. This does not mean students will be paying a \$25.00 summer school tuition increase.

Attempts were made towards back breaking the AAUP at Wagner College. However, the AAUP stood strongly united till the end and has proven itself to be a viable organization. The AAUP has shown their solidarity and has gained the recognition and respect of all parties involved in the recent crisis at Wagner College.

Upon such a settlement the editorial board and staff would like to congratulate the students, the faculty, and the Administration for each of these parties involved have come from the dispute as winners. The students have won their outstanding faculty back. The faculty has come out as winners for securing certain improvements over their previous contracts. The Administration by bargaining in good faith has obtained the respect of faculty, students, and parents. Congratulations to all parties involved for the settlement.