Board cancels Wednesday meeting; state appropriation cuts possible

A special meeting of the Board of Trustees, called to consider salary increases for faculty and staff, was postponed, according to a clarification of possible new state cuts in university appropriations, President Wharton said Wednesday.

He said the University could not possibly recommend salary increases until it knew how much the MSU budget may be cut.

Governor Milliken had announced earlier Wednesday that he was ordering his budget director to cut state appropriation bills by up to 3 percent. There was no immediate indication of how much of a reduction would be applied to the higher education appropriation bill which contains MSU's budget for 1971-72 fiscal year.

"We had been prepared to recommend an average 7 percent salary increase for MSU faculty and staff to our Trustees at the special meeting Wednesday night," Wharton said.

"However, if our appropriation is to be cut by 3 percent, we could not possibly proceed with the recommended increase without reductions in our educational programs and layoffs of personnel.

"We have already cut our operating costs to the bone in order to provide the 7 percent increase, which our faculty and staff justify deserve. But if the governor's order is carried out at the maximum of 3 percent, there is simply no place within the university that we could make further reductions.

"Our financial situation was already critical. Former surpluses have vanished. Any further erosion would bring us dangerously close to the point where our educational service to the people of Michigan would be seriously curtailed.

"Even if the ultimate reduction made by the State Budget Office is less than the maximum 3 percent, we will still have to seriously consider coming to the Trustees with a new set of recommendations.

"This turn of events is very distressing to me, and I know it is also to our faculty and staff who have been waiting patiently for their long-deserved increases in salary.

"First, the long delay by the State Legislature in appropriating the state share of the past year's funds prevented us from initiating the raises increases last July 1 when we originally would have taken such action.

"Then, the Federal wage-price freeze instituted on August 15, 1971, has created increasing concern about how state funds will be able to be managed.

"Now that we have finally surmounted both those hurdles, we find that new cuts in our appropriation by the state government may nullify much of what we have been trying to accomplish.

"I want to assure our faculty and staff that the University administration will do everything it possibly can to provide a wage increase at the highest level that the budget situation will permit, and just as soon as we possibly can."

Highway hearings guidelines announced; Trustees may act in November

President Wharton has announced the details of a public hearing to be held on the future of a proposed cross-campus highway.

The hearing before the Board of Trustees on Oct. 14 will be a prelude to a later determination by the Board whether to permit construction of four-lane M-43 across the University. It will begin at 1:30 p.m. in the Lincoln Room of Kellogg Center.

The proposed limited access highway, crossing the campus from Harrison on the west to Hagadorn on the east, would link I-496 with E. Grand River Ave. It has been in various planning and approval stages since 1969.

At its June meeting, the Board unanimously reversed a decision made in September 1969 to approve the cross-campus route. Following the June action, Wharton announced that a public hearing would be held to give all interested parties an opportunity to express their views.

He said the board, with the information expected to be obtained at the hearing, may reconsider the matter at its November meeting.

Wharton gave the following details for the conduct of the hearing, which he will chair:

Time and location: Lincoln Room, Kellogg Center, Oct. 14, 1:30 p.m. It is anticipated that the hearing will adjourn about 6 p.m.; however, if there are still witnesses who have not yet been heard, an additional hearing date will be scheduled.

Format: The first presentation will be made by the State Highway Department. It is expected to set forth its rationale and proposed plans for the highway, including any revisions made since the June board action. Following this presentation, those wishing to speak either for or against the highway will be called upon according to a prearranged schedule. Priority will be given to spokesmen for organizations or groups (governmental, student, faculty, citizen, etc.), with individual witnesses following. Depending upon the number of witnesses seeking recognition, the chairman will reserve the right to set time limits on oral presentations.

Procedure: Following each presentation, members of the Board of Trustees will have an opportunity to question witnesses. In the interests of orderly procedure, questions and comments from the audience at large cannot be accommodated. However, any group or individual desiring to provide rebuttal arguments or additional information may do so in writing following the hearing.

Witnesses: Organizations and individuals wishing to present oral testimony at the hearing should notify the Office of the Vice President for University Relations, 474 Administration Bldg., in writing, stating the witness's name, organization represented (if any) and the approximate speaking time desired. Those giving advance notification will be given priority on the schedule for appearance. Others attending the hearing who wish to speak may do so after filling out a card at the door. However, they will be called upon only after the scheduled appearances are completed. Witnesses are urged to supplement their oral remarks with written supporting statements for later study by the trustees. Those wishing to provide only written statements (and not speak) may do so.

Action: Following the hearings and submission of written statements, the Board of Trustees is expected to act on the cross-campus highway at a future public Board meeting (possibly November).
Stop ignoring ‘realities of work’

Note: Although not all of them are unemployed, many of America’s college graduates are finding themselves “underemployed.” The following point of view is written by D. Singleton, a graduate of MSU and a professor of Family and Consumer Science.

We are entering one of the toughest labor markets for college graduates since the 1930s. In our own Placement Bureau, for example, we have 658 fewer scheduled interviewing dates this year than a year ago at this time. Although ours is still one of several new position openings, these cancellations represent hundreds of thousands of missed job opportunities for graduating students.

The problem is not totally the result of economic conditions. We simply have an overabundance of college graduates in relation to society’s needs. This number will exist throughout the 1970s in view of our current high school and college enrollment trends.

In days gone by, we could absorb all our college graduates because of their small number in proportion to the total national work force. For example, when we were relatively few liberal arts graduates, who for the most part are generalists, they were readily absorbed in several fields. But when you consider the numbers being spewed out in these areas today, it becomes evident that some graduates are not destined to reach their aspirations.

I am not suggesting in any way that we do away with the liberal arts curricula in our colleges and universities. We need culture, we need to encourage aesthetic appreciation, and we need to offer general education. And society can certainly benefit from less technological influences and more influence from the liberal arts.

But I am saying is that we’ve got the numbers all out of proportion, and we need to get those numbers more in line with our needs and demands of students and of society. Contrast, for example, the high national production of liberal arts and education graduates with the relatively low output of graduates in such high-demand fields as the health-related professions.

NO ONE IS RECOMMENDING that we turn our universities into trade schools. But we now have too little of the student’s educational experience dedicated to career planning and research. We need to devote more of that experience to career preparation, and we need to extend the career centers in our educational programs and relate them better to the needs of society. Like it or not, our society rewards people who work, who are productive and who know how to cope with society as it exists.

How can we alleviate the problem of career planning and research for today’s college students? I believe that liberal arts educators must prepare their graduates better for the realities of the world of work. Educators can no longer continue to put down the work ethic. We need to recognize that it is the world of work, where a person will probably make his greatest contributions to himself and to society.

Educators have often tended to look at all other aspects of education and ignore this point.

Second, I think many faculty could put more pressure on students to produce up to their capacities. I believe that in medicine, engineering, business and others the faculty really do a good job of developing students to capacity. Undergraduates are not always as close to other aspirations.

Third, I think liberal arts professors should recognize that not all undergraduates should be educated as if they were going to pursue the Ph.D. degree.

Next, I would like to see liberal arts professors, instead of spending their summers in the libraries, work full-time in the library at Oxford, in a business enterprise. This would send two signals. First, business can benefit from the presence of the faculty member, and the faculty member would gain a better appreciation of the problems and realities involved in running a profit-making enterprise.

* * *

I SEE VAST AMOUNTS of research being done in universities, but very little of it focuses on career development and career planning for students. Through more research in these areas, universities could determine the society’s needs and respond to them. If universities had been doing this research before, they might have been able to anticipate our current needs and to offer better counseled to students.

Often students have little information or misinformation concerning the job outlook, because what they have received is the advice to pursue curricula that simply perpetuate certain departmental or faculty interests—not necessarily the students’ interests.

In general, many educators and administrators are not aware of what happens to their graduates once they leave the campus—although Michigan State stands as an exception to this condition. We have a highly talented and diverse faculty in MSU, but even here some are who have shown little concern about what happens to a student once he leaves the campus. “I educate the student in my subject area,” some say, “but I am not concerned about what happens to him after I see him.” This is an abdication of responsibility and accountability. Faculty members who think this way are undermining the students’ interest, and they are contributing to the demise of themselves and their profession.

Some people see the solutions to this social ills by placing the blame on society’s "underemployed" young people between 28 and 22 who would otherwise have nowhere else to go. But the numbers in the "warehouses" are becoming too great, and universities should accept the job of "turning" such large numbers. More alternatives need to be offered to persons in the 18-22 age bracket.

Educational institutions have never said "go to college and get a good job," but this has been implied throughout the history of students as emphatically as we can under certain arrangements, they are being educated for OTHER than career purposes. Maybe their expectations will coincide better with their educational efforts.

—JACK SINGLETON

Letters

Why not an undergraduate program in urban affairs?

To the editor:

Prof. David G. McConnell of Ohio State University, responded (News Bulletin, July—Aug., 1971) to my questions (N—B, July, 1 Project 'disturbing'

Mitchell Stengel first presented his concerns regarding the MSU-Arya Mehi project during the Sept. 9 meeting of the Board of Trustees. Here, in response to last week’s statement by Dean Ralph Smucker, is Stengel’s point of view. He is an assistant professor of political science and a member of the Center for Urban Affairs.

I have found many aspects of the University’s exchange agreement with Arya Mehi University in Iran disturbing ever since it was announced last spring. Recent statements of those who are responsible have only amplified my fears, rather than alleviated them. These statements make it clear that the Arya Mehi agreement is a very bad idea

(Continued on page 4)
The decade of faculty bargaining

"I have no doubt that the decade of the '70s will be the decade of faculty bargaining."

That quote from William F. McLaugh, special counsel for employment relations for the State University of New York, fairly well summarizes the attitude of participants at the second annual conference on faculty collective bargaining held earlier this month at the University of Michigan.

McLaugh disregarded the notion that with "a little more money and 310 pounds of teaching and research on his plate, faculty will be happy." Instead, he sees mass movement, he said, augmented by "fairly substantial social forces."

Why are faculty moving to collective bargaining? McLaugh listed several causes:
- "Inexperienced faculty with an inflated sense of entitlement," with a conditioning to confrontation.
- "Indiscriminate tinkering with faculty governance systems," with students being added to "areas where they have no business."
- "A need and desire by young faculty for more input at the department level."
- "Public attacks and legislative riders on such areas as tenure and work load, leading to increased faculty concern for academic freedom and financial security."
- "Scarcity of faculty positions. "For the first time in quite a while," McLaugh said, "job security is a major consideration."
- "The pending economic crunch," and the slowing down of salary increases.
- "Educational experimentation, including open admissions, off-campus study, degrees by examination, greater use of technology, all of which affect the role of faculty."
- "Increasing pressure on state government and state institutions, with growing involvement of state fiscal authorities and executive officers in the budgeting affairs of the universities."

Pressures on the institution could lead to layoffs, McLaugh said.

The passage of public employment relations laws is motivating faculties to organize. Faculty will feel a need to protect their "fair share," in the interests of higher education, if other public sectors are organizing, McLaugh said.

A final motivating factor for unionization is the carry-over effects of the gains that K-12 school teachers have made through collective bargaining.

THERE WAS NO disagreement with McLaugh's points, but Charles H. Rehms, professor of political science at UM and codirector of the UM and Wayne State University Institute of Labor and Industrial Relations, did offer an alternative to the collective bargaining, which he called a "bilateral decision-making model."

Rehms's model would incorporate joint recommendations of faculty and administrators to the governing body (trustees), and would be based on the notion that administrators want faculty to be more involved.

The model would also establish a negotiating structure with no reliance on existing labor laws and no need to result in strikes or impasses, Rehms said.

Paid disagreements could be resolved in any of four ways: equal time before the governing board, mediation, fact-finding, binding arbitration.

No one ANSWERED negatively to the question, "Should professionals organize?" but several points were made:

MSU well-represented at bargaining conference

More than 250 people from 99 institutions in 28 states attended the UM conference, on faculty bargaining, including at least nine persons from MSU:

- Hemann L. King, assistant provost for academic administration Lawrence L. Bigger, dean of agriculture and natural resources; Herbert C. Jackson, professor of religion and chairman of an ad hoc committee established by the Elected Faculty Council to study collective bargaining for faculty; William R. Wilke, special assistant to the president, now doing staff work on collective bargaining.

Also from MSU: C. Keith Grotz, assistant professor of labor and industrial relations and acting director of that school; T. Wayne Taylor, professor in the science and mathematics teaching center and MSU representative to the Michigan Education Association general assembly; Mary Tompkins, associate professor of American thought and literature in the MSU Faculty Associates, a group interested in collective bargaining; Jacqueline Troost, associate professor of labor and industrial relations and member of Jackson's committee; and GLEN B. Shuttle, assistant professor of American thought and language.

The conference was conducted by the Institute of Continuing Legal Education, which co-sponsored the UM and Wayne State law schools and the State bar of Michigan.

GROTZ, a NATIONALLY recognized specialist in collective bargaining in education, listed the following points from the conference as significant:
- The large number of representatives from private colleges there (about 30 percent of the total).
- The fact that 28 states were represented, showing that faculty unionization is not a regional phenomenon.
- The constant reference made by speakers to the significance of precedents and procedures in the K-12 schools.
- An attempt to propose alternative systems for the university — because of its traditional differences — was deemed desirable but with little hope for feasibility.
- The interest of MSU, exhibited by its nine representatives at the conference.
- A recent decision by the National Labor Relations Board regarding Fordham University, which the law school faculty saw as separate from the bargaining unit for such reasons as: Location in a separate building, little participation in other university programs, salaries higher than the average, the faculty all have law degrees, and outside agencies regulate administration to practice law and therefore control conditions in terms of employment, etc.

Grotz said that the Fordham decision could set an interesting precedent for medical and law faculties at other institutions.

Alfred Sumberg, associate secretary of the American Association of University Professors, cautioned that collective bargaining in higher education is far more complex than in the industrial sectors and that the latter is almost irrelevant in higher education. He also pointed out, as did several speakers during the two-day conference, that institutions must be viewed individually in terms of unionization pressures and needs.

Malcolm G. Suyli, assistant editor of the Chronicle of Higher Education, raised the question of the effect that faculty unionization would have on students. The answer, he suggested, was that students would probably unite. The National Student Association and the Association of Student Governments are now discussing representing the student union similar to those in other countries.

Allan F. Smith, vice president for academic affairs at UM and former dean of the law school, discussed potential gains and losses that could come with collective bargaining. Immediate economic gains, he said, could be offset by a loss of faculty voice in nongovernmental areas, such as work load, curriculum, and selection of colleagues.

But Bell Zeller, former president of the Legislative Conference (the faculty bargaining unit) at City University of New York, pointed out later that many of these areas can be written into the contract.

Several unresolved questions were raised at the conference. How should units be determined? Are department chairmen considered faculty or administrators? Are teaching assistants employees or students? Should nonacademic support staff be included in the unit?

How relevant is the industrial model? There is little precedent in the educational area, no decisions have so far been based on the labor model.

Can a faculty senate or assembly serve as the bargaining agent? Can the faculty governance system as it now exists coexist with a bargaining unit if a faculty organization? (It does now at CUNY.) Just what are negotiable issues?

— BEVERLY TWITCHELL

Sports publications cited

The sports information section of the Department of Information Services won three national publications awards at the annual convention of the College Sports Information Directors of America in Chicago.

The winning publications — MSU's 1970 football brochure (cited by the Football Writers Association of America), 1970 football game programs and the 1971 baseball brochure — were produced by Fred Stabile, sports information director and Nick Vinita, assistant director.

Layouts were handled by Richard Hansen and James Totten of information services. Assisting with the football programs were Barbara Brown, information services; James Huston, comptroller's office; and L.L. Frimodig, programs advertising manager.

Photo by Richard Wesley
A short agenda will be paced before the Academic Council at its first full meeting of the semester in a Con Room of the Center for International Programs.

The Council will hear three reports:
* University Curriculum Committee.
* Committee on the Core Curriculum regarding implementation of the Taylor Report on Student Participation in

Academic Governance.

*Recommendations from the Ad Hoc Committee to Study Faculty Awards. That committee, after studying procedures used last year in awarding the Excellence in Teaching (to graduate students), Teacher- Scholar (to junior faculty) and Distinguished Faculty Awards, has three recommendations. The committee will recommend that the Excellence in Teaching and Teacher-Scholar procedures remain the same, with selection of awardees by a central committee upon nominations from departments with student support. The committee decided that the question of procedures involved with the Distinguished Faculty Awards was too important to be decided by the small committee, so it will present two choices to the Academic Council: To discontinue the award on the basis that faculty so distinguished to receive the award do not exist or further discuss and modify it. Or to have each college make its own selection of distinguished faculty. The award would continue. The University University, large colleges would select one recipient each year and smaller colleges would select two recipients every second or third year. Probably Seven Distinguished Faculty Awards would then be presented each year.

Glen L. Worley, professor of pathology and cancer biology, and chair of the Committee on Committees, will report actions of that group regarding implementation of student participation in academic governance.

Letters have been sent by the committee to college advisory councils regarding election of faculty representatives to the standing committees in the following areas: identifying their student constituencies and in choosing college students representing those constituencies. The names of the appointed students have also been sent to the president of the Council of Graduate Students and to the dean of the appropriate college reminding them of their specific responsibilities.

ASMSU Chairman Hal Backner reported that by the end of this week most of ASMSU's responsibilities will have been fulfilled. This includes appointment of interim student Council members and standing committee members, and appointment of persons to the student council on nomination.

COGS must also name interim Council and committee members and name students to the student nominating committee.

Books donated

More than 200 titles from the personal collection of the late Michael M. U. Olovnikov have been added to the science library. Olovnikov was internationally known for his fish research, and his collection included works in ichthyology, taxonomy, zoology and hydrobiology. There are such specific titles as Animal Behavior, Canadian Fish Culturist, Copeia, Ecology, Systematic Zoology, and Transactions of American Fisheries Society.

RAISES AT U.M. Employees at the University of Michigan will receive compensation increases of about 6.5 percent above last year's salary base. The actual salary increase amount available to departments will be “something between 5 and 6.5 percent of last year's department salary base,” according to Allan Smith, U.M. vice president for academic affairs. He noted that since faculty and professional staff increases are on a merit basis, some may receive more than 5.5 percent, others less.

“LOYALTY OATH” QUESTIONED. The Faculty Senate of the State University of New York System has been asked to support the “loyalty oath” as a condition of employment in New York. The request came in a motion passed by the Faculty Senate at SUNY's Buffalo campus. The oath, which pledges the signer to support the constitution of the United States or to perform a useful purpose according to the motion. It also points out that “no subversive agent would hesitate to sign” the oath anyway.

THE YOUNGEST PROFFESSOR? Twenty - two - year - old Charles L. Feiferman has been appointed a full professor of mathematics at the University of Chicago, the youngest full professor in that school's history and possible at any major university. Feiferman, who joined the U.C. faculty a year ago as an assistant professor, entered the University of Maryland at age 14 and received the Ph.D. from Princeton at age 20. He is this year's winner of the Prix Salem, a top world's mathematics prize.

* CAMPUS GOVERNANCE: A Committee on University Governance at the University of Texas in Austin has asked the Academic Committee on University Community Council as a “forum rather than a legislature” to improve intracampus communication. The proposed council would include the university president, three vice presidents, two deans, 19 faculty members, 15 undergraduates, four graduate students, two alumni and three staff representatives.

* FACULTY TRUSTEES: Two faculty members have been elected faculty trustees of the Board of Trustees at Cornell University. The Cornell Board provides that tenured faculty and non-tenured faculty shall have one representative each.

* THE 55 SQUEEZE: To conserve resources for other programs, the regents of Florida State University have voted to close the school of engineering science next June. The school now enrolls 1,100 students. The regents have also ordered the president of the San Francisco State University to drop intercollegiate football after the present season. The 70-campus State University of New York has announced plans to cut $19 million in construction by some $400 million. The annual Senate, $20,000 under the new plans, will be spent on the student campus of Queens College, $30,000 new to $20,000 planned through 1975. New day the California University at Irvine – that's features received paper, simple design and a corrugated paper cover – will save 200 trees and 15 percent of usual costs, say university officials.
Report shows

Most projects not state-supported

A report compiled for Michigan's auditor general shows that during fiscal 1969-70, MSU conducted 59 projects outside Michigan, mainly in foreign countries. More than 99 percent of the total project cost of $2,192,382 came from federal, foundation and other nonstate sources.

In requesting the statistics, Auditor General Albert Lee said he was obtaining similar information for the legislature from all state-supported colleges and universities.

"This review emphatically shows that the overwhelming majority of such funds do not come from the state but from other sources," President Wharton pointed out. "The minimal use of the University's general fund occurred in financing its share of an exchange program with Taiwan University."

Responding to another inquiry by the auditor general, MSU reported that $2,219,753 was spent for in-state, out-of-state and foreign travel during 1969-70, of which $683,949, or about 31 percent, was from the state general fund. The bulk of the travel funds was derived from grants, contracts and other sources.

Travel supported by state funds includes $218,558 for in-state travel, $448,403 for out-of-state and $16,988 for foreign travel.

"Michigan State has always recognized that it is part of a nation-wide system of higher education, and our need to engage in out-of-state travel is unquestioned as an important means of strengthening our ability to serve the educational needs of Michigan," Wharton said.

"The relatively small amount of state tax dollars involved in foreign travel refutes the mistaken impressions of some that the state taxpayers are footing the bill for our extensive international involvement."

Asked by the auditor general to summarize sabbatical leaves during 1969-70, MSU said that 156 applications for such leaves were approved by the Board of Trustees. Salaries paid during these leaves totaled $846,046, of which $750,657 came from the general fund. This represents less than 1 percent of the University's annual payroll.

Sabbatical leaves are intended to assist faculty members to improve their competence by providing a period for concentrated scholarly work. They become eligible for such leaves after six months of full salary. A reduction to 50 percent salary is required for longer periods. Earned annual vacation is included in the sabbatical leave. The University told the auditor general, in response to another question, that MSU had no investments in buildings, land, equipment, loans, etc., in any project or program outside the state of Michigan.

Search begins for dean of Madison College after Garfinkel resigns in bylaw protest

Elections are scheduled next week for members of the James A. Madison College dean search and selection committee.

The selection procedures, scheduled to be implemented as part of the college's new bylaws, are being incorporated early due to the resignation of JAM Dean Herbert Garfinkel.

According to letters Garfinkel sent to the provost and president that were reported in the college's "Madison Notes," he resigned to protest the college's new bylaws. Those bylaws provide equal student and faculty authority for amending the bylaws, though that clause is to be "ineffective" for a year, said the Garfinkel letter to the provost.

The bylaws were prepared by the college's Democratic Republic, made up of both students and faculty. Acceptance of the bylaws required a majority faculty and student vote on separate and secret ballots. This failed for lack of a majority faculty vote.

A later move to implement the bylaws for a trial period, with the controversial amendment clause to be ineffectual for that period, did receive a majority faculty vote.

It is this move that Garfinkel said he could not accept, "on grounds of both principle and prudence."

He added that he believes the clause is illegal under the University bylaws. In a letter to President Wharton, Garfinkel said: "It is a bad policy in principle to provide students with authority equal to that of the faculty over the fundamental procedures by which a college shall be governed. Should this amending process be adopted, the student body would possess an absolute veto over faculty payroll proposals for change. Surely such a veto goes far beyond the appropriate degree of student participation envisioned in the Taylor Commission Report."

In his letter to the provost, Garfinkel also expressed concern that "prolonging this clause in the soon to be published college bylaws will impact legitimacy to it and make it extremely difficult to expunge at a later date... Many students, understandably, will join forces with those faculty who see the trial period as simply a demonstration that no 'catastrophe' will befall the college, and hence the assumption, in the absence of a 'catastrophe,' will be to let the time-tested bylaws continue permanently."

"Regrettably," Garfinkel wrote the provost, "some will misconstrue my position as generally hostile to student participation in academic governance. It is always difficult to avoid such stereotyping, but the record of the past five years is clear enough. Students have been members of important policy-making bodies from the outset, including one who served on the original planning group preceding the college's opening."

The JAM selection committee will include Assistant Provost Herman King, as a representative for the provost's office; John H. Wakeley, associate professor of psychology, selected by the provost from outside the college; and four JAM faculty members to be elected Oct. 6 from a slate of from six to eight nominees prepared by the college advisory council.

There will also be two student members from the college, elected by the total student body following a petitioning procedure. That election will also be held Oct. 6.

Procedures of the committee will include an initial meeting arranged by King, a meeting with the provost, preparation of a nomination form which will be distributed to all faculty and students in the college, evaluation of nominations, and presentation to the provost of a slate of three to five candidates for dean.

Grievance report revised

The proposed grievance procedures as prepared by the Ad Hoc Committee to Study Faculty Rights, Responsibilities and Grievance Procedures, will not go to the Academic Council next week.

The procedures will go first to the Elected Faculty Council in November after review and feedback from the Administrative Group.

E. Fred Currie, chairman of the ad hoc committee, presented the proposed procedures to the Finance Committee of the Faculty early this week, pointing out some changes from what was reported last week (Sept. 23) in the News-Bulletin.

The procedures now are only grievance procedures, whereby a faculty member may initiate a grievance complaint involving a violation of his rights as a faculty member. The earlier version had also included provision for filing grievances based upon abrogation of responsibilities.

The changed procedures no longer provide for the sanctions reported last week. These had ranged from reprimand to termination of services.

The full grievance procedures proposal will be printed by the News-Bulletin prior to discussion at the Elected Faculty Council meeting.
Proposed resolution would formalize A-P bargaining role

The Administrative-Professional (A-P) Association will meet next Tuesday night and vote on a proposal that would allow the University to change its relationship with the University. The proposal, to be formally addressed at the University Club, would create an advisory committee to the administration on salary and benefit items. The membership will vote Tuesday on a resolution which would lead to the formalization of collective bargaining between the University and the A-P Association, according to Michigan law.

The explanation reads: "The MSU Administrative-Professional Association Executive Board should exercise all necessary resources and powers of the association to represent administrative-professional employees in all conditions of employment in accordance with applicable law."

In a message to A-Ps, William D. Kenney, president of the association, pointed out that a more formal relationship would allow the association to "negotiate a contract which could be limited or extended, utilize the tools of the bargaining process, and fact find in cases of unfair labor practice," but not strike.

Kenney noted that many members of the association had urged the executive board to take stronger action in dealing with the administration, and that the membership had expressed "quite a negative response" because of this year's suspension of the A-P merit salary raise plan. If the one-time raisers are approved, A-P employees received a 3 percent wage increase.

Kenney, director of financial aid, also reported dissatisfaction by some members because of "less than complete cooperation" in posting A-P job vacancies.

"Under the current mandate from the membership to bargain informally through the committee, we have several implications for the association, including exclusion of some A-Ps, a call for an election for representation, a kind of contractual agreement, hiring a labor attorney, increase in the dues structure, assurance of obtaining salary and benefit items bargained for in good faith, and greater or lesser cooperation with the administration in pursuing our goals.

The meeting will also include an election to fill a vacancy on the association executive board, and report from the membership and classification study committees.

Black faculty group protests change in financial aid policy

MSU's Black Faculty and Administrators group has issued a list of demands to the University, the most immediate involving financial aids for black students:

- Gunning, director of the Counseling Center, president of the group, said last week that 10 percent of the students, particularly 80 percent of the financial aid office, does not have the capacity or the responsibility to work efficiently with black students.

- Gunning and Eric Winston, administrative director to the director of the Center for Urban Affairs, had met earlier with President Wharton, Acting Vice President for Student Affairs, andsy堙 the administration of Students Edmonnomaker. Their meeting concerned a change in policy in the financial aid office, whereby students with outstanding loans from the previous academic year are no longer able to obtain a short-term loan to pay off the previous loan in order to register.

This is particularly inequitable for black students, Gunning said, because blacks are channeled into loan programs instead of scholarships.

The other eight concerns of the Black Faculty and Administrators group, as listed by Gunning, are:

- To make the University responsive to the needs of black students. He said the "University power structure is pushing white women into some of the positions blacks should have, setting the groundwork for a confrontation between blacks and the white liberation movement. The threat of violent physical confrontation is "so close it's scary," Gunning said.
- Admission of black students and a criteria for selection.
- Development of the Center for Urban Affairs.
- Respectful treatment of blacks by the campus police.
- More black faculty in key administrative positions, with power.
- The failure of various departments to accept black graduate students.
- The awarding of graduate assistantships to black students, not black; and the "attitude of the entire University personnel toward blacks, from the clerical level up to administrators." Gunning said his group plans to confront in order to individuate the individuals and "get the University and the public know who they are - one of them."

Winston said that "there is growing concern with the attempt to put the University as liberation as a smoke screen. The black-white issue has to be resolved before any other issue in the country can be resolved."

Their concern apparently stems from the report by Vice President for University Relations Robert Perrin at the last Board of Trustees meeting regarding antidiscrimination operations during the 1970-71 year, which dealt both with minorities and with women.

Gunning said the "Black Faculty and Administrators group represents all blacks (about 100, he said) in faculty and administrative or supervisory positions on campus, and that all attend their monthly meetings. The group has been in existence for two years.

BEVERLY TWITCHIELL

‘Sneak preview’

A "sneak preview" of upcoming concerts planned by the music department will be presented in an informal concert at 8:15 p.m. Tuesday (Oct. 5) in Fairchild Theatre.

The preview concert will include the MSU Symphony Orchestra, conducted by Dennis Buck, performing several of Debussy’s "Préludes." The Beethoven String Quartet will perform the first movement of Beethoven’s "Quartet Op. 18, No. 6," performed by pianist David Renner, who will perform the first movement of Beethoven’s "Sonata, Op. 24." Violinist Ralph Votapek will be heard in the second movement of Cesar Franck’s "Sonata in A minor." Accompanied by the MSU Orchestra, Votapek will also be heard in an unbal luna performance of Chopin’s "Grande Polonaise."
BULLETINS

DIINNER-THEATER TOUR  The MSU Business Women's Club will sponsor a dinner-theatre trip Saturday, Oct. 2. A chartered bus will leave Kellogg Center at 10:30 a.m. en route to the Fisher Theater which is playing "and Miss Reardon Drinks a Little." Dinner will be at the Elmwood Casino in Windsor where singer Wayne Newton and comedian Jackie Kahane are appearing. Complete cost is $24.50. Reservations are still available for 30 persons, and may be made with Virginia Ross, 5-8416. You need not be a member of the club to attend.

EXHIBITIONS

Kressge Art Center
Main Gallery: Works from the permanent collection.

Museum
First Floor: More than 7,100 dolls, donated from the estate of Mrs. Madeline Baker of Jackson, represent countries and characters from all regions of the globe. Materials for the dolls range from straw and paper-mache to plaster and china.

CONFERENCES

Oct. 1 Midwest Regional Council of the American Assn. for Higher Education
Oct. 1-8 Purchasing & Interior Design
Oct. 2 Mich. Women's Press Club Workshop
Oct. 2-6 Institute for Travel Agents
Oct. 3-5 Decisions in Telecommunications Planning

All conferences will be held in Kellogg Center.

SEMinars

THURSDAY, SEPTEMBER 30, 1971
Parity mixing in nuclei. B.H.J. McKeelar, 3 p.m., Cyclotron Seminar Room (Physics).

MONDAY, OCTOBER 4, 1971
Role of chemical factors in local blood flow regulation in canine skeletal. Daniel P. Radawski, 4 p.m., 146 Giltner Hall (Physiology).
Oestrous synchronisation in cattle. L. I. Boyd, 12:30 p.m., 126 Anthony Hall (Dairy Science).
Food science forum. Georg Borstrom, 8 a.m., 136 Food Sci. (Food & Nutrition).
Job opportunities in agriculture. Ed Fitzpatrick, David Armstrong, The College of Agriculture at MSU, 3 p.m., 131 Anthony Hall (Poultry Science).

TUESDAY, OCTOBER 5, 1971
Sterol changes during seed germination. Parshall Bush, 4 p.m., 206 Horticulture (Horticulture).
Centralized processing of frozen fried chicken. Eduardo C. Sison, 4 p.m., 110 Anthony Hall (Food Science & Human Nutrition).
Radon chemistry. Lawrence Steun, Argonne National Lab, 4 p.m., 136 Chemistry (Chemistry).
Today's issues in mathematics education. Phillip S. Jones, U. of Michigan, 4 p.m., 304A Wells Hall (Mathematics Education).
Weak convergence of weighted empirical cumulatives based on ranks. Hira L. Koul, 4:10 p.m., 405A Wells Hall (Statistics & Probability).

WEDNESDAY, OCTOBER 6, 1971
An ongoing study in iron deficiency anemia. Dorice Narlan, 11:30 p.m., 102 Human Ecology (Food Science & Human Nutrition).
The diabetic pig. Dale R. Romos, 4:10 p.m., 131 Anthony Hall (Food Science & Human Nutrition).
Systems of reproduction. James Asher, 4 p.m., 106 Plant Biology (Genetics Group).

THURSDAY, OCTOBER 7, 1971
Economic analysis of public assistance in metropolitan areas. Dan Saks, 3:30 p.m., 16 Agriculture Hall (Agricultural Economics).
The amoeba all surface. Edward Kern, Heart and Lung Institute, NIH, Bethesda. 3:4 p.m., 101 Biochemistry (Biochemistry).
Continuous and digital filtering in multiplex communication systems. Carl F. Kruth, supervisor network group, Bell Labs, North Andover, Mass. 11:10 a.m., 130 Engineering Bldg. (Electrical Engineering).
Maximal subgroups of the half-icosico-wales group. A. Rudvalis, 4:10 p.m., 304A Wells Hall (Mathematics).
Fission, fission isomers (and superbeavies). E. Kashy, 6 p.m., Cyclotron, Seminar Room (Physics).

FRIDAY, OCTOBER 8, 1971
Calendar of Events

Friday, October 1, 1971
6 p.m. University Club Gourmet Dinner
7:30 p.m. University Cinema—"The World of Buckminster Fuller" looks at the rea. "Bucky" Fuller, creator of the geodesic dome. Admission is $1, available at the door. Auditorium.
8 p.m. Planetarium Program—"Astrology and the Zodiac" relates scientific aspects of the ancient art of astrology and the 12 constellations of the Zodiac. Admission is $1 for adults; 75 cents for MSU students and 50 cents for children 5-12. Abrams.
9:30 p.m. University Cinema (see above), Auditorium. Programs, Abrams.
10 p.m. Planetarium Program (see above). Abrams.

Saturday, October 2, 1971
7 a.m. University Club excursion to Notre Dame football game. Abrams.
2:30 p.m. Planetarium Program (see Oct. 1). Abrams.
8 p.m. Planetarium Program (see Oct. 1). Abrams.
8 p.m. World Travel Series—"American RFD" will be narrated by Fran William Hall. Auditorium.
10 p.m. Planetarium Program (see Oct. 1). Abrams.

Sunday, October 3, 1971
4 p.m. Planetarium Program (see Oct. 1). Abrams.

BULLETINS

FACULTY RECEPTION A reception for all faculty members and staff of the College of Veterinary Medicine will be held 8-10 p.m., Monday, Oct. 4, in the Shirbul Room of the University Club.

OPENING EXHIBIT You are cordially invited to an opening reception for the detailed exhibition at the Kresge Art Center Gallery, 2-5 p.m., Oct. 2 for the Drawings USA 1971 and MSU Photo Lab Photographers exhibit. Refreshments will be served.

FACULTY DIRECTORIES Office copies of the 1971-72 Faculty and Staff Telephone Directory are available to office representatives. They may be picked up in Room 64 Halsan Administration Bldg.

CALENDAR CHANGE Family Living Education has announced that the dates listed on the Academic and Administrative Calendar for the annual College Week for Women have been changed. The event is now scheduled for June 14-17. Interested persons should make the appropriate change on their calendar.

EXTENSION HAS PICNIC The Extension Women will hold their annual family barbecue at 4 p.m., Saturday, Oct. 2, in the East Lansing City Park. Tickets are $1 for adults; 75 cents for children. For more information, contact Mrs. D. Harpstead, 351-6062.

CHRISTIAN SCIENCE MTG The Christian Science Organization will meet at 4 p.m., Friday, Oct. 1, in 140B Wells Hall. Guest lecturer will be Geir A. Pimmmer of London, England. Plummer, who has represented Christian Science in radio and television appearances over the British Broadcasting Company, will speak on "Closing the Gap." Open to the public.

IM POOL HOURS The IM outdoor pool will remain open until Oct. 9. Weather permitting. Hours are 11:30 a.m.-5 p.m. Monday through Saturday and 1:30-5 p.m. Sunday. Hours for the indoor pool are 11:30 a.m.-2 p.m. Monday through Friday; 6:30-8 p.m. Monday through Thursday; 11:30 a.m.-5 p.m. and 1:30-5 p.m. Sunday. Friday evenings, 6:30-9 p.m., are reserved for family recreational swimming. Regular building hours are 8 a.m.-9 p.m. Monday through Friday; 10 a.m.-6 p.m. Saturday and 10 a.m.-6 p.m. Sunday. Students, faculty and staff may participate in all individual championship events—handball, wrestling, foil fencing, gymnastics and sports skills. For more information, call the IM office 5-5205, or reservations may be made by calling 5-5044.

PHOTO SUPPLY CHANGE Effective this summer, the sale of photographic supplies was transferred from General Stores to the Photo Lab in information services. The photo lab is located in Room 11, Agriculture Hall, and hours are 8 a.m.-12 and 1-5 p.m. A price list is available and may be obtained by calling 0-0230.

MSUB WEATHER MEET The MSU Business Women's Club will hold its first luncheon meeting of the year at 11:45 a.m., Wednesday, Oct. 6, in the Union Bldg, Parlors. A color film produced by WMBS, "Cowles House—Art in Residence," will be shown and Mrs. Wharton will speak briefly about the film. For reservations or more information, call Mary Ramire, 3-4330.

BOTANICAL CLUB The Red Cedar Chapter of the Michigan Botanical Club will begin the fall season with a short business meeting at 7:30 p.m. Tuesday, Oct. 5, in 204 Horticulture Bldg. Gerhard Schneider, associate professor of forestry, will give a talk on flora in Michigan hardwood forests. Anyone interested in learning about the club is invited.

FACULTY WOMEN MEET The Faculty Women's Association will hold its annual dinner meeting Thursday, Oct. 7, at the University Club. A social hour will be held at 6:30 p.m. Speaker after the 7 p.m. dinner will be Dorothy Arata, assistant provost and professor of human development, on "Advising—Academic Counseling Substance." Reservations should be made by Monday. For more information, call Helen Hines, 3-0756.

AAW SELLS BOOKS The American Association of University Women will hold its annual used book sale at Meridian Mall Oct. 14 through 16. More than 12,000 books—fiction, nonfiction, children's and religious books, biographies, classics, texts, encyclopedias, hundreds of paperbacks and magazines—will be available 10 a.m.-9 p.m. Thursday and Friday; 10 a.m.-5 p.m. Saturday. Proceeds from the sale are used for national and local fellowships. For more information, call Mrs. Robert Wenner, 337-2293.

COMPUTER LAB CLASSES The Computer Laboratory's orientation and tutorial program regarding the use of the computing facility will begin Oct. 4 with an orientation at 4:30 p.m. in 331 CC. Optional classes, continuing throughout the term, include a series on statistical programming, the BASIC programming language, FORTRAN short course, COBOL short course, OPTIMA (linear programming), SNOBOL 4, APL, PLANET (computer-aids instruction), conversational language, and the SCOPE operating system. Registration is not required. For more information, call 3-3975.

For general information about MSU, call 353-8700.