A-Ps get report on proposals

Officers were elected for the Administrative Professional Association at its spring meeting last week in the MSU University Club.

Elected were:
William Kenney, assistant director of financial aids, to his third term as president; Warren C. McAlvey, loan collection officer in the comptroller's office, as treasurer; and to the board of directors—Mrs. Josephine Wharton, assistant to the director of Equal Opportunity Programs, Carl Olson, news director of radio broadcasting, and Thomas Smith, manager of Mason - Albion Hall. The terms begin Sept. 1.

Kenney reported for the executive board that the major activity for the past year has been summarizing the questionnaire on benefits and improvements, setting priorities among benefits desired, doing research, and presenting A-P benefit proposals to the University's executive vice president.

The proposals include:
- Continuation of current programs.
- Long-term disability insurance for A-Ps, fully paid by the University. (This has been endorsed by Executive Vice President Jack Breslin, Kenney said.)
- Increase in the base figure for computation of longevity pay (also endorsed by Breslin).
- A three-part proposal including: Elimination of the ceiling on sick leave accrual; payment by the University of 50 per cent of an A-P's unused sick leave on retirement; and eligibility for A-Ps with five years' continuing service for extended sick leave in cases of total disability, not to exceed six months (Kenney said Breslin will recommend adoption with two provisions: That an administrator be responsible and that the University provide better record keeping on A-Ps).
- Recommendation for a staff-benefit study of the life insurance program.
- Acceleration of the vacation (Continued on page 5)

The agenda includes:
- Election of five members on the AAUP council. A slate will be presented from the nominations committee.
- A report of the results of the AAUP chapter's efforts to organize the faculty for collective bargaining. Sigurd

Moscow, chapter president and professor of labor and industrial relations, said the AAUP will also consider any future actions necessary in collective bargaining.
- Discussion of the resolutions adopted by the recent 57th annual meeting of the AAUP in Philadelphia. Walter Adams, distinguished University professor of economics, will report on the national meeting. Nosow said there would also be discussion of the implications of the AAUP's new policy on termination of non tenure faculty.

The agenda is brief for the Elected Faculty Council meeting Tuesday (May 18) at 3:15 in the Con Con Room of the Center for International Programs.

The Council will hear a report on the Association of Michigan Collegiate Faculties from Walter Johnson, professor of administration and higher education, (see related story, page 3), and a report on the status of the special ad hoc committee on collective bargaining. That report will be given by Herbert Jackson, professor of religion and chairman of the ad hoc committee.

Faculty who have other items to be presented to the Council can notify the chair of the Faculty Council of the year.

The ACADEMIC Senate will meet Wednesday (May 19) in 109 Anthony Hall at 3 p.m. to consider the following items:

- The document on graduate rights and responsibilities. According to faculty bylaws the Senate may either pass, reject or refer back to the Academic Council but may not amend it from the floor.
- Bylaw amendments pertaining to student participation in academic governance. Since this is the third time the Senate has considered the student participation report, these bylaws may be amended from the floor.
- Changes in tenure regulations to allow giving written reasons for nonreappointment if reasons are requested in writing. This may be approved, refused or referred back to the Academic Council.

If either the graduate rights and responsibilities document or the tenure regulations are rejected by the Senate, they become "dead" issues unless they are reintroduced "into the Academic Council.

The Senate also will hear the annual report of the Athletic Council and announcement of new members to that body.

Minority employment increases by 71 percent in five years

Minority employment at MSU has increased nearly 71 per cent in the past five years, according to data compiled by the Office of Equal Opportunity Programs.

The latest survey shows that minority employees number 1,119, or 10.2 per cent of the University's 10,984 full-time and graduate assistant employees. Of the total minority employees, 712 are Black, 278 Oriental, 122 Spanish - named and seven American Indian.

The figures are contained in the latest Equal Employment Opportunity report which the University is required to submit annually to the federal government. It shows continuation of the steady increase in minority employment over the past five years. In 1967, the minority percentage of total University employment was 6.6. It rose to 7.4 per cent in 1968, 8.2 per cent in 1969, 9.4 per cent in 1970 and now stands at 10.2 per cent.

During this period, the number of minority employees in the "professional" category, which includes faculty and graduate assistants, rose from 302 to 538. Minority individuals included in the "officials and managers" category climbed from 3 to 34. Another significant increase was in the office and clerical category where minority employment rose from 35 to 157. The total employment of minority females increased nearly 8 per cent during the five years (from 318 to 584).

President Clifton R. Wharton Jr. pointed out that the current 10.2 per cent minority employment is already close to the 10.6 per cent goal which the University has projected for September.

He said, however, "while this is laudable progress, it is important that we do not relax our efforts. Among the areas where we must continue to concentrate even more vigorously is in full-time faculty positions."
Film depicts a community’s housing effort

A film dramatizing the potential of local leadership to handle community problems has been produced by the Instructional Media Center (IMC).

The film is called “West Branch.” Ali Jamroz, a 22-year-old from one of the town’s “younger” households in West Branch, took a role in the production as director of photography. He said, “It tells the story of the difficult but successful attempt by a group of West Branch citizens to work toward a solution of the community’s housing problem.”

The lack of housing caused many of the town’s young people to move out of the area. The documentary film focuses on a young auto mechanic who was about to leave for Detroit because he couldn’t find suitable housing for his wife and child.

MSU’s interest in the project came from the School of Packaging. William Lloyd, assistant professor of packaging, said, “We were especially interested in West Branch because of the factory aseembled housing techniques employed,” he said.

The film was made through a grant from the Upper Great Lakes Regional Commission, a three-state alliance headed by the governors of Michigan, Minnesota, and Wisconsin. Lloyd, who served as technical director for the film, said that a lack of housing makes the community an outreach point for industry. The Upper Great Lakes Regional Commission, he added, is interested in helping depressed areas become more viable communities.

The film was premiered before the council of West Branch last week, and a print was presented to Mrs. Vera Niles, mayor of West Branch and an alumna of MSU.

Another dialogue day on tap

The students planning SUNDay II have expressed hope that attendance at this year’s event will exceed the estimated 400 students and townspeople who participated in last spring’s SUNDay.

SUNDay II will be from 11 a.m. to 4 p.m. this Sunday (May 16) in East Lansing’s Valley Court Park, adjacent to the Bay depot and People’s Church.

Students Belinda Novik and Dora Solomon, the event’s chief planners, pointed out that SUNDay is designed as a day of picnic lectures and informal dialogue among students and area residents. Faculty and staff are invited to participate.

SUNDay’s event was the outgrowth of student efforts to initiate campus—community dialogues following the outbreaks of violence at Kent State and Jackson State.

Newly elected officers of the MSU chapter are: President—James D. Rust, ombudsmen and professor of English; vice president—John N. Taylor, professor of philosophy; secretary—C. L. Schloemer, professor of natural science; and treasurer—George R. Price, professor of English. The executive committee includes the officers, and Karl F. Thompson, professor and chairman of humanities, and Milan E. Mueller, vice president for research and development and dean of the graduate school.

More than 225 persons are expected for the initiation and preceding banquet. They include the newly elected during fall term, faculty PBK members and members of the Lansing-East Lansing Association of PBK.

The MSU chapter was chartered in 1968. The society recognizes academic achievement in the liberal arts and sciences.

Press series

The Lecture-Concert Series will add a dissertation with her New Chamber Music Series for the 1971-72 season.

The chamber series, to be held in Festival Theater on five Tuesday evenings, will open Oct. 26 with a trio of young accomplished artists—violinist James Bowell, pianist Lynn Harrell, and pianist Seth Carlin.

Harpsichordist Ralph Kirkpatrick will conduct the Festival Orchestra on Oct. 26 (see listing).

The Guarneri Quartet, noted for its recordings of the complete Beethoven quartets, will perform Feb. 8.

Holland’s young recorder virtuoso, Frans Bruggen, and the young Italian guitarist, Oscar Ghiglia, will present a duo recital Feb. 22.

Soprano Benita, a master of the German song repertoire, will close the series April 18.

Season tickets can be purchased now at the Union Ticket Office. There will be no reserved seats.
Bartley helps raise a field of research

Last summer President Nixon sent a telegram that said:

"The research, writings and teachings of S. Howard Bartley, psychologist and pioneer in the field of visual science have added immensely to the understanding of visual perception."

The occasion was the American Optometric Association's annual awards luncheons in Honolulu where Bartley received that organization's highest honor, the Apollo Award.

The director of MSU's Laboratory for the Study of Vision and Related Sensory Processes was indeed a pioneer in his field.

He began his work just when technological advances made sensory research feasible, and has since spent almost 45 years investigating the intricacies of the neurophysiology of the visual pathway, visual perception and fatigue. He has contributed more than 200 articles and chapters to scholarly journals, authored seven books, and became a world-recognized leader in his field.

"Before the 1920s research of this nature was limited by a lack of equipment," he recalls. "Then the Braun tube and the vacuum tube were developed."

The former, a rudimentary oscilloscope and forerunner of the modern television tube, allowed nervous impulses to be depicted, and the vacuum tube amplified those impulses for analysis.

BARTLEY GRADUATED from Greenville College in 1923, taught briefly at Milwaukee Wesleyan College, then joined the faculty of the University of Kansas as an assistant instructor of psychology.

Final concert

The MSU Symphony Orchestra will present its final concert of the school year this Monday (May 17) at 8:15 P.M. in the Okemos Fine Arts Center. The orchestra, under conductor Dennis Burk, will feature pianist Ralph Votapek.

State faculty group aims at cooperation

If the Elected Faculty Council decides next week to affiliate with the Association of Michigan Collegiate Faculties, it will be the 12th of 13 eligible four-year colleges in Michigan to do so.

The Association of Michigan Collegiate Faculties (AMCF) is an organization of faculty representatives from Michigan institutions which award the baccalaureate degree. Current members are the University of Michigan, Western Michigan, Central Michigan, Northern Michigan, Eastern Michigan, Michigan Technological, Wayne State and Oakland Universities, and Ferris State, Saginaw Valley and Lake Superior State College.

MSU is the only Grand Valley State College and are not now members.

The purposes of the AMCF, as stated in its constitution are: To facilitate the exchange of information; to foster academic cooperation among the faculties; to study administrative and academic problems or problems of member institutions; to promote public awareness of the importance of student needs and problems of higher education in Michigan, and to serve as a spokesman for the faculties.

The association is an outgrowth of the Interfaculty Association (which included Eastern, Western, Central and Northern Michigan Colleges (which were governed by a common board). With the adoption of the new Michigan constitution and the transference of these colleges to university status, the Interfaculty Association was dropped. According to Walter Johnson, professor of administration and higher education, the group has now been revived and expanded to include all of Michigan's four-year, state-supported degree-granting institutions.

Each member institution may elect from its faculty council or similar body two representatives to represent the faculty at the AMCF's annual meetings. Members of the MSU Faculty Steering Committee have attended AMCF meetings as observers during the last year (Hideo

S. HOWARD BARTLEY: A commendation from the President.

--- Photo by Robert Brown

Kumata, professor of communication, Thomas Greer, professor of humanities, and Johnson).

Both Johnson and Greer have said they favor membership in the AMCF would be "useful."

Greer, who attended the spring meeting last month in East Lansing, said the Association "seemed to be a pretty well-organized and sophisticated group," which could be "an effective voice."

THREE RESOLUTIONS were passed at that spring meeting. One asked the State Legislature to grant faculty members pay increases equal to that proposed (8.1 percent) for the state's civil service employees.

A second resolution endorsed a "thoroughgoing reform of the state's tax structure," and supported Gov. Milliken's proposed income tax increase "until a more equitable and productive tax structure is devised."

The third called for "greater coordination and cooperation among the institutions in improving both the quality and substance of our 8,000 student faculty members through a system of intra-university and inter-university faculty exchange program."

All three resolutions were approved unanimously. According to the AMCF constitution, public pronouncements of the Association must receive a two-thirds affirmative vote, which represents at least two-thirds of the member institutions.

"The winter meeting, which Johnson attended, was primarily organizational. The campus faculty organizations were discussed, Johnson said, and 'we have the most coordinated.'"

All the Michigan institutions are involved in increasing student participation in University governance, Johnson said, and all but Central Michigan have developed faculty councils or similar bodies to advise advisory committees. (CMU has a collective bargaining unit.)

Next meetings: Oct. 17, 1971, Feb. 17 and April 20, 1972 have been tentatively scheduled to be held at the Holiday Inn in East Lansing.

A-F meeting . . .

(Concluded from page 1)

schedule after five years. (This is being discussed with Breslin.)

** Recommendation for a retirement longevity benefit by which an A-F would receive, upon retirement, one week's salary per year of service. (Kenney said there was little hope for that recommendation's being approved this year.)

(Breslin later said that he concurred with each of the A-F proposals, but he pointed out that the limiting factor in determining them would be MSU's financial status in fiscal 1971-72.)

The members later voted to have the executive board investigate why University employees on the labor (labor) payroll receive $5.15 more per month in University contribution toward hospitalization insurance than do employees on the salary (monthly) payroll.

Most labor payroll employees subscribe to Blue Cross hospitalization, according to Al Chapman, assistant director of staff benefits, who suggested the investigation. And most salaried employees are not eligible for Blue Cross.

Nevertheless, he said, all labor employees receive the additional $5.15, regardless of the type of insurance they are taking, and no salaried employees receive the $5.15, regardless of the type of insurance they are taking.

The labor payroll contract provides for an additional $6 University contribution beginning July 1. The A-Fs will have to consider whether this will apply to all University employees, and if not, why not. **

IN OTHER BUSINESS, the A-F Association heard reports from its standing committees. President-elect Handschke, chief engineer for closed circuit television, reported for the membership committee that of 614 A-Fs on campus eligible for membership, 320 had joined, which is an increase of 59 members (4 percent) since the October elections.

J. Henry Backus, employment specialist in the Personnel Center, reported that the classification committee is continuing its study of the structure of the University, its "lines of communication and purposes used to classify A-Fs at their 10 levels."
Applying behavioral research to peace

By MICHAEL MORRISON
Assistant Editor, News Bureau

Research funded by the military is often viewed in terms of building better bombs or a means to begin the next war. But behavioral scientists at MSU, working under an Air Force grant, are trying to reduce the need for bombers, and maybe even make the military itself unnecessary.

The group of psychologists, sociologists and political scientists form MSU’s Cooperation/Conflict Research Group (CCRG). Begun three years ago under a $400,000 grant from the Department of the Air Force, the CCRG has conducted a number of studies into the nature of conflict and cooperation.

Researchers are trying to isolate the variables that determine whether protagonists tend to settle their differences on the battlefield or by peaceful means.

Currently three major areas are under investigation by the CCRG. All three projects are examples of basic research. They form a foundation for further investigation that could have a direct effect on the limitation of conflict.

James Philips, CCRG program manager, had to coin a new word to describe his work in conflict research.

The work is "relative." Its root is "duel," the familiar fight to the finish between two antagonists.

There is no mystery about the motivations of contestants in a duel each simply tries to kill the other. But Phillips and others became interested in what factors govern the action of three or more participants all engaged in a single conflict.

For three, it was easy enough to refer to a "truel," but with more participants terminology became cumbersome. So the term "relative" was used to describe conflict between any number of combatants.

As in the simple duel, no more than one and possibly none of the participants can survive.

Previous theorists in the area now called "relative conflict" hypothesized a "power inversion" phenomenon to govern the outcome of such situations.

Phillips explains, "The power inversion theory holds that when combatants of varying strengths find themselves in the same arena, each will attack whom he perceives to be his strongest opponent. Since the weakest participant would have the fewest attackers, he would have the greatest chance of survival." If all participants acted rationally, the power inversion theory would hold up, but Phillips’ laboratory tests have shown that it is unsafe to predict this rationality.

Using students as the participants and dollars as rewards, Phillips and his associates devised a number of "games" to test the power inversion theory.

Generally three players were used (a truel). Each started the game with the same number of "markers" but with a different ability to take markers from the other players. The markers were convertible to dollars at the end of the game.

In one variation, each student started with 20 markers. One, however, had the ability to take eight markers from one of his opponents on each turn, while the second could take six, and the third and weakest player could take only four.

If all acted rationally, on the first turn the strongest player would be reduced to 10 markers, the second to 12 markers and the weakest would retain all 20 since he would not have been attacked by either of the other two.

Carrying the game to its logical conclusion, the player who started from the weakest position would be the only one with the chance of survival. But that’s not the way it always turned out. Between 10 and 40 per cent of the time the weakest did not survive.

The outcome tends to lend weight to the lessons of history that show men cannot be assumed to act rationally in inter-group conflict.

Phillips emphasizes that the implications and applications of his research are limited.

"First, we are dealing with an ultimate form of conflict, and second, we’re doing it in a laboratory," he says. "But we do feel that the observations we have made can be useful in understanding more realistic conflict situations."

Lawrence Messe says, "Relative conflict is an understanding of how the inputs are divided because the inputs was explicit."

There is an obvious wrinkle in his research so far; he has been dealing with situations where participants can see the inputs of others. What happens when they can’t see those inputs?

"That’s where we go from here," says Messe. "Our next phase will be to see how bargainers react when they cannot agree on what the inputs are."

Events data analysis

The third major research project at CCRG involves running history through a computer to predict the future.

Called "events data analysis," it is based on the premise that history tends to repeat itself, provided its course is not altered by the introduction of new factors.

Edward Azar, assistant professor of political science, is compiling a coded data bank of domestic and international actions involving approximately 35 countries. Each event is coded according to a multidimensional scaling technique that reflects such factors as violence content, level of trust or distrust and tendencies toward activism or passivism. The events extend from 1945 through 1969, and the system allows CCRG workers to retrieve, categorize, measure and analyze the events as effectively as possible.

Simultaneously, Azar is generating and testing a number of analysis models which will allow researchers to recognize patterns that indicate a rise or fall in the level of tension between nations or groups of nations. The objective here is to devise an early warning system to detect impending conflict before it reaches crisis proportions.

Azar’s most recent model is the Signal Accounting Model (SAM), which concerns itself with short - range forecasting and the behavioral outputs of international "actors."

He describes his research in the cold language of the computer: "Daily events serve as signals between nations. An announcement of larger defense appropriations, for example, is a signal that is received, interpreted and acted upon by other governments.

"We feel that by accumulating a large number of signals and understanding how they have been interpreted and acted upon in the past, we can learn something of how they will be received in the future."

Largely because of the amount of data available, the Middle East occupies a greater part of the data bank than any other area. Most of the analysis models being tested revolved around the Arab - Israeli conflict.

"If the bank had existed 15 years ago, it could have predicted a stormy future for the 1958 United Arab Republic," says Azar. "It would, for example, have shown that only three years earlier Nasser himself said such a federation was unnecessary because of the differences among the Arab nations, and that until the 1950s, the Egyptians didn’t even refer to themselves as Arabs."

James Philips: Coining new words

Bargaining for peace

Although crucial to the overall understanding of conflict, the life and death, relative struggle is rare. Most interpersonal, intergroup and international conflict is resolved through a cooperative means - bargaining.

Lawrence Messe, an assistant professor of psychology and a CCRG researcher, is trying to learn more about bargaining as a resolution of conflict.

"People generally tend to get along well," says Messe. "Every day each of us bargains his way out of many potential conflict situations, and we do it willingly on the basis of equity."

Messe set out to isolate the factors that lead people to bargain effectively most of the time, and apply them to the infrequent occasions when bargaining breaks down.

He believes he has the answer.

"The key is an understanding of inputs," he says. "When both participants in a bargaining situation have a clear picture of what each has contributed, there is usually little difficulty in deciding how the rewards should be distributed."

When the inputs are not understood and considered, bargaining tends to revert to the ‘how much can I get out of this’ approach which seldom leads to mutually satisfactory results, according to Messe.

He used students to test his hypothesis and the results were as he expected.

The students, answering newspaper ads, were put to work at tasks for varying lengths of time. Then they were given a specific amount of money and told to distribute it among themselves as they saw fit.

"In almost all cases the bargainers quickly agreed on how the money was to be divided because the inputs were explicit," Messe observed.

There is an obvious wrinkle in his research so far; he has been dealing with situations where participants can see the inputs of others. What happens when they can’t see those inputs?

"That’s where we go from here," says Messe. "Our next phase will be to see how bargainers react when they cannot agree on what the inputs are."
The faculty

Phil Frank: Artist, teacher, cartoonist

Phil Frank sketched a smiling sun for a Sunday poster and talked about his plans for his departure.

His basement office in the Journalism Building is cluttered with a myriad of papers, drawings and bulletin board covered with clipped, sketches of work to be done, a strike armband, a poster one of his classes designed for the Listening Ear. But none of his work is posted. Artists, he says, never display their own work.

And Frank is an artist. Though he is best known here for his cartoons which have run regularly in the State News since his undergraduate days, he can also draw to illustrate his research. His hopes to develop a cartoonstrip ("for editorial pages; I don't want to be on the funny page") with a larger syndicate. He is syndicated in 60 college newspapers in nearly every state and in 12 metropolitan newspapers.

ONE OF THE MAJOR reasons for leaving Michigan is the weather, he says. But he cites others: "I'm leaving Michigan where students deserve protection and an inconsiderate or irresponsible behavior by instructors. This code provides a mechanism for students to file a complaint in alleged cases of code violation.

"Faculty members who take issue with the principle of no work - no pay are, themselves, abusing the principles of academic freedom and responsibility. Their taking issue with fees and directors being reminded of University policy lacks an understanding of academic responsibility. For these faculty who object to the specific language of the Code of Teaching Responsibility, I would remind them they have the normal routes for seeking amendments to it. But the overriding objective must continue to be that students deserve a system that is asking what our kids do?"

"It's not always possible to get deep and meaningful," Frank says, but cartoons designed for history books and not for the general public borne him.

Phil Frank sketched a smiling sun for a Sunday poster and talked about his plans for his departure.

Revived musical salutes Michigan's past

A musical play first performed 16 years ago to honor the State Film Industry in 1951 will be "revived" this weekend by Okemos High School students, according to an announcement.

Originally called "Michigan Dream," the musical has been renamed "Peter Roman's Dream" and is scheduled for performances at 8 p.m. in the Okemos Fine Arts Center.

H. Owen Reed, professor of music who composed the original musical, will conduct the performance. He said the musical has been changed slightly to allow more dialogue and less singing than the original version.

"The tone today is serious. Other days it's not," he said. "I don't want to be a clown. I just want to sit back and put down a few things that I see once in a while, that hit me."

Beverly Twitchell

Bruner here

Jerome Bruner, professor of psychology and director of the Center for Cognitive Studies at Harvard University, will be in residence here Friday and Saturday (May 14 and 15).

He will speak in a general session Friday afternoon and Saturday morning. His topic is "The Growth of Human Skill." He will also give seminars Friday afternoon and Saturday morning. Information on the seminars is available from Mrs. Vogel at 355-9568.
Herrick family of Tecumseh. winters.

The gardens are to exhibit valuable plant collections for enjoyment and study, and, in an era of ecological awareness, to create landscape pictures that will give rise to a demand for more beautiful surroundings.

The garden located two miles west of Tipton on M-50, include 620 acres of native woodlands, open meadows, water, wildlife and developed landscape features.

Open every day, including weekends and holidays, the gardens attract more than 200,000 visitors annually, including students, senior citizens and garden clubs, as well as family and individual visitors.

The gardens were started by Mr. and Mrs. Harry Fee of Adrian and donated to the University in 1945. The late Mr. Fee, who had a great interest in scenic landscapes resulting in the “dream as you go” development, established trust funds to insure future maintenance and development. His sister, the late Miss Jessie Fee, also endowed the Gardens. Present administration is under the Division of Campus Park and Planning.

The Gardens Center Building houses an information and sales counter, exhibits pertaining to natural history and use of plants in the landscape, a library, an auditorium seating 30, classroom, and offices.

The double-domed Plant Conservatory building consists of the Tropical Dome, housing plants originating in hot, humid regions, and the arid dome, containing plants from dry regions, and the temperate house, displaying plants generally from moderate climates but intolerant of Michigan winters.

Both the Gardens Center Building and the Plant Conservatory were given to the University by the Ray W. Herrick family of Tecumseh.

Approximately seven miles of scenic, one-way automobile drives and five miles of marked walking trail circuits circle the major points of interest and allow visitors to experience nature firsthand.

Especially noteworthy of the many woody plant collections are lakes of more than 150 cultivated varieties and flowering crabapples of more than 170 varieties.

Credit classes in the sciences and noncredit classes in practical horticulture and related areas are offered at the Gardens from time to time.

No charge is made for guided tours on a first request, first served basis. Picnic facilities are available only for organized groups by reservation.

For further information or tour arrangements, call (313) 431-2060.

—PATRICIA GRAUER

**Tax withholding changes could cost you money**

Changes in the federal tax withholding system may mean that some faculty and staff won't have enough individual income tax withheld during 1971.

Most employers will find that withholding and actual tax liability will be fairly even, as in previous years. But withholding will fall short of tax liability for some wage earners, particularly the following:

- Faculty or staff members who expect to earn more than $11,500 in 1971 and who expect to claim either the $1,500 standard deduction or itemized deductions totaling less than 15 per cent of their salaries.
- Single employees who anticipate earnings of $15,000 or more in 1971.

Married employees who expect to earn $25,000 or more this year whose spouses are not employed.

All working couples.

Persons not reasonably sure that enough tax is being withheld can estimate the amount to be withheld during all of 1971, and compare this with the amount of the expected tax liability on their 1971 incomes.

New exemption certificates (Form W-4) are available in the payroll division, Office of the Comptroller, 350 Administration Building.

People wishing to make installment payments to the Internal Revenue Service may do so by means of Estimated Tax (Form 1040 ES).

These rates are effective for taxable years beginning on or after Jan

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### 1971 Tax Rate Schedules

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<th>Single Taxpayers Not Qualifying for Rates in Schedule Y</th>
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### Schedule X

Married Taxpayers Filing Joint Returns and Certain Widows and Widowers

For individuals who itemize deductions and individuals with incomes of $10,000 or more.

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<th>Deductions</th>
<th>Over</th>
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<td>$20,000</td>
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<td>$3,690-37%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>$24,000</td>
<td>$28,000</td>
<td>$4,460-42%</td>
<td></td>
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<tr>
<td>$28,000</td>
<td>$32,000</td>
<td>$5,230-47%</td>
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<tr>
<td>$32,000</td>
<td>$36,000</td>
<td>$6,000-52%</td>
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<tr>
<td>$36,000</td>
<td>$40,000</td>
<td>$6,770-57%</td>
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<tr>
<td>$40,000</td>
<td>$44,000</td>
<td>$7,510-62%</td>
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<tr>
<td>$44,000</td>
<td>$48,000</td>
<td>$8,250-67%</td>
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<tr>
<td>$48,000</td>
<td>$52,000</td>
<td>$9,000-72%</td>
<td></td>
<td></td>
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<tr>
<td>$52,000</td>
<td>$56,000</td>
<td>$9,750-77%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Schedule Y

Unmarried (or legally separated) Taxpayers Who Qualify as Heads of Household

If the amount on line 3, Estimated Tax Worksheet is: | Enter on line 4, Estimated Tax Worksheet is: |
| Not over $1,000 | $4,000 | $10,000-14% |
| $5,000 | $6,000-9% |
| $10,000 | $8,000-13% |
| $15,000 | $10,000-17% |
| $20,000 | $12,000-21% |
| $25,000 | $14,000-25% |
| $30,000 | $16,000-29% |
| $35,000 | $18,000-33% |
| $40,000 | $20,000-37% |
| $45,000 | $22,000-41% |
| $50,000 | $24,000-45% |
| $55,000 | $26,000-49% |
| $60,000 | $28,000-53% |
| $65,000 | $30,000-57% |
| $70,000 | $32,000-61% |
| $75,000 | $34,000-65% |
| $80,000 | $36,000-69% |

### Schedule Z

Married Taxpayers Filing Separate Returns

If the amount on line 4, Estimated Tax Worksheet is: | Enter on line 4, Estimated Tax Worksheet is: |
| Not over $500 | $4,000 | $10,000-14% |
| $5,000 | $6,000-9% |
| $10,000 | $8,000-13% |
| $15,000 | $10,000-17% |
| $20,000 | $12,000-21% |
| $25,000 | $14,000-25% |
| $30,000 | $16,000-29% |
| $35,000 | $18,000-33% |
| $40,000 | $20,000-37% |
| $45,000 | $22,000-41% |
| $50,000 | $24,000-45% |
| $55,000 | $26,000-49% |
| $60,000 | $28,000-53% |
| $65,000 | $30,000-57% |
| $70,000 | $32,000-61% |
| $75,000 | $34,000-65% |
| $80,000 | $36,000-69% |

Citation to Siebert

Frederick S. Siebert, research professor of communication and dean emeritus of the College of Communication Arts, has received the Missouri Honor Award for Distinguished Service in Journalism.

Siebert, three other individuals and two publications were honored during the 62nd annual Journalism Week at the University of Missouri in Columbia. He was recognized for 25 years of service as a journalism educator and administrator... and his unflagging efforts to build a better understanding of the concept of Freedom of the Press.

Siebert and another award recipient, Howard K. Smith, co-anchor man of ABC's The Evening News, were featured speakers at the annual awards banquet.

In his banquet remarks, Siebert said that journalism, by the 21st century will be mostly electronic, with television dominating the media. He called today's students "earnest and dedicated" and said he is confident that they will be able to improve the quality and scope of future news coverage.

Russian chorus

The MSU Russian Chorus will present a free concert next Tuesday (May 18) at 8 p.m. in People's Church East Lansing. The concert, featuring Russian folk, composed and liturgical music, is sponsored by the Russian and East European Studies Program.

In his banquet remarks, Siebert said that journalism, by the 21st century will be mostly electronic, with television dominating the media. He called today's students "earnest and dedicated" and said he is confident that they will be able to improve the quality and scope of future news coverage.

*The Bulletin, May 13, 1971*
BULLETINS

CHANNEL 10 LECTURE
5:30 WEDNESDAY, MAY 19.

SEMINAR SERIES HERE
The Asian Studies Center, in coopera-
tion with several other departments, will
present a series of seminars on "Socioeconomic and Cultural Change in
Taiwan" with Martin C. Yang, professor of rural sociology at the
National Taiwan University NTU. Yang is a former chairman of the Dept.
of Agricultural Extension at NTU and the author of "A Chinese Village"
and "Chinese Social Structure." Notices of the seminars will be published
in the seminar section of this paper.

OUTDOOR POOL OPENS
The outdoor pool will open Saturday,
May 22, weather permitting. No guests will
be allowed until the end of the spring term, June 13.

U. CLUB BARBECUE
The University Club will hold a family
chicken barbecue 5-7 p.m. Saturday, May
25. Swimming races for children are set for 4-5 p.m. Following dinner there
will be movies for children, dancing for kids and adults. Reservations
should be made by 7 p.m. Wednesday, May 26.

Investment and disinvestment. Francis Idaclabas, 3:30 p.m., 16 Ag Hall

Studies on viral RNA dependent DNA polymerase. Maurice Green,
Professor of Biology (U. of Michigan). 4:10 p.m., 146 Gillman Hall
(Microbiology & Public Health).

Botanical research of 18th century
expedition to New Spain. Rogers Macfarlane, 4:10 p.m., 11 Olds Hall
(Criminology & Law). 7:30 p.m., 168 Ag Hall (Criminology & Law).

Measuring serum-free saltcayte. Fusako Machira, 4:10 p.m., 346 Gillman
Hall (Pathology). The renin-angiotensin system. L. B. Wilson, U. of Colorado. 4 p.m., 334, Gillman (Pharmacology).

SEMINARS concluded from page 8

Induction of autoantibodies associated with cell division in E. Coli.
D. J. Cheng, U. of Chicago. 4:10 p.m., 146 Gillman Hall
(Microbiology & Public Health).

Photosynthetic electron emission by solutions: details of theoretical aspects and

General systems approach to the study of the family. David Olson, Family
Sec. Division, HEW, NIH, Bethesda, Md., 1 p.m., 301 Human Ecology Block (Family & Child Sciences).

Tryptophan metabolism in the ruminant animal. Constantine L. Fenderson,
4:10 p.m., 131 Anthony Hall (Institute of Nutrition).

New concepts in bovine mastitis research. John McDonald, 12:15 p.m., 213 Vet Clinic (Large Animal Surg. & Med.).

Undergraduate education at MSU. Dorothy Arata, 3 p.m., 322 North
Kedzie (Natural Science).

Effects of hethinotropin on carbon dioxide on nitrogen metabolism and
membrane characteristics of corn cells. Elen Toder, 4:10 p.m., 168 Plant Biology (Plant Pathology).

Reports from the American Animal Hospital Assoc. meeting held in
Miami, Florida, April 25-30. Ralph McGovarn, R. G. Schirmer, and
Gretchen Flo, 7:45 a.m., S123 Veterinary Clinic (Small Animal Surg.
& Med.).

THURSDAY, MAY 20, 1971

Combined effects of source and message on attitude change. Harold B.
Gerrard of UCLA, 4 p.m., 304 Olds Hall (Psychology).

OBSERVATORY OPEN
There will be a public open night at the observatory on Saturday, May 15. The
observatory will be open 8:30-11 p.m. Children under-13 should be
accompanied by an adult, with at least one adult per three children.

TEA HOURS
Wu-chi Liu, chairman of the English de-
artment at the University in Changing,
China, will speak on "Moral and Aesthetic Values in Chinese Literature" at
3 p.m. Monday, May 17, in the Green Room of the Union. He is currently a
professor of Chinese language and literature at Indiana University and a
visiting professor at Yale.

SEMINAR ADDITIONS
Lerner B. Hinshaw, University of
Missouri Medical School, will speak on
"The role of the heart in shock" Friday, May 14, at 9 a.m., 216 Gillman Hall,
sponsored by physiology. John Harris of MIT will speak on "Migration
and unemployment in Africa" at 3 p.m. Friday in 16 Agriculture Hall, spon-
sored by Economic Development.

NAVAL RES. RESEARCH
The Naval Research Reserve will sponsor
a lecture on "The renin-angiotensin system. I. B. Wilson,
WEDNESDAY, MAY 19, 8 p.m.

in Room 38 of the Union. Morris is the editor of Camels Coming Press
and the author of several volumes of poetry. His lecture is part of the
Counter Culture Festival being sponsored during May by the Dept.
of American Thought and Language.

FICTION CRITIQUED
Sheldon Sacks, professor at the University of Chicago, will give an informal
discussion of his critical approach to fiction at 8 p.m. Thursday, May 20, in
the Green Room of the Union. The talk is sponsored by the English Dept.

GAMUT ON WMSB
On Gamut Saturday, the MSU Broad-
casters' Guild presents "The Art of
Karate," a program that will investigate the origin and background of
Karate and talk about the Karate tournament following the program.
Gamut can be seen Saturday mornings at 10:30 a.m. on WMSB-TV
Channel 10

LECTURE ON ART
Elizabeth Gilmore Holt, visiting lec-
turer in the history of art, will give an
illustrated lecture on "Images of Horror: The Fantastic and the Terrible
in 19th Century Art" at 8 p.m. Thursday, May 20. The lecture, in 137 Aker's
Hall, will be sponsored by the Department of Arts and Letters.

HORIZONS ON Wkar
Saturday on Horizons, the problems of
the returning veteran are featured on
"Vietnam Veterans Rehabilitation." Resettlement and readjustment to
family and job are two of the topics discussed. Horizons can be heard at
5:30 p.m. Saturdays on Wkar-AM (870 KHz).

Information on MSU events may be submitted, for possible inclusion in the bulletins, to Sue Smith, Dept. of Information
Services, 109 Agriculture Hall, 1517 838-1819. Deadline for submitting information is 5 p.m. Tuesday preceding the
Thursday publication. The calendar of events will cover an 8-day period, Friday through Saturday.
**Calendar of Events**

**Friday, May 14, 1971**
- 9 a.m. Greenwich Village Days—Many students and faculty members will join the more than 100 artists displaying their work on sidewalks of East Lansing. Included will be paintings, sketches, pottery and ceramics, handmade weavings, macramé, glass blowing and other items. Open until dusk.
- 2 p.m. Baseball—MSU vs. Wisconsin, doubleheader. Admission is $1.50 for adults; 50 cents for children. John Kobs Field.
- 7:30 p.m. International Film Series—"Funny Girl," starring Barbra Streisand, is the musical drama of the late Fanny Brice. Admission is $1, available at the door. Auditorium.
- 8 p.m. Pop Entertainment—ASMSU presents The Guess Who and Zabra. Tickets available at Marshall’s, Campbell’s and the Union Ticket Office. Jenison Field House.
- 8 p.m. Planetarium Program—"The New World!" is an original science fiction drama created especially for presentation at Ann Arbor. Last weekend for the program. Admission is $1 for adults; 50 cents for students and children.
- 8:15 p.m. Concert—University Chorale will perform. Music Auditorium.
- 8:30 p.m. New Players—"One Flew Over the Cuckoo’s Nest" uses unusual effects to bring to life a day in a mental institution. Tickets, $2, available at the Union Ticket Office, Marshall’s State Discount and Lann’s. Wonders Kiva.
- 8:30 p.m. New Players—"Tom Paine," a two-part play by Paul Foster, will be the last production of the season. Shaw Little Theater.
- 10 p.m. Planetarium Program (see above) Abrams.
- midnight Planetarium Program (see above) Abrams.

**Saturday, May 15, 1971**
- 9 a.m. Greenwich Village Days (see May 14). East Lansing.
- 1 p.m. Track—MSU vs. Indiana, running events. Field events begin at 12:30. No admission charge. Ralph Young Field.
- 2 p.m. Green and White Football Game.
- 2 p.m. Football—Green and White Game. Final intra-squad game of the spring training period. Tickets are $2 for adults; $1 for students and children. Spartan Stadium.
- 2 p.m. Lacrosse—MSU vs. Chicago Lacrosse Club. No admission charge.
- 2:30 p.m. Planetarium Program (see May 14) Abrams.
- 7 p.m. New Players—"Cuckoo’s Nest!" (see May 14) Wonders Kiva.
- 7 p.m. New Players—"Tom Paine," (see May 14) Shaw Little Theater.
- 8 p.m. Planetarium Program (see May 14) Abrams.
- 10 p.m. New Players—"Cuckoo’s Nest!" (see May 14) Wonders Kiva.
- 10 p.m. New Players—"Tom Paine," (see May 14) Shaw Little Theater.
- 10 p.m. Planetarium Program (see May 14) Abrams.
- midnight Planetarium Program (see May 14) Abrams.

**Sunday, May 16, 1971**
- 2:30 p.m. Planetarium Program (see May 14) Abrams.
- 4 p.m. Planetarium Program (see May 14) Abrams.
- 6 p.m. Outdoor Concert—The Band will perform on grounds near Spartan Village.
- 7:30 p.m. New Players—"Cuckoo’s Nest!" (see May 14) Wonders Kiva.
- 8:15 p.m. Graduation Recital—Tenor Stephen Oosting will perform. Music Auditorium.

**Monday, May 17, 1971**
- 8 p.m. University Club family movies, with Keystone Cops, will follow buffet supper. University Club.
- 8:15 p.m. Graduate Recital—Organist Donald Busarow will perform. Hart Recital Hall.
- 8:15 p.m. Concert—The Symphony Orchestra will perform works by Mendelssohn and Hindemith. Okemos Fine Arts Center.

**Tuesday, May 18, 1971**
- noon University Club Luncheon—Guest speaker will be Bernie Offerman, instructor in labor and industrial relations, on "Manpower Training in the '70's."
- 3 p.m. Elected Faculty Council meeting. Con Con Room, International Center.
- 8 p.m. Award-winning Film—William Greaves, who received an Emmy Award as executive producer of NET’s "Black Journal," will show one of his films and visit with students. Conrad Auditorium.
- 8:15 p.m. Graduate Recital—Pianist Evelyn Mariani will perform. Music Auditorium.

**Wednesday, May 19, 1971**
- 4 p.m. Academic Senate meeting. Anthony Auditorium.
- 7:15 p.m. University Club informal bridge.

**Thursday, May 20, 1971**
- 8 p.m. Performing Arts Company (PAC)—Opening three plays in repertory will be "The Rope Dancers." Tickets, $2, available at the Fairchild box office, open afternoons during the week and one hour before performance. Arena Theatre.
- 8:15 p.m. Graduate Recital—Pianist Barbara Heys will perform. Music Auditorium.
- 8:30 p.m. New Players—"Tom Paine," (see May 14), Wonders Kiva.

**Friday, May 21, 1971**
- Alumni Weekend.
- 10 a.m. Board of Trustees—monthly meeting. Board Room, Hannah Administration Bldg.
- 8 p.m. PAC (see May 20). Arena Theatre.
- 8 p.m. Planetarium Program—"Stellariphonic Moog," running two weekends only, features original music on the moog synthesizer creatively blended with lighting by The Eye See The Light Show Company. Admission by advanced tickets, $1.50, available at the planetarium or the Union Ticket Office. Abrams.
- 8:30 p.m. New Players—"Tom Paine" (see May 14), Wonders Kiva.
- 9 p.m. University Club informal dancing to music by the Spartan Four will follow bridge which begins at 8 p.m.
- 10 p.m. Planetarium Program (see above). Abrams.
- midnight Planetarium Program (see above). Abrams.

**Saturday, May 22, 1971**
- 2 p.m. Lacrosse—MSU vs. Wittenberg. No admission charge. Old College Field.
- 2:30 p.m. Planetarium Program (see May 21). Abrams.
- 7 p.m. New Players—"Tom Paine" (see May 14), Wonders Kiva.
- 8 p.m. PAC (see May 20). Arena Theatre.
- 8 p.m. Planetarium Program (see May 21). Abrams.
- 10 p.m. New Players—"Tom Paine" (see May 14), Wonders Kiva.
- 10 p.m. Planetarium Program (see May 21). Abrams.
- midnight Planetarium Program (see May 21). Abrams.