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Have you seen this?

That booklet you got in the mail: not an MSU-endorsed program

Although the pamphlet specifically mentions MSU faculty and staff on the cover, the CNA insurance information many faculty and staff members received in the mail is not as yet a part of the university insurance package.

The J. C. Walters Agency, Lansing, mailed the CNA car insurance material to MSU faculty and staff members and Rogers Wilkinson, vice president for business and finance, said his office immediately began receiving calls from faculty and staff members wanting to know if the CNA program had any connections with the university.

"Spring term the company approached the university offering (car) insurance as a program to be administered by the university as a payroll deduction," Wilkinson said.

"The university took the matter under advisement at that time," he continued.

The matter was referred to the Faculty Committee on Business Affairs. Then, in conjunction with the Faculty Affairs Committee, a subcommittee involving members of both groups met and, Wilkinson said, "decided to take a more comprehensive look at the total insurance package (that MSU now offers)."

The Provost's Office, in order to facilitate the joint subcommittee's

work, hired an insurance expert for the summer to give the subcommittee some guidance on what to do with the insurance package.

The CNA car insurance program offered by the Walters Agency would be studied by the subcommittee, but the fact that an MSU group was considering the CNA insurance with many other

insurance programs did not mean the university had endorsed the program.

"The Walters Agency was told it would take some time.

"There were a lot of questions — people wanted to know if this was a university - administered program," Wilkinson said.

"It is not at this time."

MSU Faculty News

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Michigan State University

July 14, 1970

Omnibus survey uncovers splits and agreements in 'U'

By DEBORAH KRELL
Interim Associate Editor

Surprising correlations — and some as yet - unexplained splits — exist among the administrators, faculty, graduate student and undergraduates who participated in the MSU Omnibus Survey winter term, survey results reveal.

The survey polled 2500 students, 500 faculty and 500 administrators on their attitudes toward the purpose of the university, the operations of the university, participation in and perceptions of the university and was conducted by the Urban Survey Research Unit of the Bureau of Social Science Research in the College of Social Science.

Philip Marcus, coordinator of the survey and associate professor of sociology, said that one bit of data the survey revealed is that slogans — like "student power" — don't mean anything; it depends on the issues you're talking about."

To illustrate, he pointed out a survey question polling opinion on who actually has the most influence in various university policy decisions, like choosing department chairmen, deans, the president, creating new programs, and on campus student housing regulations. In any of the areas presented in the question, student influence was indicated by the survey participants at no more than 7%. (that being in determining off - campus student housing regulations). It was mostly regarded as 0%.

The survey report states, "It is hoped that this first report will stimulate enough thinking about the basic data that some university policy - making and formulations can begin for the coming year.

And Marcus added, "We're trying to find out where we need more communication and say 'here are areas where we can begin to work.'"

In the first section of the survey report, the purpose of the university, results showed there is overall general agreement among the four groups on the abstract purposes of the university. Administrators, the report states, tend to have a relatively broader conception of the university than the faculty or graduate students, and that undergraduates tend to be more specific than the other three groups. This indicates that administrators will be least amendable to rapid and specific innovation because, as a group, they must consider a relatively wide range of consequences.

Continued on page 4

AAUP report on faculty pay 'too general'

The annual American Association of University Professors (AAUP) faculty salary survey holds much useful information, according to Einar Hardin, associate director and professor of labor and industrial relations, but it could be better.

"For 20 years, the AAUP has reported officially this information in the AAUP Bulletin," Hardin said. "It's the annual report on the economic status of the profession."

Hardin said the information in the report, which polls over 1,000 colleges and universities for their average faculty compensations, is accurate but partly misleading because it is not detailed enough.

"The report shows the average compensation for all ranks combined," Hardin said, "not rank by rank.

"I'm convinced that the participating universities do not want that information (rank by rank) revealed," he added.

Hardin said the AAUP has the rank by rank information, but that if the organization published this, many schools would drop out of the survey.

Continued on page 4

Graduate students present program on Cambodia issue

The Council of Graduate Students (COGS) will present a special speaker program Wednesday.

Frank Joyce, founder of People against Racism in Detroit, will speak on "The Failure of the Cambodian Invasion" from 3 to 5 p.m. Wednesday in 108B Wells Hall.

Joyce has just returned from a trip to Indochina and his talk will include some travel experiences.

Joyce is a member of the steering committee for RESIST and is national coordinator for the New Mobilization Committee.

Joins FN

Deborah Krell joins the Faculty News this summer as interim associate editor while Beverly Twitchell is on leave to attend an international journalism seminar in Yugoslavia. Mrs. Krell, a June graduate of MSU, is former feature editor of the State News.

Administrative 'workshirts'--watermelon?

It's like a page out of Esquire.

Suddenly, instead of shirt after shirt of white and demure little dark colored ties and prudent suit jackets, we have color on the fourth floor of the Administration Bldg. and it just won't quit.

Bobby J. Ballard, normally mild - mannered administrative assistant for business and finance, strides by in a screamer of a shirt.

"What color do you call that, Bobby?"

"Watermelon," he said, and grinned.

And Jack Breslin, executive vice president and secretary to the board of trustees, showed up the other day in a shirt that exactly matched his baby blues.

Even President Wharton has succumbed.

"I do wear colored shirts on occasion," he said. "And my suits tend to be fashionable."

Mrs. Clifton Wharton said she approves of her husband's fashion sense — especially in ties.

"His ties are strictly his own," she said, "and I think he has excellent taste."

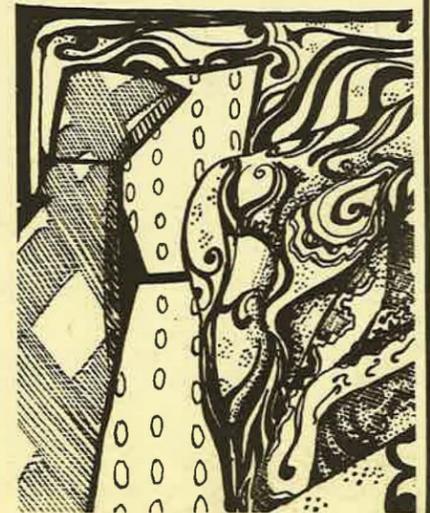
But that's not all.

Chuckling secretaries all over the Administration Bldg. commented on how their bosses have gradually edged toward wild abandon in shirt colors and that their ties are inching wider day by day — and stripey - er.

But the trend to color and individuality is most evident where one would least expect it — in the stern confines of the University Business Office — not the place for frivolity and the last bastion of prudence, one would think.

But then vice president for Business and Finance Roger Wilkinson bursts through his door ablaze in stripes, checks or wild colors, depending on what he feels like.

But he says his red shirt is not necessarily indicative of MSU's financial condition.



Some MSU females discuss discrimination

By BEVERLY TWITCHELL and AUDREY SHANE

More than 300 years ago, one Duke of Newcastle is quoted as having said: "A very wise woman is a very foolish thing."

The question being asked today - particularly by women - is: How widely is this 300 - year - old opinion still shared? Or, at least: What are the manifestations of that opinion?

Here at MSU the Provost's office released in April a statistical report concerning the status and number of professional women on campus, based on a February request from the Provost for "data which might be studied to find whether discrimination against women exists on the campus . . ."

* * *

THAT REPORT showed that of 2,097 faculty members on the tenure track, 221 (or 10.5 per cent) were women. It also revealed that women comprised 4.9 per cent of the full professors, 10.9 per cent of the associate professors, 13.6 per cent of the assistant professors and 29.2 per cent of the instructors.

More than half (52.3 per cent) of the temporary faculty and 20.1 per cent of the graduate assistants were women, according to the report.

Sixty - seven per cent of the faculty men under tenure rules were tenured, while 48 per cent of the women were tenured.

Of the 16 female faculty members interviewed by the Faculty News spring term (more than 7 per cent of the female faculty covered by the report), only one said she felt discriminated against at MSU. Two others said specifically that they felt there was discrimination here, though they themselves had not been affected. The others said they had felt no personal discrimination, but spoke in general or societal terms.

Women have, according to Rose Hayden, instructor in romance languages, "a set of negative expectations to overcome and a set of positive expectations to fulfill."

Society is arranged, Edna Rogers, instructor of social science said, "in such a way that we do not expect or provide for women to the extent that we do for men, to have those career aspirations, those kinds of goals."

Social definitions begin from Day One, Mrs. Rogers says, in, for example, the tone of voice used for girl babies versus boy babies, and throughout the socialization process as boys are encouraged to be more aggressive and competitive than girls are.

Ellen Mickiewicz, associate professor of political science, said the solution for ending what is called "discrimination" against women, is to socialize girls early in terms of fields traditionally left to men.

.....

"A woman shouldn't have to sacrifice her home life just because she's a professor. Presumably, she could bring more to the home life because she is a professor."

.....

"Each individual should be allowed to develop what he or she can," she said.

Dorothy Arata, professor of human development and associate director of Honors College, spoke of women being socialized against developing competencies, and Mary Virginia Moore, chairman of business law and office administration, said that women are counseled out of graduate programs in business and are not encouraged to go on to college teaching.

Vera Borosage, associate professor of family and child sciences, spoke of emotional conditioning of girls from childhood to the idea that they will be married and thus will not need to work.

Mrs. Borosage also spoke of "a long - term built in attitude of male superiority" and the conditioning of women to a subordinate role.

Or as one southern friend puts it: "Keep 'em barefoot and pregnant."

* * *

MRS. LOU ALONSO, associate professor of elementary and special education, said she believed that many women have been taught that they shouldn't compete and that men also suggest this. She said their attitude is that it's all right to be a professional so long as one isn't too dedicated because this suggests less interest in one's husband and family.

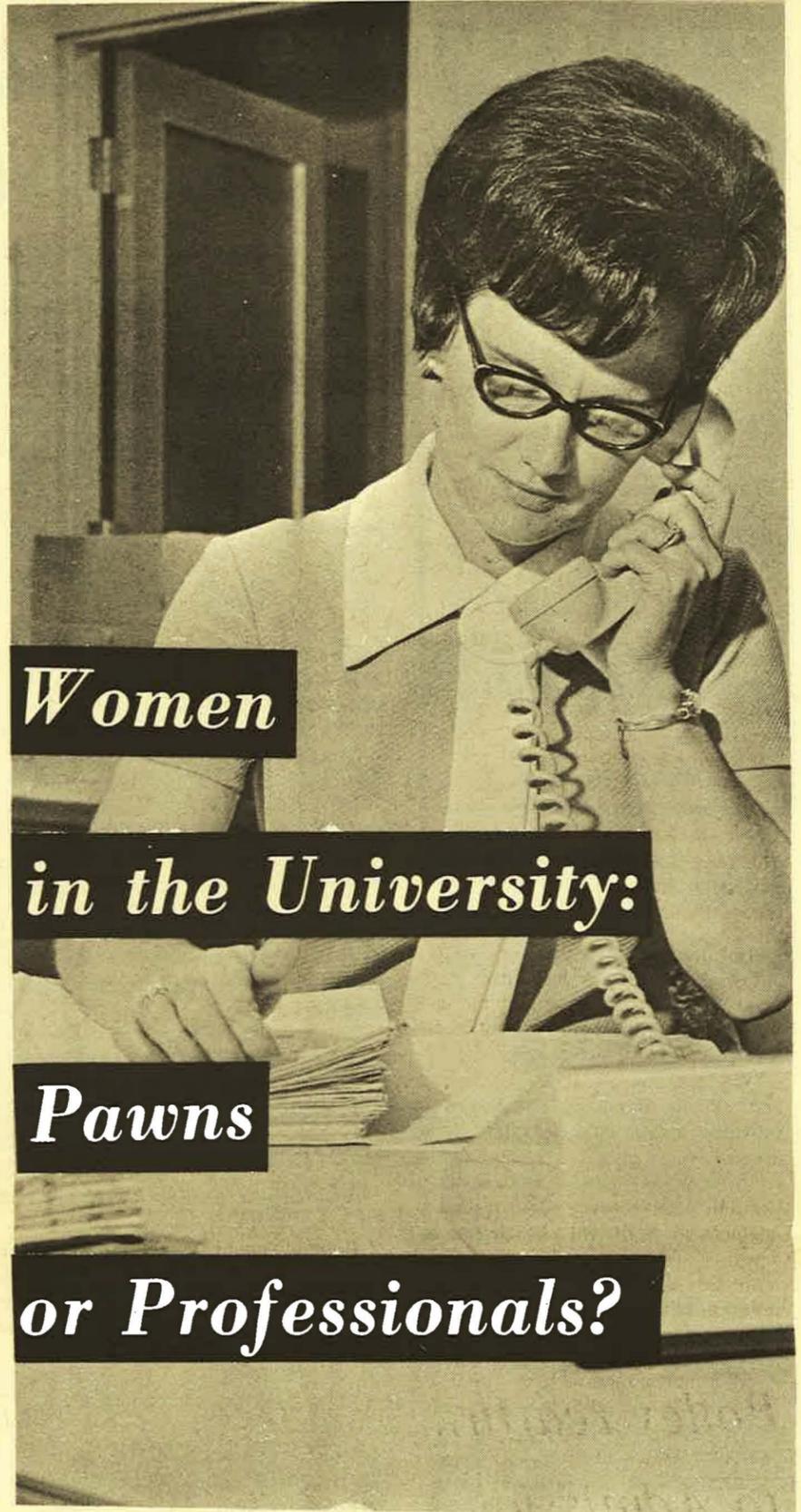
Yet all of the married women interviewed said they did not find it difficult to integrate the roles of mother, wife and professional. Several, including Mrs. Alonso and Mrs. Ruth Useem, credit their husbands for their cooperation and support.

"A woman shouldn't have to sacrifice her home life just because she's a professor," Mrs. Mickiewicz said. "Presumably, she could bring more to the home life because she is a professor."

Aggressive and competitive traits in women and men were discussed often.

An article entitled "The Odds Against Women" in "Change" Magazine, November - December 1969, presented the problem as one in which women can't win either way they go:

"Alice Rossi, using data from a survey of forty thousand men and women of the class of 1961 three years after graduation, found that ambitious women who



Women

in the University:

Pawns

or Professionals?

.....First in a series

aspire to careers meet subtle and overt forms of punishment rather than encouragement and support. In her words," the article states, "if a woman graduate student shows commitment and independence, faculty men call her an 'unfeminine bitch,' while women graduate students who are quiet and unassertive are described by their male professors as 'lacking ambition.'"

* * *

AT LEAST four of the women spoke of an analogy between the women's liberation movement and the civil rights movement.

Mary Gardner, associate professor of journalism, said that "the only thing worse than being a woman (today) is being a black woman."

.....

"Keep 'em barefoot and pregnant."

.....

Ruth Hamilton, assistant professor of sociology, who is both black and female, agrees that "there are parallels to be drawn between the women's movement and the black movement."

But, she said, "I have difficulty separating the variables of being a black and being a woman. I haven't consciously encountered it (prejudice) yet, but that doesn't mean it doesn't exist."

The usual pattern for improving the minority lot is to do away with identifying characteristics in three generations, Edna Rogers said, but "you do not do away with black skin in three generations."

What is involved, then, is changing evaluations of that biological trait, she said.

Engineering Equal Opportunity Program: 'Action-oriented' faculty seek out blacks

By GENE RIETFORS
Editor, Faculty News

They prefer to describe themselves as "action-oriented," so it seemed only logical that the engineering faculty members were not satisfied just to study the problem when they set out to attract more black students to the College of Engineering.

Today, after two years of an effort called the Engineering Equal Opportunity Program (EEOP), some 60 black undergraduates are enrolled in Michigan State's engineering college (there were eight two years ago), and that figure will grow to more than 100 this fall.

But numbers alone are of little value, says Robert Summitt, one of the founders of EEOP.

Summitt, an associate professor of metallurgy, mechanics and materials science, admits that he's an "unconventional" engineer. And despite a deeply rooted social awareness, he takes a hard, practical view of EEOP.

"For the past few years, we've seen industry anxious to hire blacks," he says, "often just because they're black. But human nature being what it is, this isn't going to last forever.

"We have a responsibility to blacks — just as we do to all students — to provide them with skills that are useful," he adds. "Our society is becoming more and more technologically oriented. It's clear that engineering skills will be in growing demand, and it is these areas that represent excellent chances for long-term job satisfaction for blacks."

That, as Summitt sees it, is the reason for EEOP.

* * *

FOLLOWING INFORMAL discussions, a faculty committee was

named by L. W. Von Tersch, dean of engineering, and the program was launched in the fall of 1968.

Members of the committee were Summitt; F. W. Bakker - Arkema,

associate professor of agricultural engineering; John F. Foss, associate professor of mechanical engineering; Gerald Park, associate professor of electrical engineering and systems science; George Van Dusen, assistant dean of engineering; and Bruce Wilkinson, associate professor of chemical engineering. Wilkinson takes over for Summitt this summer as chairman of the group.

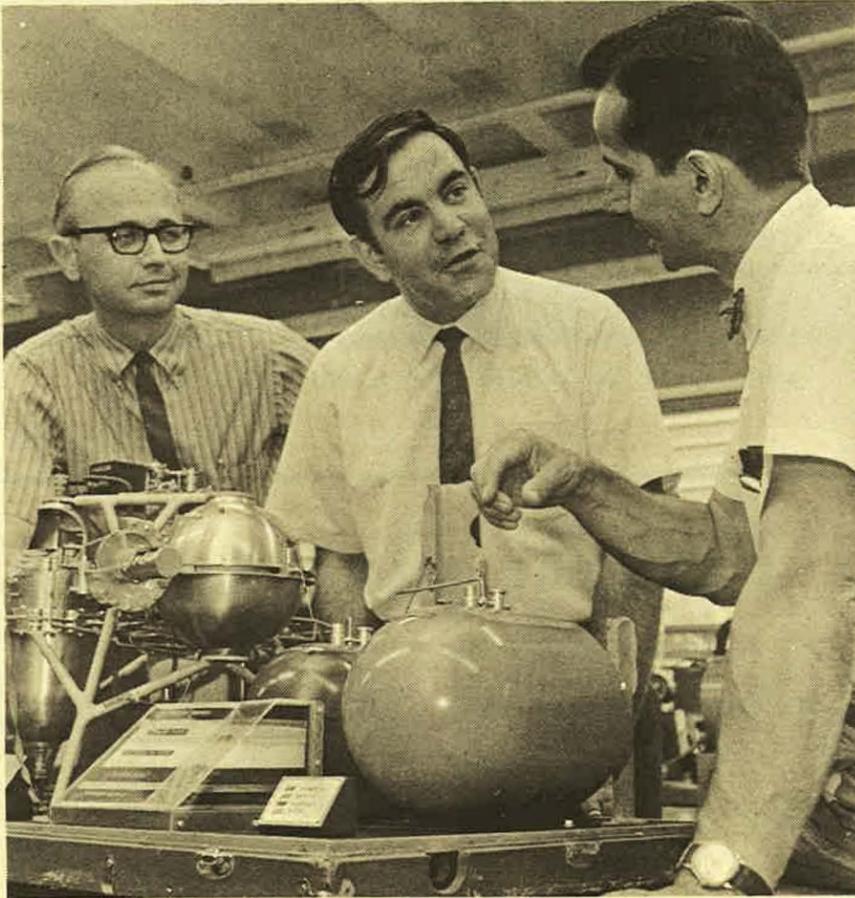
When the program began, 10 or 12 students were expected, Van Dusen recalls, but 30 enrolled.

Faculty response exceeded expectations, too. Donald Montgomery, a co-developer of EEOP and chairman of metallurgy, mechanics and materials science, says that he had hoped for five or six faculty participants.

"To our surprise, more than 20 became involved," he said.

Faculty were the key to the program, since the planners wanted students to be assigned to faculty on a one-to-one basis. They accomplished this by placing a student in a faculty member's laboratory, where the student learned about research, and received help both personal and academic, all the time earning money.

"Someone had to represent this university on an individual basis to these kids," says Summitt. "There is no problem with their abilities, it's just a matter of developing their confidence in the University and in us."



Robert Summitt, associate professor of metallurgy, mechanics and materials science; George Van Dusen, assistant dean of engineering student affairs and Bruce Wilkinson, associate professor of chemical engineering, discuss the Engineering Equal Opportunity Program (EEOP) over a fuel cell. Photo by Richard Wesley

Comptroller says exemptions invalid

The Office of the Comptroller reports that:

"Public Law 91-258 eliminates all exemptions from the Tax Transportation of Persons, therefore, effective July 1, 1970, the University 'Exemption Certificate' is no longer valid."

Polley reaffirms value of faculty contributions to Admission commission's five subcommittees

By DEBORAH KRELL
Interim Associate Editor

In a place where specialization is a way of life, Ira Polley, chairman of the Presidential Commission on Admissions and Student Body Composition, said the commission's work can be "everybody's bag."

"The kind of issues facing the subcommittees (of the commission) are not technical issues that can be dealt with only by experts," Polley said.

"The issues are issues involving values and judgments. Hopefully, each member of the educational community will consider it an intellectual challenge to wrestle with the issues and express his views to members of the subcommittees," he added.

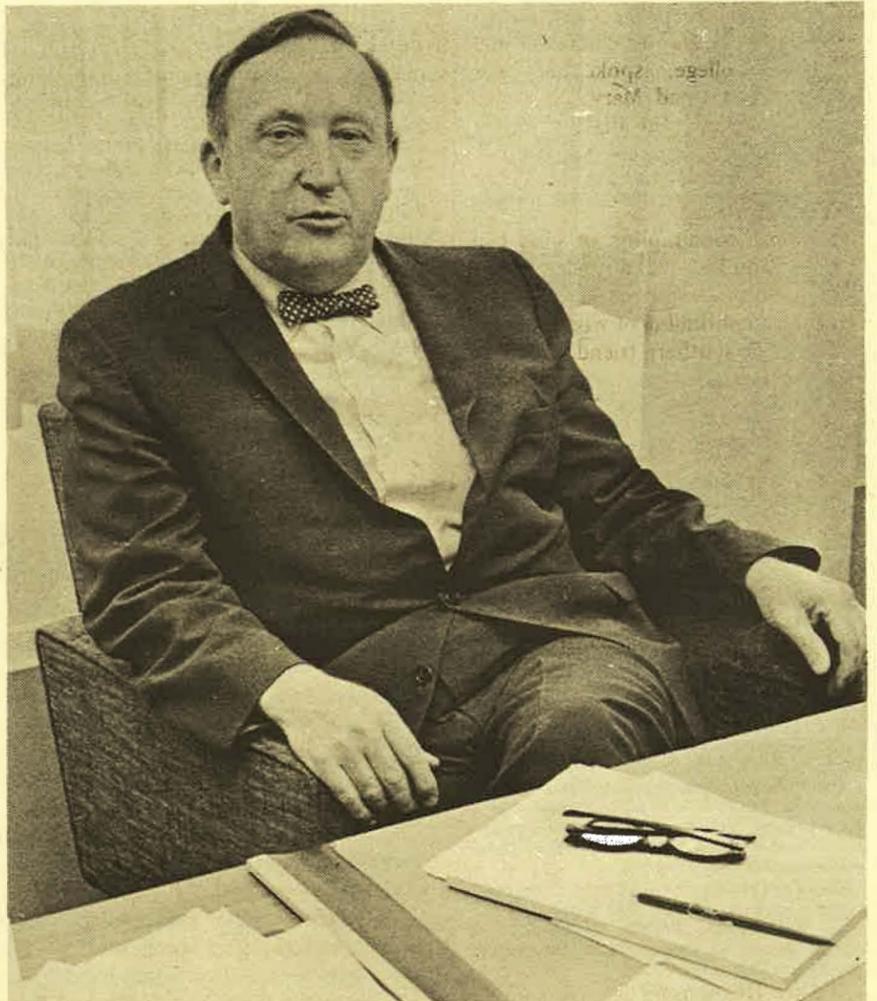
Polley emphasized the importance of the commission's work to the University

and to the state but added that the men and women on the commission who are working on five subcommittees this summer, have not had specific training in the areas the commission is studying. Thus, he said, the contributions from persons within the educational community who do not sit on the commission will be of great value to the subcommittees as they gather information in their subject areas.

"No one on any of the subcommittees would say that he or she has any obvious professional training or expertise that assure the subcommittees of finding infallible answers," Polley said. "On the contrary, the questions facing the subcommittees are public policy questions that should be discussed, examined and reflected upon by the entire educational community."

Polley said he thought the issues being considered by the subcommittees this summer — admissions, high risk students, enrollment mix, mission of MSU and special programs — should be of concern to faculty members and that "everyone in the educational community has an input" — information and ideas that could be useful to one or more of the five subcommittees.

Each subcommittee has met twice so far this summer, and Polley said they will meet "as often as necessary" in ensuing weeks before the full commission meets again fall term.



IRA POLLEY

MSU Faculty News

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WKAR

Tuesday, July 14
 8 a.m. (AM-FM) MORNING REPORT. (Monday - Friday)
 9 a.m. (AM-FM) DICK ESTELL READS. "Bless the Beasts and Children." (Monday - Friday)
 5 p.m. (AM-FM) NEWS 60. (Monday - Friday)
 11:15 a.m. (AM) VISITING SCHOLARS. John Howard Griffin, author of "Black Like Me."
 1 p.m. (AM) LECTURE - DISCUSSION. Churchill's "The Finest Hours."
 5 p.m. (AM-FM) NEWS 60. (Monday - Friday)
 7:30 p.m. (FM) BOOK BEAT. With Robert Townsend.
 8:30 p.m. (FM) BOSTON SYMPHONY.
 Wednesday, July 15
 8 p.m. (FM) BBC WORLD THEATRE. "Dr. Faustus."
 Thursday, July 16
 11 a.m. (AM) SPECIAL. "The Long Trip Back."
 Saturday, July 18
 10 a.m. (FM) A NICE PLACE TO VISIT. Urban planning.
 1 p.m. (AM) URBAN CONFRONTATION. Margaret Mead.
 2 p.m. (FM) OPERA. "Der Freischutz."



Setting up for the 1970 Fine Arts Festival in Kresge Art Center.

Photo by Bob Brown

Arts festival introduces workshops

Faculty members will be active participants in the workshop program of this year's Fine Arts Festival, according to Sadayoshi Omoto, professor of art.

Rather than presenting a series of panel discussions on various art-related subjects as in previous years, this year the festival, entitled "Man: The Mark Maker," will combine the discussions with subsequent workshops involving both the panel members and the audience.

Mrs. Clifton Wharton, longtime art fancier, said she thinks the workshop idea is "a very innovative effort" and that the entire festival "sounds as if it's going to be very worthwhile."

Workshops are scheduled for today and Wednesday and Thursday afternoons.

WMSB

Tuesday, July 14
 12 noon NET FESTIVAL. Charles Boyer narrates this film about the Paris of yesterday and today.
 Wednesday, July 15
 1 p.m. MODERN MRS. Harmony in marriage.
 7 p.m. MUSIC FOR THE CELLO: BEETHOVEN. Cellist Theo Salzman and pianist Joseph Evans perform Beethoven's third sonata for cello and piano, Sonata in A Major, Op. 69.
 Thursday, July 16
 7 p.m. HERE, THERE AND EVERYWHERE. Hosts Karen Carr and Terry Braverman visit Lansing's Potter Park Zoo.
 Friday, July 17
 7 p.m. ON BEING BLACK. Comedians Dick Gregory, "Moms" Mabley, Stu Gilliam, Timmie Robers and Leon Bibb comment on the black America each knows so well.
 Saturday, July 18
 8:30 a.m. MAGGIE AND THE BEAUTIFUL MACHINE. The first in a series of programs featuring physical fitness exercises.
 Sunday, July 19
 11 a.m. EVENING AT POPS. Pianist Peter Nero joins Arthur Fiedler and the Boston Pops.
 12 noon ON BEING BLACK. Repeat.
 1 p.m. THE FORSYTE SAGA.
 2 p.m. YOUR RIGHT TO SAY IT. Causes of hunger.
 2:30 p.m. POLICE AND THE BLACK MAN. Attitudes of blacks toward police.
 3:30 p.m. NET FESTIVAL. Highlights from the tenth annual Monterey Jazz Festival.
 4:30 p.m. NET JOURNAL. The political writings of Alexis de Tocqueville applied to today's major issues.
 10 p.m. EVENING AT POPS. Musician and songwriter Mason Williams.
 11 p.m. NET PLAYHOUSE. "Rosmersholm," Ibsen's story of a former clergyman's strange bond with his housekeeper. (90 minutes)
 Monday, July 20
 7 p.m. THE FOUR DIMENSIONS. Original jazz music.
 Tuesday, July 21
 7 p.m. SILENT HERITAGE: THE AMERICAN INDIANS. Treaty rights or civil rights?
 Wednesday, July 22
 1 p.m. MAGGIE AND THE BEAUTIFUL MACHINE. Physical fitness.
 7 p.m. MUSIC FOR THE CELLO: BEETHOVEN. Cellist Theo Salzman and pianist Joseph Evans perform Beethoven's Sonata in C Major, Op. 102, No. 1, and Variations on a Theme by Mozart.
 Thursday, July 23
 7 p.m. HERE, THERE AND EVERYWHERE.
 Friday, July 24
 7 p.m. ON BEING BLACK. The story of a black girl who dreams of becoming a dancer.
 Saturday, July 25
 8:30 a.m. MAGGIE AND THE BEAUTIFUL MACHINE. Physical fitness.
 Sunday, July 26
 11 a.m. EVENING AT POPS. Repeat
 12 noon ON BEING BLACK. Repeat.
 1 p.m. THE FORSYTE SAGA.
 2 p.m. MARGARET MEAD. Dr. Margaret Mead discusses the "generation gap."
 3:30 p.m. NET FESTIVAL. Highlights from the tenth annual Monterey Jazz Festival.
 4:30 p.m. NET JOURNAL. Puerto Rican author and ex-con Piri Thomas gives a guided tour through the teeming and tempestuous New York of his growing up.
 10 p.m. EVENING AT POPS. Doc Severinsen.
 11 p.m. NET PLAYHOUSE. "The Father," August Strindberg's modern classic about a husband and wife's vicious battle for mastery over one another. (80 minutes)
 Monday, July 27
 7 p.m. IT IS AN EXCESSIVE LAND. A portrait of West Texas.

Faculty plan funded projects

The more than \$5.2 million in gifts and grants accepted in June by the Board of Trustees includes support for a variety of faculty research projects.

Some \$1.2 million from three foundations — Kresge, Ford and Rockefeller — will fund research in water quality headed by Robert C. Ball, director of the Institute of Water Research.

Also accepted were grants of \$1 million for research in the MSU-AEC Plant Research Laboratory, \$199,511 for the Learning Systems Institute, and \$68,100 for continued studies in plant portein by Stanley Ries, professor of horticulture.

Other research grants were approved for: R.G. Pfister, agricultural engineering, \$27,500 from American Farm Bureau Research Foundation to determine accident frequency rates for farm machinery; C.M. Hansen, agricultural engineering, \$4,000 from Michigan Association of Cherry Producers and \$1,000 from National Red Cherry Institute to develop high speed cherry pitter engineering concept; B.F. Cargill, agricultural engineering, \$1,000 from National Pickle Growers Association to design equipment to harvest and handle cucumbers; D.E. Ulrey, animal husbandry, \$4,560 from University of Michigan to chemically characterize deer browse for components of nutritional significance; and W.F. Meggitt, crop and soil sciences, \$1,000 from American Oil Co. to study effect of oil and oil-surfactant combinations on foliage penetration of herbicides.

Additional research grants were approved for: B.D. Knezek and J.F. Davis, crop and soil sciences, \$2,720 from Diamond Shamrock Chemical Co. to study relative effectiveness of

manganese fertilizer carrier in application on organic soil; D.D. Harpstead, crop and soil sciences, \$500 from Farmers and Manufacturing Beet Sugar Association for research on quality and storage work on sugar beets; W.F. Meggitt, crop and soil sciences, \$5,000 from Farmers and Manufacturing Beet Sugar Association to develop pre- and post-emergence herbicide treatments for sugar beets; M.W. Adams, crop and soil sciences, \$31,200 from Michigan Bean Commission for research to develop improved bean strains; and A.E. Erickson, crop and soil sciences, \$4,000 from Michigan Water Research Commission to determine feasibility of barriered landscape water renovation system to renovate swine feedlot waste.

Research grants were also granted to: W.F. Meggitt, crop and soil sciences, \$500 from Shell Chemical Co. to evaluate triazine herbicides for weed control in corn, and soil residues resulting from treatments; A.R. Putnam, horticulture, \$500 from BASF Corp. to determine weed control performance and crop safety with BASF herbicides; R.F. Carlson, horticulture, \$700 from Dwarf Fruit Tree Association for education and dissemination of research results on fruit trees; William Carpenter, horticulture, \$700 from Joseph H. Hill Foundation research on post-harvest physiology of roses; D.H. Dewey, horticulture, \$1,000 from Michigan Apple Commission for program to improve internal quality of apples for fresh market and processing; and A.E. Mitchell, horticulture, \$5,000 from Michigan Cherry Production Association and \$1,000 from Shell Chemical Co. for research on effects of cultural practices and weather conditions on possible injury from commercial use of Diodine and Gardonia on apple trees.

The following were also awarded research grants: A.R. Putnam, horticulture, \$500 from Stauffer Chemical Co. for herbicide research; N.R. Kevern, fisheries and wildlife, \$11,977 from U.S. Atomic Energy Commission to study effects of limnological factors on

uptake of fallout on fish; Robert Marty, forestry, \$18,500 from U.S. Forest Service to determine economic impact of hypoxylon canker on aspen resources in lake states; Leighton Leighty, resource development, \$2,700 from U.S. Forest Service to study litigation related to management of Forest Service lands and its effect on policy decisions; Richard Aulerich, poultry science, two \$3,000 grants from Mink Farmers Research Foundation, one for research in mink physiology and techniques for artificial insemination and semen storage, one to study effects of pesticides on reproduction and kit survival in mink and determine factors of reproductive failure in mink-fed Coho salmon.

Additional research grants were also approved for: L. F. Velicer, microbiology and public health, \$20,000 from Jane Coffin Childs Memorial Fund to study proteins in cells infected with cancer-related viruses; V. H. Mallmann, microbiology and public health, \$12,592 from Michigan TB and Respiratory Disease Association to determine specificity of sensitivity reaction elicited by tuberculo-protein in vivo and in vitro; Philipp Gerhardt, microbiology and public health, \$24,353 from NIH for microbiological aspects of hemodialysis; R. R. Brubaker, microbiology and public health, \$18,303 from NIH for expression and regulation of virulence in pasteurized; and J. E. Gibson, pharmacology, \$20,000 from Dow Chemical Co. for teratogenicity of 2-secbutyl-4,6-dinitrophenol in mice.

More gifts and grants will appear in the next issue of the Faculty News.

Omnibus

Continued from page 1

In the second section, operations of the university, discrepancies among the groups showed up. All four subgroups agree that teaching effectiveness is of highest importance when considering faculty salaries, for instance, but faculty also rank research activities second for consideration as a criterion for salary and then proceed to rank basic research as fifth in importance as a departmental mission.

The third section, participation in and perceptions of the university, asked specific questions of the survey participants and revealed a greater diversity than preceding sections, which, the report states, "can provide policy makers with some of the areas of cleavage and differences that affect their behavior in joint decision-making."

Marcus said that further research will seek to identify cleavages among groups in the university and determine over what issues the splits exist.

AAUP

Continued from page 1

The AAUP rates the participating institutions by assigning a letter grade to the average compensation of each faculty rank. The "average compensation" letter grade for each institution that appears in the report turns out to be the lowest letter grade received by each institution in the rank by rank rating. For instance, if the average compensations among an institution's faculty ranks were: professor B; associate professor, A; assistant professor, A; and instructor, A; that institution's average compensation rating published in the survey would be B.

Thus, Hardin said, the survey is not useful for a person looking for a job because there is no way to use the published information to differentiate among the four ranks.

"It would be more useful to the faculty and the board of trustees to compare where the University stands better — field by field and rank by rank — among one's competition, like within the Big Ten," Hardin said.

"This is the most complete of all faculty salary survey," he said, "but it's not complete enough."