THE DAILY CLIPS

July 24, 2012

News, commentary, and opinion
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Children's emergency department opens
By Michael Abramowitz
Tuesday, July 24, 2012

Officials with Vidant Health in Greenville cut the ceremonial ribbon Monday and hosted a tour of the new children’s emergency department, now open next to the hospital’s main emergency department.

The children’s emergency department is about 12,800 square feet with 16 examination and treatment rooms. Two of the rooms are fully functional resuscitation rooms with state-of-the-art equipment.

Although the new department has a separate entry from the general emergency department, it is connected to the main ED inside the hospital. The two departments share a common ambulance drop-off area for emergency vehicles.

The new children’s emergency department was designed by a team of patient families, physicians and clinical staff guided by architects, center officials said. A primary focus of the design was the incorporation of “positive distraction” elements for children, including interactive video projections; large-screen video nature scenes; soothing, adjustable lighting elements, and simulated stars on the ceilings of the exam rooms.

Vidant Medical Center President Steve Lawler told an audience of elected officials, Vidant board members and medical staff that he was proud of what
the new emergency center stands for — the medical care community caring for the larger community.

“We might not know the impact of this for years to come,” Lawler said. “It’s an investment in time, energy and serving others that will have a lifelong impact on the children of eastern North Carolina.”

Vidant Health System board Chairman David Womack said the early discussions about creating the pediatric emergency department focused only on how soon it could be accomplished.

“We realized that the well-being of our children is so sacred that it is critically important that we create a special place just for them, to ease their anxiety and expedite their treatment,” Womack said.

Dr. Theodore Delbridge, chief of emergency services at Vidant and the East Carolina University Department of Emergency Medicine, became emotional as he told about the challenges his staff faced more than four years ago and accomplished this day.

A father of two small children, he described an increasing number of emergency patients in the growing community, with children from birth to 18 years old representing one in six ED patients.

“Children are not little adults. They require special care, attention and compassion to adjust to their developing emotional needs and the complexities of their medical conditions, requiring ... a special commitment from the people who work at the medical center,” he said.

In addition to eliminating variables in pediatric care by separating the caregiving experience from that of adults, the new center will allow emergency physicians to better collaborate with established pediatricians in the community and recruit specialists to the new pediatric hospital, scheduled for completion next year, Delbridge said.

“We’re also interested in the satisfactory experience of our patients and their family members, and we will be interested to see if these changes have taken us in the right direction,” he said.

The new experience will go well beyond the aesthetic changes calculated to make children feel more secure and comfortable. The medical supplies and equipment are designed for the specialized needs of pediatric care, said Dr. Dawn Kendrick, medical director of the new facility.

“Our resuscitation bays, for instance, are set up to care for the most critically ill and injured children of all sizes, with special cardio-pulmonary
equipment, including ventilators, electrocardiogram monitors with varying-sized leads and all the equipment needed to perform major resuscitative care from basic airway attacks from asthma to trauma,” Kendrick said.

In addition, the counters are rounded for child safety, the beds are lower to the ground, trash cans are hidden, and all drawers and cupboards are locked, opened only by a staff member’s electronic card key.

Two of the nurses praised by Delbridge, Erika Greene and Katelyn Harrington, spoke confidently about their eagerness to get to work in the new department.

“This unit has changed a lot of how we do nursing. The spotlight is on us now, and we want to live up to everyone’s expectations and the challenge of this new opportunity,” Greene said.

“We’re very proud of this and eager to get to work now. If you have a passion for pediatrics, this is the place to be,” Harrington said.

The new pediatric emergency department is projected to care for nearly 20,000 patients in the coming year, Delbridge said, providing relief to the main department.

“We provide awesome care, but sometimes with the limitation of not being able to move people through the system as fast as we would like,” he said. “Our objective is to provide the same quality care to emergency patients, whether they are our grandparents or our children.”

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Editorial:

Stepping it up

The alleged academic fraud in the Department of African and Afro-American Studies at UNC-Chapel Hill – a fraud whose main beneficiary appears to have been the football program and to some extent the basketball program as well – hangs over the campus like a dark cloud on a Southern summer afternoon. But it’s been a long time between breaks of sunlight. Toward that end, President Tom Ross of the University of North Carolina system has named a five-member panel from the system’s Board of Governors to review the investigation conducted by the Chapel Hill campus.

Board of Governors Chairman Peter Hans had it right when he told the group, “It is time for us to rise to the occasion and resolve this saga.” Amen. And Ross and UNC-CH Chancellor Holden Thorp now are conveying a sense of alarm and of justifiable outrage at what has transpired. Intentionally or not, that hasn’t always seemed the case.

The department’s generous handling of courses that seemed aimed at athletes, mostly football players in the regime of the departed coach Butch Davis, came under the university’s internal microscope when revealed largely through The N&O’s reporting.

This board committee needs to be open in its review, and not follow UNC-Chapel Hill’s example of “whiting out” entirely too much information in documents released to the media. That’s not appropriate for a public institution, and it heightens suspicions that the university is hiding something.

To their credit, some panel members already have asked good questions. One wanted to know why, for example, UNC-Chapel Hill confined its inquiry to 2007 to 2011. The excuse offered by one official is that people might have fading memories of events prior to 2007. But what about documentation that presumably still exists?

It’s time to get the answers to which the public is entitled, without fear of embarrassing people in positions of power (many of whom have already been embarrassed). It’s time to have the university face up to its mistakes and to move on, but only in a direction that will never bring it down this road again.
GREENSBORO–Frank Spaziani was a feared defensive end in the late 1960s at Penn State, before Joe Paterno gave him his start in coaching as a graduate assistant. Now the head coach at Boston College, Spaziani spoke softly Monday about the NCAA sanctions that will cripple the Penn State football program.

There was emotion in his voice, a subdued sense of sadness. At the ACC’s annual preseason football kickoff, news of the NCAA sanctions against Penn State spread quickly, and the league’s 12 coaches spent much of the afternoon discussing some of the harshest penalties in the history of college sports.

“It’s a tragic situation,” Spaziani said, speaking of the Jerry Sandusky child sex abuse case that Paterno and others in power covered up for more than a decade. “And once again, it’s going to take a while before anyone understands what the ramifications are of what just happened. It’s not going to be good.”

In an unprecedented move, the NCAA on Monday penalized Penn State for covering up Sandusky’s crimes. A jury found the Nittany Lions’ former defensive coordinator guilty, among other charges, of sexually abusing boys in Penn State’s football facility.

The NCAA fined Penn State $60 million, banned its football program from the postseason for four years and vacated all of the Nittany Lions’ victories dating to 1998, which is when allegations of Sandusky’s abuse first surfaced. Perhaps the most damaging blow, though, will come in the form of scholarship reductions.

Penn State will lose 40 football scholarships over four years, and will only be allowed a maximum of 65 scholarship players for four seasons, beginning with the 2015 season. Under normal circumstances, Division I-A teams are allowed 85 scholarship players per season.

“They made them a I-AA school,” N.C. State coach Tom O’Brien said, referring to the I-AA football scholarship limit of 63.
The ACC’s coaches had gathered to discuss their teams, and their hopes for the upcoming season. But questions about the Penn State case, and the NCAA’s handling of it, were unavoidable. Jim Grobe, the Wake Forest coach, tried to put himself in the position of Bill O’Brien, whom Penn State hired after firing Paterno last November.

Grobe has turned Wake Forest into a regular contender in the ACC but when asked how he might sustain a program dealt the kind of scholarship reductions that Penn State faces, all he could say was this: “I don’t have any idea.”

“That’s a real de-cleater,” Grobe said, referring to a kind of tackle that knocks an opponent off his feet. “I think that’s a really tough situation.”

The NCAA’s swift, damning action raised questions about what kind of precedent it might set – and whether the most powerful governing body over collegiate athletics went too far. There wasn’t an ACC coach on Monday, though, who spoke out against the NCAA’s ruling, in which president Mark Emmert acted as judge and jury.

Those with Penn State ties, perhaps viewing the case through a blue and white tint, saw things differently.

“I think it is arrogance by the NCAA for them to presume they can rewrite history,” said Jeff Palmer, a Penn State graduate and Durham resident who is a member of a local Penn State Nittany Lion Club. “... It appears the NCAA has just been getting on the bandwagon of a media-driven frenzy.”

Jeff Servesko, a Durham resident who graduated from Penn State in 1996, said Penn State’s misdeeds represented a “legal issue,” and not one related to football.

“The NCAA is supposed to adjudicate over things that give programs unfair advantages such as illegal recruiting or someone taking tests for someone else,” Servesko said. “Some of these people have not even been in court yet and (the NCAA) is rendering judgment and pronouncing a sentence.”

Back at the ACC’s preseason kickoff, coaches wondered aloud whether their programs might soon be home to Penn State players searching for refuge, and a new beginning. The NCAA will allow Penn State players to transfer and play immediately at their new schools.

The news had some ACC coaches reciting their scholarship numbers, quickly doing the math to see if they had room for a transfer or two. Florida State coach Jimbo Fisher said the Seminoles were under the scholarship
limit. Larry Fedora, the North Carolina coach, said he’d have to closely examine whether UNC had such space.

“It happened this morning and, you know, I haven’t had time to look at,” Fedora said. “You’ve got to be able to manage your own roster first and see what you’ve got.”

Later, Fedora wondered how Penn State football would continue on. In penalizing North Carolina for its impermissible benefits and academic fraud case, the NCAA mandated that the program forfeit 15 football scholarships over three years. That number, of course, seems paltry when compared to Penn State’s.

“Those are huge numbers,” Fedora said. “Huge numbers. And it’s not just now. It’s the future. It’s not what’s going to happen in these four years. It’s what’s going to be four years from then? You’re talking eight years. And how long is that going to take to recover? … We’ll find out, I guess.”

The NCAA has long drawn criticism for its handling of infractions cases, and for its expansive, difficult-to-enforce rulebook. A ruling that went outside that rulebook, though, was met mostly with praise at the ACC’s football kickoff.

Fedora said the NCAA’s ruling was the kind that would make people stop and pay attention. O’Brien, the N.C. State coach who served in the Marines, put it another way.

“One thing about discipline … you don’t discipline the bottom,” he said. “You discipline the people at the top and when you do, then everybody stands up and pays attention.”

O’Brien said the NCAA had offered but one judgment in a case that has soiled the reputation of Paterno, who began Monday as the NCAA’s all-time most victorious major college coach but ended it far behind Bobby Bowden, the former Florida State coach who reclaimed that record.

“I believe that he’s already been judged by somebody who I believe will do the judgment for all of us,” O’Brien said of Paterno.

The one judgment anyone wanted to talk about here, though, came from the NCAA. Spaziani, the Boston College coach who played in two bowl games for Paterno in the late 1960s, asked reporters to think of Sandusky’s victims, who “should be kept in the forefront,” Spaziani said.
He sat quietly at a table, and the NCAA’s ruling against his alma mater still seemed to be registering. Spaziani had thoughts on the ruling, he said, but he didn’t want to share them.

“There are other tragic stories,” he said.

Staff writers Chip Alexander and J.P. Giglio contributed.
Tudor: NCAA sends loudest possible message to football forts

By Caulton Tudor - staff columnist - ctudor@newsobserver.com

GREENSBORO Whether you agree or disagree with the NCAA’s punishment of Penn State’s football program, there is no debating the point that the governing body sent a loud message to one and all on Monday.

One of the most powerful, successful and influential operations in college sports history was hammered so severely that a decade or more could pass before Penn State is in a position to enjoy the level of winning its fans once took for granted.

Clemson coach Dabo Swinney, speaking Monday at the ACC Kickoff, said he couldn’t imagine coaching in the situation Bill O’Brien now faces at Penn State.

“It (probation) says four years, but it’s really going to be probably 10 years – playing with a lot of walk-ons … it’s going to be a long process,” Swinney said.

“But at the end of the day, when you don’t do what’s right there are consequences. It’s just a shame.”

So extensive were the punitive measures that every major football program in the country certainly should have heard the echo.

In making the announcement, NCAA president Mark Emmert made it clear that his organization is anything except a toothless watchdog – a notion plenty of fans and probably some coaches may have had previously.

New UNC coach Larry Fedora, whose program was recently placed on probation, said tough rulings are becoming the norm in his sport.

“In college football now every time they (NCAA) do something they’re trying to send a stronger and stronger message – each and every time until everybody understands the message.” Fedora said.

“I don’t know that you can ever totally eliminate everything that’s going to happen out there, but making everybody aware of it is what’s important. I think people are getting closer to that. If not, they’re awful stubborn.”
A part of the NCAA’s reaction could be traced to the fact that college football isn’t totally under the same governing umbrella as other sports.

Although the NCAA has some authority in certain areas of football’s daily routines, the sport for ages has been orchestrated by television networks in concert with a few rich, powerful conferences – SEC, Big 10, ACC, Pac-12, Big 12 and to some extent the Big East.

That football at many of those schools has grown too powerful for its own well-being is as obvious as the multi-million dollar stadiums and luxury skyboxes that dot college landscapes from coast to coast.

What happened at Penn State can’t be compared to other situations, but the criminal actions there hit a time when several other football programs were knee deep in image humiliation. From Southern Cal to Ohio State to North Carolina, scandal has become as much of the football experience as marching bands.

The $60 million fine levied against Penn State is an embarrassing – but accurate – reflection of the sport’s DNA. The figure is a rough estimate of what the school makes annually from the sport.

Football at too many places has become a romper room in which the coaches and schools get inordinately rich while the fans get gouged and the mission of the school gets trashed.

The money is so overwhelming that some school leaders with good intentions and otherwise sound judgment become incapable of saving themselves from themselves.

Indirectly, the NCAA punished a lot of innocent Penn State players and fans on Monday, and that part of it is unfortunate.

But it’s become apparent that nothing short of a heavy hand and a sharp stick can cut through the thick layers of cash that can insulate the brains of those behind the wheel of big-time football.

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UNC Wilmington named Denise Battles as the next provost and vice chancellor for academic affairs. Her first day was July 16, 2012  Photo by Jeff Janowski

**UNCW's provost embraces new parts of her job**

Battles took over post at UNCW on Monday

By Pressley Baird
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Denise Battles, University of North Carolina Wilmington's new provost, has had this part of Carolina in her mind for almost two decades.

Battles, a former geology professor who was most recently the dean of the College of Natural and Health Sciences at the University of Northern Colorado, came to the university to give a presentation, and she liked what she saw.

"I was so favorably impressed. I always had that in the back of my mind," she said. "So when (the provost job) came along, I recalled those fond feelings and decided this was something that I would explore."

Battles, who was selected to replace retired provost Cathy Barlow in May, has only been on the job since Monday. But she's already embracing one of the new aspects of her job: combining chief academic officer with chief operating officer.
The marriage of the two was something Chancellor Gary Miller emphasized during the provost search process. Battles said the pairing fits in with her perspective of the position.

"It's always been my perspective that while my primary charge may be a given unit ..., that everyone is benefited when you maintain sort of a dual mindset," she said. "You're advocate and champion for your unit, but if you're not out there advocating and being a similar champion for your university, then you're missing an important opportunity."

The StarNews sat down with Battles to hear more about her take on her new job.

Q: How will your experience in the natural and health science field help you relate to marine science, one of UNCW's biggest programs?

A: "I think having a background as a scientist gives me some ability to appreciate the work that they do in a way. But I come here understanding that I have an oversight of all of the academic affairs. So one of my tasks going forward is to learn as much as I can about all of the programs here at UNCW, and what strikes me is how many areas of strength there are on campus."

Q: How will you tackle the chief operating officer part of your job?

A: "While you're the chief academic officer, you're the primary individual with oversight of the academic affairs division, (you're) maintaining a balance with the broader university view. In my prior roles, I've had the chance to work closely with colleagues across the various divisions of a campus, so that's not something that is new to me."

Q: What do you see as some of UNCW's strengths?

A: "It was very persuasive to me during (the on-campus interview), seeing how folks felt, how passionately they felt about the university. I come knowing that, as is the case in many public higher education institutions, there have been fiscal challenges lately. Despite that, despite the fact that there have been those fiscal limitations ..., that folks are still that passionate came through very strongly."

Q: Is there something you implemented in a previous position that you'd like to do at UNCW?

A: "I'm very mindful, when coming to a new institution, that it's really very important to learn about that institution and not look to transfer, necessarily, or impose a practice that was successful in a prior setting. A leader needs to
be very mindful of the local context, of the values and traditions. I've got those (ideas) in the back of my mind, but I think first and foremost I need to take the time, as I will over the coming months, to gain a deeper appreciation and understanding for the institution, the people, the programs, the community."

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Colorado university mum on movie theater shooting suspect’s yearlong studies there

By Associated Press

AURORA, Colo. — University of Colorado officials refused to release any significant details Monday on their yearlong association with James Holmes, the former neuroscience graduate student accused of killing 12 people at a midnight movie in Aurora.

Law enforcement authorities have said Holmes was stockpiling weapons even as he was enrolled in a prestigious neuroscience graduate program at the University of Colorado Denver Anschutz Medical Campus.

University officials called a news conference Monday at which they said law enforcement officials had asked them refrain from talking about the case. University officials also have cited privacy laws in not releasing details of Holmes’ academic record.

“We are not trying to be evasive. We’re trying to be as transparent as we can,” said Lilly Marks, vice president for health affairs.

Yet question after question went unanswered. Little bits of information trickled past the refusals to answer, but for the most part, the news conference was marked by a lack of news.

The school’s silence has heightened the mystery surrounding Holmes, whom friends and acquaintances in his native California described as smart and reserved. After graduating from the University of California-Riverside, Holmes enrolled in the competitive graduate neuroscience program in June 2011. He won winning a prestigious National Institutes of Health grant that paid a $26,000 stipend in addition to tuition.

Holmes, 24, resigned without explanation from the program June 10, the university said on Sunday.

On Monday, Barry Shur, dean of the university’s graduate school, described the doctoral program as a close-knit group in which professors keep close tabs on their students.

“This is a family. It’s a team-building, family environment,” Shur said.
“(Professors) are very much in contact with the students in the program ...
especially any student who might have academic or other difficulties,” he said.

If professors have concerns about a student’s well-being, Shur said, “we would expect faculty to reach out to support services.”

That only raised further questions about Holmes’ association with students and faculty at the sprawling campus in Aurora — and why several faculty members contacted by The Associated Press said the university had told them not to comment.

Shur denied that. He said the school had told students and faculty they could refer reporters to the university’s public relations office.

“We told them that they have every right to interact with the media if they choose,” Shur said.

After Friday’s shootings, the university also pulled web pages related to the neuroscience program from its website. Those pages can now be accessed only with a university password. Jacque Montgomery, a spokeswoman for the medical school, said that was done at the request of faculty and staff who wanted to protect their privacy after the shootings.

Shur did say that Holmes left blank a line on a form in which he would give a reason for his departure. Department officials encouraged him to fill it out, but he didn’t return the paperwork, Shur said.

Don Elliman, chancellor of CU-Denver, defended the school’s interactions with Holmes.

“To the best of our knowledge at this point, we think we did everything that we should have done,” he said.

A frustrated reporter asked why the school couldn’t provide the level of detail that Virginia Tech University did about a student who shot and killed 32 people and wounded 17 others in 2007.

“Are there any other questions?” Elliman replied.
Briefs filed with the National Labor Relations Board on Monday differed sharply in their view of a potential board decision to allow the unionization of private colleges' graduate-student employees in two cases involving New York University. While union advocates said such a move would simply recognize the reality of how private colleges depend on graduate-student workers, private colleges and their supporters warned the board that it appeared poised to change graduate education in ways that would curtail academic freedom and sabotage relations between students and their instructors.

"It is no exaggeration to state that the future of American private graduate education is at stake in these cases," argued a brief submitted by Brown University, which faces the prospect of the board reversing a 2004 decision that prohibited the unionization of its graduate-student assistants.

The American Council on Education joined several other higher-education associations in arguing, "Students enroll in graduate school to complete their higher education, not to work for wages. Their relationship with the university is fundamentally one of a student and teacher, not master-servant."

On the other side of the issue, the Graduate Student Organizing Committee of the United Auto Workers, which is seeking the board's permission to unionize graduate-student assistants at New York University and its affiliated Polytechnic Institute of NYU, argued that the board has been denying such college employees the same basic rights allowed other workers in refusing to let the students unionize. "There is simply no reason why one cannot be both a student and an employee at the same time," its brief said.

The board's solicitation of the briefs—in itself controversial—came as a result of its decision to revisit its 2004 Brown University decision at the behest of union organizers at New York University and Polytechnic Institute. In 2001, NYU became the first private university in the country to
recognize a graduate-employee union. But the labor-relations board subsequently held in its Brown ruling that graduate assistants should not be thought of as workers because they "have a primarily educational, not economic, relationship with their university." New York University refused to renew the contract with its graduate employees when it expired in 2005. A regional NLRB official opened the door for the board to revisit the Brown decision by holding last year that some of NYU's graduate assistants have "a dual relationship" with the university that is "both academic and economic," and actually could be considered its employees.

**Fight Over Freedoms**

The Graduate Student Organizing Committee's brief says the board's 2004 ruling "cannot be reconciled" with a long history of board decisions recognizing various categories of student workers, such as apprentices, as employees under the National Labor Relations Act. "Like apprentices," it says, "graduate student workers are engaged in education while simultaneously performing services for an employer designed to prepare them for their post-graduation careers."

With its holding that graduate students should be thought of as students, and not employees, the Brown decision "also suffers from a fundamental logical flaw that has tremendous potential to distort thinking about academic employment," the brief says. "We all have several identities including our personal, family, demographic and job characteristics," the brief said. "No one would think to question whether someone can be both a father and an employee at the same time, or to create a balancing test to try to determine whether an individual is "primarily" a father or "primarily" an employee."

In addition, the brief argues, the Brown decision relied "on unsubstantiated and unsupported speculation about damage that collective bargaining might cause to academic freedom and student-faculty relationships." It argues that the unionization of graduate-student employees has not had negative consequences—an assessment that is disputed in briefs filed by private colleges and higher-education associations.

Brown University's brief argues that characterizing its graduate assistants as employees "would undermine the fundamental nature and purpose of this model of graduate education." It says such students "are admitted to a graduate program—not hired into a program," yet would likely have pay dues or fees to their union "in order to retain their student status" if the 2004 decision is reversed. It characterizes academic freedom and graduate-student unionization as irreconcilable, saying there is "no empirical research
whatevsoever suggesting that collective bargaining could be reconciled with the right of faculty to establish degree and curricular requirements at private institutions of higher education."

A brief filed by New York University argues that the board's decision to solicit outside advice on questions decided in the Brown case suggest that the board intends to use the New York University and Polytechnic Institute cases "as a vehicle to make sweeping changes in settled law regarding graduate students at the nation's private universities." It accuses the board of heading in such a direction "based not on any new evidence or arguments, but solely on its changed political composition," which flipped from majority-Republican to majority-Democratic when President Obama succeeded President George W. Bush.

New York University's brief also alleges that the collective-bargaining agreement in place there before 2005 led to the filing of multiple union grievances threatening its academic autonomy.

"Petitioners urge a cynical view, that the university is just another big business, that graduate students are no more than wage earners, and that using graduate student teachers and researchers is merely a cost-saving measure," argues the brief that the American Council of Education filed in conjunction with the Association of American Medical Colleges, the Association of American Universities, the College and University Professional Association for Human Resources, and the National Association of Independent Colleges and Universities. It argues that "the essential nature and mission of the university has not changed," and continues to depend on the university's academic freedom to make decisions on educational matters. "The academic student/teacher relationship is, and should remain, removed from the issues that our labor laws address," the brief says.

**Too Wide a Net?**

The regional NLRB official who suggested that New York University's graduate students could potentially be thought of as employees held that graduate-student adjuncts, research assistants in all disciplines, and graduate students in certain part-time hourly jobs share common interests that would entitle them to belong to a single bargaining unit, if their unionization were allowed.

New York University's brief challenges the idea that the unionization of research assistants should even be a consideration in the case, arguing that they do not provide services in exchange for compensation and are simply
performing the research required by their academic programs. The union's brief argues that research assistants at NYU and Polytechnic Institute should be considered employees because they perform work under the university's direction and are paid for it.

The briefs submitted to the NLRB also disagree over the question of whether the unionization of resident physicians at medical colleges, which is allowed under a 1999 NLRB decision involving the Boston Medical Center, represents a precedent that supports giving graduate students the right to collectively bargain.

The Committee of Interns and Residents, a national organization of unionized resident physicians affiliated with the Service Employees International Union, argues in a brief submitted to the board that predictions such unionization would hurt medical education have been proven wrong. It argues that, contrary to assertions that unions would wedge themselves between resident physicians and those training them, "unionization has led to greater collaboration between residents and their employer-hospitals in ways that have improved training and patient care."

The brief filed by the American Council on Education and other associations argues, however, that the Boston Medical Center precedent does not buttress the union's case. It said the NLRB has previously refused to apply the Boston Medical Center precedent to disputes involving the unionization of graduate students, because the medical residents covered by the Boston ruling had already earned their degrees and did not have the same educational relationship with their institution that graduate students have.