

# EDUCATIONAL PERSPECTIVES

JOURNAL OF THE COLLEGE OF EDUCATION  
UNIVERSITY OF HAWAII

VOLUME 10, NO. 3, OCTOBER 1971

## CONTENTS

Concerning This Issue	2
What Do You <i>Mean</i> —"Relevance"?	3
<i>Edith K. Kleinjans</i>	
Creativity and Chaos in Educational Innovation: Can We Get It All Together?	13
<i>Arthur R. King, Jr.</i>	
Three Adjuncts to Collective Bargaining in Public Employment: Mediation, Fact-Finding and Arbitration	18
<i>Paul P. Tinning</i>	
Teachers and the Agency Shop Agreement	23
<i>John A. Thompson</i>	



### Editorial Board

Editor ..... Alex L. Pickens  
Editorial Assistant ..... Alex P. Kali  
Graphic Designer ..... Billie Ikeda  
Associate Editors ..... Dorothy Adkins,  
Ann Keppel, Ralph Stueber, Chester R. Ingils  
Photographic Editor ..... Francis Haar  
Business Manager ..... Cheong Lum

The magazine and the College of Education assume no responsibility for the opinions or facts in signed articles, except to the extent of expressing the view, by the fact of publication, that the subject treated is one which merits attention.

Published four times a year (March, May, October, December) by the College of Education, University of Hawaii.

Subscription Rate: \$2.00 per year; single copies, sixty cents.

Address communications regarding subscriptions and single copies to Business Manager, manuscripts and correspondence about editorial material to Editor, Educational Perspectives, College of Education, 1776 University Avenue, University of Hawaii, Honolulu, Hawaii 96822.

Copyright 1971 by the College of Education, University of Hawaii.