The commission goes to the people

By GAIL MORRIS
Assistant Editor, News Bureau

What happens to a father's pride when his daughter is denied admission to one of the state's major public universities?

Richard Golze — father, business executive and 1947 MSU alumnus — went to Detroit last week to tell the University's Commission on Admissions how he felt when his daughter was turned down this fall by MSU.

"I had the feeling I was trying to penetrate a 'black box,'" he said, borrowing from electronic jargon to describe his attempts to communicate with the University about his daughter's situation.

Her abilities, he said, included a 2.97 grade average and a qualifying score on National Merit Scholarship tests.

"There appears to be some evidence of gross discrimination," he charged. To support his claim, the concerned father recalled, a young black student who "showed promise" but who was "relatively inarticulate, had difficulty reading and understanding basic arithmetic.

"For example, Golze said, received a full scholarship to MSU.

Richard Golze was unique among the two dozen or more persons who addressed the commission during its first public hearing. He was the only one not representing a group or organization, the only one speaking strictly as a parent.

MOST OF THE presentations at last week's hearing came from interest groups, and from concerned educators, counselors and community college officials.

Frederick Ignatovich: It's not like Iowa City.

Photo by Dick Wesley

Views of MSU: Tempo and bigness

(Continued on page 4)

New budget asks $9 million in raises

The Board of Trustees at its Sept. 17 meeting approved a 1971-72 MSU budget request that would be an increase of more than $22 million over the current (1970-71) general fund budget.

The request calls for a general fund totaling $116,652,435, compared with this year's general fund budget of $94,458,435. Also requested are 1971-72 budgets of $8,214,585 for the Agricultural Experiment Station (up $1.1 million over this year) and $10,536,700 for the Cooperative Extension Service (an increase of $1.6 million over this year).

The major share of the general fund budget — $81,531,623 — would come from state appropriations. State support this year totaled $59,932,124.

In detailing the budget request, the administration said it "listened to the needs of all persons responsible for their respective segments of the budget as well as advisory groups, such as the faculty affairs committee.

Those needs include salary and wage increases amounting to $9,258,000 and additional fringe benefits of $1,074,000. Also included in the proposed budget is $4,218,000 in new salaries, wages and additional fringe benefits to increase and improve programs in instruction and departmental research.

All 8,000 faculty, administrators and staff of the University will be invited this week to participate in a campaign to raise money for Michigan State's Development Fund.

"I believe it (the campaign) is unique among Michigan colleges and is at least unusual for the nation," said Emery G. Foster, assistant vice president for business affairs and head of a 10-member committee spearheading the fund campaign.

"This campaign should have a favorable effect on both the citizens of Michigan and the State Legislature," he added.

Letters describing the campaign are scheduled to go this week to the homes of all MSU employees.

Foster stressed that the campaign is voluntary, and he pointed out that a new Michigan tax provides a tax credit for contributions to state institutions of higher education, provided the contributions are for the general fund or general support of the school.

Foster explained that if an employee contributes $100 to MSU, for example, he would receive a $50 tax credit on his annual income tax return.

Fund drive aimed at faculty, staff

(Continued on page 3)

MAHE meets today

The University's district of the Michigan Association for Higher Education (MAHE) will have its first fall meeting at 1:15 p.m. today in the Erickson Hall Kiva.

The meeting will be devoted to a discussion of "Should the MSU Faculty Negotiate?" and a presentation of "The Central Michigan University Story" by a CMU representative and an official of the Michigan Education Association.
Ombudsman office: Now it's ombudsmen!

By BEVERLY TWITCHELL
Associate Editor, Faculty News

It's "ombudsmen" now.

Ted Brooks, formerly assistant dean of the School of Agriculture and Graduate Studies, has joined Ombudsman James Rust as an ombudsmen.

New York University's first black students haven't come to me usually. I've been teaching in the School of Social Work, and will make black and minority students more employable and fulfilling.

Roberts has an advantage as a new ombudsmen that Rust didn't have when he was added to the ombudsmen three years ago — to prepare himself for the job. Roberts has been going through Rust's files of previous cases, thus, he said, getting an idea of the range of problems and of procedures.

Last week Don E. Enley, a graduate student in geography, was added to the ombudsmen staff. Enley will be assistant to the ombudsmen, working with minority students.

Enley is temporarily located in Room 32 of the Union, with the Counseling and Tutoring Program (a new program for minority students) which he considers a good location because the program is expected to gather around for a gathering point for minority students.

Enley has worked with minority students through the Office of Equal Opportunity at North Carolina Central University, where he received his bachelor's degree. His work there, he said, involved making students "employable" and helping them find jobs. He has been at MSU since March 1970.

Enley prefers to call himself an "ombudsmen counselor." He said he thinks having a black ombudsmen will make black and minority students more comfortable about seeking aid through the ombudsmen's office. Rust agrees that the addition of a black ombudsmen is important because "I know a number of black students haven't come to me because I'm a white man."

In September, 1967, shortly after his appointment, Rust said that he hadn't "the vaguest idea of what to expect from the position," but that he hoped to assist students in the same way he had assisted the dean of the College of Arts and Letters.

He speculated at the time that much of the work of the ombudsmen would be in the academic area, but said he would hear any student problem.

Three years later he says his views on the position haven't changed very much, except that he places more emphasis on social change. He cites as examples his part in establishing the Code of Teaching Responsibility and the role in changing the student evaluation system. He recommended both on the basis of complaints he had handled — not only in his office, but points out, in seriousness.

In July 16, 1970 "Report to the President for the Year 1969-70," Rust said that the year had been distinguished mainly by more cases: 963 students with 969 problems. The previous year he had handled 747 students with 822 problems.

Rust said the problems were more difficult, requiring more interest and meetings with more people.

"I don't flatter myself that the faculty is going to regard me as a saviror, but the fact remains that in cases involving students and faculty during this past year, 34 percent of the charges against faculty were found totally invalid. In an additional 16 percent there was only very slight validity, really only some degree of misunderstanding between the student and the faculty member," Rust reported.

The two most frequent complaints Rust heard last year centered on grading (20 percent of all complaints heard) and fees and tuition (30.6 percent).

Other problems, and their percentages of the total complaints, included: Registration and admission (12.7 percent), housing (8.7 percent), personal nature (8.3 percent), academic requirements (7 percent), University facilities and services (6.6 percent), academic status (4.2 percent), student employment (4 percent), auto use and police (4 percent) and academic advice (2.5 percent). Another 1.5 percent of complaints were categorized as "miscellaneous academic." Colleges with the highest percentagse among students seeing the ombudsmen last year were: University College (24 percent), social science (20.4 percent), arts and letters (11.2 percent), education (8.4 percent) and natural science (7.1 percent). Colleges with less than 1 percent representation were Lyman Briggs School of Human Medicine and Veterinary Medicine.

About two-thirds of the students who saw the ombudsmen last year were male. Seniors comprised 29 percent of those visiting the ombudsmen last year. Juniors represented 22.5 per cent of the total, sophomores 18.8 per cent, graduates 14.3 per cent and freshmen 9.1 per cent. Others seeing the ombudsmen include 11 per cent who were not students at the time; persons in special programs, alumni and one parent.

In store for the ombudsmen this year: Rust and Brooks said they expect complaints on grades as a ramification of the spring term student strike and the special grading options approved by faculty governing bodies; and both hope to visit dormitories, taking their office to students who still might not know that the ombudsmen are available. Which brings up a perpetual problem for the ombudsmen: "How to be visible," Rust says, "without encouraging complaining."

The Office of Ombudsman was established in the 1967 Academic Freedom for Students Report and was designed to help students cut red tape in solving solution to various problems. Rust is not the first campus ombudsmen in the country. But he is, as he puts it, "the oldest surviving one."

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New faculty...

(Continued from page 1)

Ignatovich said he was satisfied about going to Iowa; he found teaching rewarding and fulfilling. "I saw myself as a teacher. I wasn't looking for a pattern of mobility of my present position, as so many do with higher degrees."

He said he had never thought about becoming a college professor. And accepting the MSU position was "different" not prestigious. He cited a variety of motives for coming here: The personal challenge; sufficient employment; Lyman Briggs human medicine and veterinary medicine.

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Board approves appeal procedure

At its Sept. 17 meeting, the Board of Trustees:

* Approved an "interim procedure" for hearing grievances brought by any faculty member charged with "wilful withholding of services for which he is employed." The interim procedure is in the document, "Procedures for Dismissal of Tenured Faculty," adopted in 1966 by the Academic Council and approved in 1967 by the trustees. It provides full due process for a faculty member who protests any sanctions imposed on him by the University for alleged willful withholding of services.

The interim procedures are in effect until implementation of a "policy proposed relative to the right of the University to assure students the right to receive the instruction for which they pay." That statement, approved in July by the educational policies committee, is scheduled for consideration by the Academic Council.

* Established the College of Osteopathic Medicine and appointed as its dean Myron S. Magen, now dean and chief administrative officer of the Michigan College of Osteopathic Medicine (MCOM). Temporary appointments were granted for all faculty and employees of MCOM. The osteopathic program at MCOM will be

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The ombudsmen: From left, James Rust, Theodore Brooks, Don Enley. --- Photo by Dick Wesley
A. One option of the TIAA - CREF program provides for deferral of the employee's 5 percent contribution; the amount then represents a 5 percent reduction in salary, which is sent by the University to TIAA - CREF, together with its own 10 percent contribution, to be applied toward the employee's retirement amount. This tax is not paid currently but will be subject to tax as it is received later as an annuity.

B. Social security (on the first $7,800 of earnings) and federal and state income taxes are withheld automatically. Employees living in cities with an income tax, such as Lansing, may have their city taxes withheld monthly only if they request the University payroll office to do so.

C. A second option of the TIAA - CREF program is to have 5 percent of the employee's monthly income deducted and included in taxable income; it is then treated as a tax - free portion of the retirement amount when received.

A figure will appear either as a reduction in salary in the TIAA - CREF box described earlier, or as a deduction, as described in the preceding paragraph. The tax rate on this income, unless the employee has changed from one option to another, and then figures will appear in the "cumulative" section.

D. Employees pledging donations to the Community Chest may have the amount deducted in one lump sum in the February paycheck or may have it deducted monthly, beginning in January, for one calendar year.

E. If nothing appears in this box, the employee is not covered by hospital insurance; if "PAID" appears, then the employee's premium is covered by the University which contributes up to $25 monthly per employee. If an amount appears, it represents the balance beyond $25 for coverage of two or more persons. This box includes premiums for American and / or TIAA Major Medical insurance programs.

F. Any employee's business with the MSU Credit Union - whether savings or loan payments or otherwise - is represented here by one lump sum.

G. An employee may apply at the payroll office to have any amount of his or her salary deducted to purchase savings bonds.

H. This amount represents civil service retirement and insurance for Cooperative Extension Service agents only.

I. This represents payroll deduction for meals of employees who are on residence halls.

J. If parking is paid on a pro - rated basis, an amount of $1.50 appears here monthly.

K. For employees who are members of any bargaining unit or employee organization, the amount of monthly dues deducted from salary is represented here.

L. Employees who choose to participate in the University's group life insurance program will have either a $3 or a $6.50 deduction monthly, depending on the schedule coverage they have selected. This deduction ceases on July 1 following the employee's 65th birthday.

M. Amount here represents deductions for the Actua Long - Term Disability program and / or the Mutual of Omaha accident insurance protection, for those employees who have requested this coverage.

N. This is a "catch - all" box and may include deductions for such things as rent for employees living in University housing.

O. Amounts in the row marked "current " represent deductions for one month; those marked "cumulative" represent total deductions from Jan. 1 to the time of the paycheck.

The Staff Benefits office suggests that employees save their Dec. 31 paycheck stubs to determine income tax, Dues, meals, hospitalization, state and city taxes and Community Chest are legal deductions in filing the long form for federal income tax.

The Staff Benefits office also suggests that the paycheck stub be checked each month, not necessarily for computation, but to ensure that all proper deductions (savings bonds, for example) are indicated on the stub.

All questions concerning insurance deductions may be directed to the Staff Benefits office (3-4434); questions concerning the "federal program" may be directed to the Cooperative Extension Service (53773 or 5-3776); all other questions may be directed to the University Payroll office (5-5806).

Another increase in the University's contribution toward health insurance premiums will become effective this week for full - time faculty and staff.

Beginning with the Sept. 30 paychecks, and effective for coverage beginning Oct. 1, the University will contribute $25 a month toward all hospitalization programs. The contribution had been $19 a month.

This means, for example, that those with full family coverage under the American Plan with TIAA Major Medical will pay $780 a month. The subscriber cost had been $1380.

Those with two - person coverage under American Plan with major medical will pay only $55 monthly.

Single subscribers under all plans will continue to have their full premiums paid by the University.

Fund drive...

(Continued from page 1)

state income tax, plus $28 in federal tax deduction, meaning that the donation would cost a net of $22.

Funds COLLECTED in the campaign will be channeled through the Development Fund to support Distinguished Faculty Awards, Alumni Distinguished Scholarships, Ralph Young Scholarship Fund, Krege Art Center, the MSU Museum, Library Acquisition, Abrams Planetarium and campus beautification.

Contributors may specify where their support goes, but undesignated gifts are being encouraged. Persons may contribute in a single donation or by monthly payroll deduction.

Other members of the committee are Richard Chapin, director of libraries; Robert Emerson, manager of Kellogg Center; John A. Puzak, associate dean of education; Robert L. Green, assistant provost and director of the Center for Urban Affairs; Rolla (Shorty) Noonan, senior engineer, Engineering Services; Dorothy Ross, associate professor, counseling center; B. T. Sandforl, professor of geology; John Shingleton, director of the Placement Bureau; and Virgil Townesend, manager of the checkroom, Student Union.
President Wharton: A brief primer

(In his ninth months as MSU president, Clifton R. Wharton Jr. has delivered more than a dozen speeches — on the campus, across the state and around the country. What follow are capsules of a few of the themes he has developed in major addresses.)

On the university and its role...

"...The greater advantage of the university (as an agent for change) is the ability to marshal its resources to assist in the formulation of policies, programs and approaches to new problems; in the evaluation and in the improvement of on-going activities through research and study; to anticipate emerging areas of need so as to stand ready with the skills and means that will be required; and to experiment with new approaches in a fashion which often cannot be done by other agencies of change." — MSU Faculty Club, Jan. 20, 1970

...It would be improper to blame today's problems on our universities. The campus is, in many ways, simply a field of battle on which is fought a struggle against society's ills — ills which usually are not of the university's creation.

On U.S. policy in Southeast Asia...

"...We have been slow to realize that the military solution is no longer viable for small-scale and internal subversion.... We have let our foreign policy toward less-developed countries become little more than a single-minded policy of force. Military solutions have become the only solution. Military policy has virtually become our sole foreign policy." — Commencement, The Johns Hopkins University, May 27, 1970

...A new commitment for Southeast Asia requires new approaches building upon the small farmer, new Asian perspectives relying upon Asian leadership, and new attitudes and priorities in our present foreign policy, to give primacy to agrarian developmental objectives.... Essentially, I am asking for a new commitment of universal human aspirations and their satisfaction according to Asian standards for the largest segment of Asian peoples — the peasants." — Johns Hopkins University, May 27, 1970

Admissions...

(Continued from page 1)

The ideas they repeatedly stressed included: A strong concern for equal treatment of community college transfer students; the need for increased enrollment of low-income minority students; the importance of looking at factors other than high school grades and SAT scores when considering admission applications.

Here are some of the things Detroit area citizens told President Clifton R. Wharton: Ira Polley, counselor director; Provost John Cantlon and 14 commission members during the Detroit hearings:

- MSU should provide "as much pre-admissions counseling for transfers as high school counselors get," City Commissioner of Macomb Junior College.

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- Wayne Memorial High School Counselor Florence Oberlin said that "it is impossible for a student from white suburban backgrounds to be truly disadvantaged." She asked MSU to consider each applicant individually, rather than as a member of a group, such as "Black, Mexican, American or athlete." — Wayne Memorial High School Counselor Florence Oberlin said that "it is impossible for a student from white suburban backgrounds to be truly disadvantaged." She asked MSU to consider each applicant individually, rather than as a member of a group, such as "Black, Mexican, American or athlete."

- Charles Wells, assistant superintendent of Detroit Public Schools, suggested that MSU: Maintain a high ratio of urban students to suburban students; make a commitment of their resources toward the solution of the problems of the wider society than their elders make or have ever made. (We are not aware of it) because it involves the use of their greatest resource - the use of their time, which is so difficult to measure or appraise. And too, we ignore it because it is positive and spectacular, and for those reasons does not attract the headlines." — Boy Scout Leaders Recognition Dinner, Detroit, Feb. 7, 1970

COGS will impose tax

Graduate students casting ballots during last week's registration overwhelmingly voted to tax themselves to support the Council of Graduate Students. The proposal was passed 3,597 to 1,441.

Beginning winter term, a tax of 50 cents will be charged to each graduate student, whether or not his department is affiliated with COGS. COGS now represents 44 of the departments which enroll graduate students, according to President Peter Flynn. A department is eligible to join.

The tax will provide the first operating funds for COGS.

Discussion at the COGS meeting last week centered on the mechanics of handling the funds and suggestions for use of the funds. Among suggestions were: Clerical help for the organization; financial aid for any graduate student needing funds to finish his degree; a newsletter with information on available funds, university regulations and dissertation problems and solutions; allocations to department representatives to facilitate communication to their constituencies, and a study into collective bargaining for graduate assistants.

COGS has a new office in 310 Student Services Building and meets every two weeks. The next meeting will be Oct. 8 at 3:15 p.m. in 253 Student Services, at which time use of the tax money will be further discussed.

NJC to meet

The New University Conference will hold its first full meeting Wednesday at 8 p.m., on the Union Sun Porch. Alan Hurwitz, an educational specialist in the Center for Urban Affairs, and Ronald Horvath, assistant professor of geography, will discuss "Racism and Repression: Analysis and Response." All interested faculty and graduate students are invited to attend.