Small colleges to undergo evaluation

Three committees have been selected to begin what is expected to be a year-long study of the three residential colleges. The committees are to determine the “successes or failures of students with respect to their individual missions,” according to a report compiled by the Provost’s Office.

Selection of the three colleges it has been understood that each would be evaluated after each had graduated its first class. Justus Merrill College enrolled its first class in fall, 1965; Lyman Briggs and James Madison Colleges enrolled theirs in fall, 1967. All three have now graduated at least one class.

In June, the University’s Educational Policies Committee again recommended the evaluation of the three colleges. And in March, 1971, the provost gave the evaluation top priority. His office has been working with the three deans since then determining procedures, outlines and a time scale.

THE COLLEGES will be studied separately, compared with: Comparable academic programs, with each other in areas of common characteristics and with similar programs nationally.

Each five-member study committee, includes a representative of the provost’s office, the dean of the college, a faculty member from the college (appointed by the provost from a panel of three nominees from the college faculty); one faculty member from outside the college “who has demonstrated knowledge, competence and an intellectual interest in undergraduate education” (appointed by the provost from a panel of 15 faculty, five of whom were proposed by arts and letters, social science and natural science, and five nominated by the residential college but not including anyone ever employed by a residential college); and one student “chosen for demonstrated interest, understanding and stature among his peers.”

Broad student participation has been provided with panels of eight to 10 students to be set up to consult with the student committee members. Three consultants from outside the University will also be appointed to study specific issues.

A FIVE-PAGE GENERAL outline for the studies has been developed by the provost’s office and the three deans. It includes:

- The mission of the college, including purposes, objectives and aspirations.
- The image of the college - self, intra-University, inter-University and in the world.
- Curriculum and instructional development; research; relationship to other departments and colleges.
- Also: The residential community, in terms of characteristics, interactions, etc.
- The student - characteristics, perceptions, attitudes, values and alumni careers.
- The faculty - characteristics, perceptions, interaction with student, commitment to students, attitudes toward governance and curriculum, advising.
- And: Organization and administration of the college; resources in terms of faculty, load evaluation, use of funds, etc.

THE COMMITTEES will use seven kinds of reports during the evaluation: From the three deans, from faculty and students (as groups), from individual students and faculty, field studies (of other institutions), interviews (by non-collegial faculty member of faculty and staff in the college under study), and consultant reports.

The three study committees will together make cross-college comparisons. Each committee’s final report will be submitted for acceptance in principle by the colleges and the provost. Implementation of recommendations would then be assigned to various units, such as the provost’s office, the deans, college

(Continued on page 5)

Inside . . .

- Faculty salaries, page 2
- Highway testimony, page 4
- Grade report due, page 5
- Board meeting, page 6

C-T raise clarification

Although the step raise plan for clerical-technical employees reported in last week’s (Oct. 19) News-Bulletin remains technically in existence, C-T workers will NOT receive any step raises before the federal wage freeze is lifted. The status of the C-T raise plan beyond the freeze’s end (Nov. 13) hasn’t been determined.

Officials in the Personnel Center reported that raises prescribed in the detailed raise plan during the freeze took effect, although none have been given.

The freeze, coupled with the University’s possible loss of up to 3 per cent of its state appropriation, makes the future uncertain. Nonetheless, C-T’s were eligible for the 7 per cent retroactive raises approved earlier this month.

The administrator-professional merit raise schedule was earlier suspended for the current fiscal year.

Vol. 3, No. 5
Michigan State University
Oct. 21, 1971

Open enrollment starts next week
for newly expanded benefits

The annual faculty and staff open enrollment for insurance benefits will be held again by the Benefits Division beginning next Monday (Oct. 25) and continuing through Nov. 5.

Three major benefit improvements are featured:

* Effective Dec. 1, an accidental death and dismemberment rider will be added to all Lincoln Life insurance policies for employees under 65. There is no additional cost for this feature, which doubles the amount of coverage if death is due to accidental bodily injury.

* For the first time, labor employees (except for AFSCME members, who are restricted to Blue Cross/Blue Shield by contract), may select hospitalization insurance coverage under the TAAS Major medical program, in addition to either the basic American Plan or Blue Cross/Blue Shield. Gary Ponor, director of staff benefits, has recommended that all non-AFSCME labor employees examine their current hospitalization programs and make necessary changes during open enrollment.

* Thanks to “extremely favorable claim experience,” the cost for long-term disability is being reduced by 50 per cent, effective Dec. 1. All full-time employees, retired, temporarily disabled, and the self-employed should consider enrolling in the long-term disability plan, Posner said, because of the substantial cost reduction.

Frederick D. Williams, chairman of the faculty affairs and faculty compensation committee (FAFCC), and his group urges all nonparticipating faculty “to give serious consideration to joining these programs” (Lincoln Life Insurance and long-term disability). He noted that a large number of faculty do not now have long-term disability, “an important kind of coverage, particularly for younger faculty.”

Williams added that the FAPCC will continue to cooperate with staff benefit officials in studying the various benefit programs.

William D. Kenney, president of the Administrative-Professional Association, said the group “strongly endorses the long-term disability program.” He encouraged all A-P employees “who do not now have this income and protection plan to sign up during the open enrollment period.

Kenney also said the A-P Association has proposed that the University pay the full long-term disability contribution for A-Ps. “We hope they will do so in the near future,” he said.

Details on the benefits are described in open enrollment brochures already sent to faculty and staff. Answers and assistance are available from the Staff Benefits Division, 344 Administration Building, 353-4434.

Faculty salaries: No one’s quite sure about the rules for publication

The question of publishing faculty salaries goes back so far that few, if any, people at the University know what the standing rule is on the matter.

University Attorney Leland W. Carr, Jr. told the trustees that he thought the original decision not to publish salaries was made by an early Board of Trustees action and that a decision to release such information now should come from that same board, and not from any individual action. But Trustee Chair White has already released a salary list to the State News.

Executive Vice President Jack Breslin, who is also secretary to the Board, reports that there is no Board action recorded but that former President John Hannah used to announce frequently at the public meetings that the salary information provided in the board agenda was confidential. Hannah requested

See “Forum” on page 2 membros of the press who received the agenda to respect the confidentiality of that information.

This was confirmed by W. Lowell Treaster, director of information services, who distributes agendas to the press at Board meetings.

Assistant Provost Herman King said that “apparently many years ago,” the University published a list of salaries without names, but he does not know what was done with the list or why it was discontinued.

Faculty salaries were published by an early Board of Trustees action in the Financial Report of the University (then Michigan State College) until 1945. Salaries were also broken down according to teaching and research functions of the individuals at the various ranks, though no names were ever published.

After 1945, salary figures were lumped into one large budget request figure for staff salaries.

At any rate, Provost Canton requested that the faculty be allowed to

(Continued on page 6)
Is it beneficial to publicize salaries?

No, says economist

1984 is 13 calendar years away but seems closer. Our private lives are becoming public property, properly the property of the public, whatever that is. The government has records of our incomes, the number of our children, our marital history, the number of bathtubs in our homes, and in many cases the goings-on in our bedrooms. Listeners might be available to bring our slightest whisper to a case, so publicizing salaries may be the least competent and productive of disappearing details.

Has the respect for the rights of privacy declined so far? True, publishing salaries would permit minority groups to identify discrimination more easily, yet is that not the only means of detecting bias? Nor would complete salary information be an infallible guide to prejudice.

Publishing salaries would not only be another, step in converting our private lives to public ones, but it would also hurt some of our colleagues, and lower the quality of academic life. The person who is paid the least for his rank would suffer, since being paid less would be viewed as a signal that he has considered the least competent and productive of his colleagues. Consider the jealousies that publicized salaries would create among members of the same department. "Why is he getting $200 a year more than I am?" I wrote three articles last year in the Journal of Education, and he only produced a monograph on micro-trampetry.

Publishing salaries thus destroys personal privacy, will publicly disgrace some, and no doubt will cause endless derision and rancor. Traditionally, the academic community has supported the rights of the individual. Let us continue to protect individual rights. -THOMAS MOORE

Chest information challenged

To the Editor:

Your recently published article (News-Bulletin, Oct. 14) on the gun control controversy involving Community Chest contains some inaccurate statements that I should like to correct. The National Council on Crime and Delinquency did not rescind its anti-gun policy but only moved to "take no assertive action" to promote its present policy. It will, however, include a registration of all guns, rifles, shotguns, and pistols and licensing of all gun owners.

When the full Board of NCCD meets in Chicago on Oct. 21-22, they will vote on replacing their present policy with the one you found enclosed together with our annual report.

Sue Smith

Associate editor: Sue Smith

Editorial offices: Rooms 323 and 324, Linton Hall, Michigan State University East Lansing 48823, Phone 355-2285.

Published weekly during the academic year by the Department of Information Services.

SECONDARY ED. SPACE AVAILABLE

A limited number of spaces has been opened in secondary education at all class levels. The following procedures for this fall have been released by the provost's office.

APPLICATION PERIOD—NOV. 8-19

Students who wish to request a major change to a secondary teacher preparation program should report to the department of the teaching major during the period Nov. 8-19.

PROCESSING PERIOD—NOV. 22-29

Limitations exist in all majors. For detailed information on candidates will be made by the department representatives.

Students will be notified regarding admission to the major of their choice. Written authorization to process all approved major changes will be given to the student by the appropriate department. The student will present this authorization to the appropriate Counseling Center office or assistant dean's office to initiate the change in major.

The Forum is intended as a platform of opinion for readers of the News-Bulletin. Comments and letters to the editor, may be addressed to the editor, Room 324, Linton Hall. We reserve the right to edit contributions when necessary to meet space and other requirements.

Editor's note: The proposed NCCD gun control policy enclosed by June includes five recommendations for federal, state and local gun control legislation. SAM contends that the recommendations place "too much emphasis...on the control of firearms...and too little on the control of those who make criminal use of firearms and persons who are delinquent." And SAM expresses concern over the fact that NCCD is partly financed by the United Fund. Last week's News-Bulletin went to press too early to report that directors of the Lansing United Community Chest voted not to provide any of its funds for use by the NCCD. The percentage of local Community Chest collections normally forwarded to the Michigan United Fund to help support the NCCD would be about $3,500.
In considering reappointment

Natural science uses new procedures

Natural science is one of the first departments to deal with new procedures on reappointment of nontenured faculty since rules were changed last spring to require that reasons be given for nonreappointment.

The Ad Hoc Committee for Reappointment and Tenure has spent about 590 manhours since Sept. 20 considering the reappointment of three nontenured faculty in the natural science department, and much of that time has been spent discussing procedures, according to Lincoln Pettit, professor of natural science and chairman of the committee.

The natural science faculty approved guidelines earlier this year, and the Board of Trustees decided reasons should be given in cases of nonreappointment. Those guidelines have been put into practice this fall.

Substantive content of the discussions on the three cases is confidential, Pettit said, but general nature of the procedures used is "public property," and may benefit other departments. More detailed deliberations on procedures may be obtained from the minutes of the committee's meetings.

The PROCEDURES WERE:

The ad hoc committee (established in the department bylaws to include all 38 nontenured faculty in the department) conferred with the three candidates in terms of their files (which contain credentials, accomplishments, reprints, student evaluations, etc.). The three candidates were William L. Downes, Ellen K. Van Tassel, and Lorenz Martin, all assistant professors.

The conferences were followed by closed sessions to discuss the "validity of the assertions and the quality of the vita," Pettit said. The first ballot included a tentative set of reasons with each negative vote.

A 60 percent vote is required for reappointment. Failing that, the reasons are transcribed and made available to the candidates and to the committee, upon written request.

The candidates were allowed to speak to the reasons. A vote to reconsider two cases was approved to allow further discussion. (The third case — Mrs. Martin — had been recommended for reappointment at first point; the other two were still being considered.)

Following discussion, Pettit said, a second ballot was taken and some of the tentative reasons which had been unacceptable to the candidates were removed. The second set of reasons (which again accompanied a vote which was less than 60 percent in favor of reappointment) is also available to the candidates upon request.

The committee's recommendation was not to reappoint Downes and Miss Van Tassel.

The committee did not establish a set of criteria for reasons (i.e., what sorts of reasons are or are not acceptable cause for nonreappointment), but followed instead the standards recognized in the profession, according to backgrounds, talents and personal views, Pettit said.

RECOMMENDATIONS OF the ad hoc committee were sent to the Department Council (a five-member department advisory committee) for consideration. The council's recommendation then went to the department chairman, who forwarded his recommendation to the dean of University College Tuesday. The recommendation must be forwarded now to the provost, president and finally to the Board of Trustees.

Appeal opportunities en route include, first, the faculty affairs committee within the department (which includes three tenured faculty members) and the University Faculty Tenure Committee.

When the Academic Council, Senate and trustees decided last spring to give reasons for nonreappointment, faculty requested a set of grievance procedures. Interim grievance procedures have been proposed by an ad hoc committee, but these have not yet been considered through University channels. In the meantime, the procedures for dismissal of tenured faculty are to be used; this was recommended by the faculty tenure committee last spring. Provost John Cantlon told the trustees last week.

The procedures for dismissal of tenured faculty, approved by the trustees in May 1967, provide for a hearing initiated by the provost or unit head, following a preliminary conference between the faculty member and the "appropriate administrative officer or officers."

The hearing committee would consist of members of the faculty tenure committee who are active at the time final proceedings are initiated. Details on the hearing procedures are available through the provost's office.

—BEVERLY TWTCHELL

Capital outlay needs listed

The University's 1972-73 long-range capital outlay needs, as submitted to the Bureau of the Budget and approved Friday by the Board of Trustees, strongly resembled previous requests according to Executive Vice President Jack Breslin.

Major priority changes include the proposed Performing Arts Center, which moved from ninth to fourth position, and proposed law school facilities, which moved from 17th to sixth position.

<table>
<thead>
<tr>
<th>PROJECTS</th>
<th>Request Year</th>
<th>1972-73</th>
<th>1973-74</th>
<th>1974-75</th>
</tr>
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<tbody>
<tr>
<td>1. MBA Power Plant '65-Unit 3</td>
<td>Appropriated $500,000</td>
<td>Request $2,499,000</td>
<td>$6,087,000</td>
<td>$5,063,000</td>
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<td>2. NC Life Science II</td>
<td>Gifts and Grants $10,000,000</td>
<td>Appropriated 750,000</td>
<td>Request 1,500,000</td>
<td>3,100,000</td>
</tr>
<tr>
<td>3. MNS Erickson Hall Air Conditioning</td>
<td>Appropriated $35,000,000</td>
<td>Request 500,000</td>
<td>187,000</td>
<td></td>
</tr>
<tr>
<td>4. P Performing Arts Center</td>
<td>Gifts and Grants $7,000,000</td>
<td>Request 30,000</td>
<td>1,540,000</td>
<td>1,750,000</td>
</tr>
<tr>
<td>5. P Communication Arts</td>
<td>Request 50,000</td>
<td>1,550,000</td>
<td>2,200,000</td>
<td>2,200,000</td>
</tr>
<tr>
<td>6. P Law School</td>
<td>Request 30,000</td>
<td>570,000</td>
<td>1,200,000</td>
<td>1,200,000</td>
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<td>7. MA Health Science - Renovation</td>
<td>15,000</td>
<td>400,000</td>
<td>885,000</td>
<td>8,000,000</td>
</tr>
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<td>8. P Public Safety</td>
<td>Request 10,000</td>
<td>465,000</td>
<td>465,000</td>
<td>8,000,000</td>
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<td>9. P North Campus Chilled Water System</td>
<td>Request 30,000</td>
<td>470,000</td>
<td>1,525,000</td>
<td>4,000,000</td>
</tr>
<tr>
<td>10. P Physics-Astronomy</td>
<td>Request 125,000</td>
<td>1,875,000</td>
<td>3,000,000</td>
<td>4,000,000</td>
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<tr>
<td>11. P Business</td>
<td>Request 30,000</td>
<td>1,350,000</td>
<td>800,000</td>
<td>1,800,000</td>
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<tr>
<td>12. MA Water Reservoir Expansion</td>
<td>Request 200,000</td>
<td>600,000</td>
<td>800,000</td>
<td>800,000</td>
</tr>
<tr>
<td>13. P Plant Sciences</td>
<td>Gifts and Grants $1,000,000</td>
<td>Request $50,000</td>
<td>$1,950,000</td>
<td>$2,500,000</td>
</tr>
<tr>
<td>14. P Science Library</td>
<td>Request 40,000</td>
<td>1,200,000</td>
<td>1,600,000</td>
<td>1,600,000</td>
</tr>
<tr>
<td>15. P Child Development Center</td>
<td>Request 25,000</td>
<td>775,000</td>
<td>1,500,000</td>
<td>6,500,000</td>
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<tr>
<td>16. P Biophysics</td>
<td>Request 40,000</td>
<td>1,200,000</td>
<td>1,600,000</td>
<td>1,600,000</td>
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<tr>
<td>17. MNS Shaw Lane Power Plant Conversion</td>
<td>Request 600,000</td>
<td>600,000</td>
<td>8,000,000</td>
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<tr>
<td>18. P Computer Center</td>
<td>Request 50,000</td>
<td>2,200,000</td>
<td>3,750,000</td>
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<td>19. P Greenhouse-Herbarium</td>
<td>Request 35,000</td>
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<td>20. P Bee Maintenance Garage</td>
<td>Request 900,000</td>
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</tbody>
</table>

KEY: MBA—Major renovations and alterations; NC—New construction; P—Planned.
The highway hearing: No consensus

As some 500 persons watched in two sessions, more than 40 persons presented testimony in last week's public hearing on the proposed cross-campus highway. Here are excerpts from some of those presentations.

"It is quite obvious that there is a multiplicity of alternatives (to the proposed highway) that could be investigated. However, in our opinion, there is no alternate that can possibly be as acceptable to all parties as the proposed location immediately north of the Grand Trunk Western Railroad..."

"It does not involve any University buildings and is the least disruptive to both existing and future campus development, because this has been part of MSU's master plan for many years. By following the railroad across the entire campus, it will not create still another barrier to future development...

"The alternative itself, though in itself, is adequate justification for approving the route. However, the benefits to the overall community should be given equal consideration. MSU is a major part of the community and the major cause of the traffic problem. Therefore, it should be a major contributor to the solution..."

"-JOHN P. WOODFORD, deputy director and chief engineer, Michigan Department of State Highways.

"Universities have, for years, been known as the seat of enlightened and futuristic thinking where individuals and concepts were not bound to a position of which are overloaded even today..."

"Twenty years ago, it is doubtful that this controversy would have taken place. Open land, like the buffalo herds of years before, appeared to exist in endless supply. Today, people are more aware and sensitive to the fact that open space is in critically limited supply...

"It has been apparent that the highway department's presentation indicates implicit acceptance of the perpetual use of motor vehicles for transportation. Someday soon, we must realize that simply routing routes and more automobiles, faster and faster, across a desolate expanse of concrete is not the solution. Alternate transportation methods must be sought..."

"-PAUL H. RISK, for the Faculty Environmentalists.

"Failure to construct the cross-campus facility will result in severe overloading of all other east-west routes (according to projections to 1990). The cross-campus route would facilitate extension of the east-west portion of I-496 across the eastern half of the metropolitan area..."

"Convenient and rapid access could be offered to various high traffic points..."

"This facility could be used by an express bus service which would afford economical, rapid and convenient access..."

"-The Tri-County Regional Planning Commission.

"The position of this committee is: 1) As a social value judgment, the highway is not in the best interests of the campus community - based on the potential disruption of normal campus activities, aesthetic and recreational considerations, the apparent lack of support for the project by those who live and work on campus, and the planning and economic issues raised by the (Linda) Gortmaker letter to the editor in the State News, June 4, 1971. 2) From an environmental perspective, the proposed route is unsuitable in light of recent discoveries concerning noise pollution..."


"The legal obstacles to the proposed route may either significantly delay the project or perhaps prevent it entirely. 4) Alternative routes or a completely concealed tunnel should be considered..."

"-LEIGHTON LEGHITY, Committee on Forensics and Environmental Quality, MSU Center for Environmental Quality.

"The proposed route poses no environmental threat to the campus and its students. It will alleviate major traffic problems which are annoying and abiding. It provides ready access to the thousands who visit the campus, and it provides the same freedom for those who simply wish to pass through. There are no viable alternatives remaining..."

"-THEODORE W. SWIFT, attorney for the Charter Township of Meridian.

"There has been no evidence submitted to indicate that the University will not continue to grow as a major traffic attraction in the region..."

"There has been no evidence submitted to suggest that some mass transit scheme will transport people to and from the campus to all parts of the state in lieu of a highway system. Under these circumstances and because of the harmful effects of continued use of Grand River Avenue in ever greater measure and because no suitable alternative routes have been suggested which would be helpful or acceptable to the greater metropolitan area, the City of East Lansing supports the Michigan State Highway Department's plan and strongly urges the trustees of MSU to reconsider their action on the cross-campus highway..."

"-JOHN PATRIARCHIE, City Manager of East Lansing.

"Fortunately, there is an alternative route for a boulevard type thoroughfare across the campus. It (could) run from Harrison Road to Hagadorn Road along the south side of the Grand Trunk Railroad tracks... The route (south of the tracks) provides a unique opportunity for all parties concerned - the University, the highway department, the City of East Lansing and Ingham County..."

"...to work creatively to develop a thoroughfare which will serve the traffic needs of both the area around the University, the cross-campus traffic and the campus itself..."

"This route will probably cost more than the highway department's route, but costs should not be the only consideration..."

"-DANIEL K. KRUGER, professor of industrial relations.

"...we do not find that we have a consensus to offer, after earnest deliberation at our meetings..."

"-ANNE C. GARRISON, chairman of the University Building, Lands and Plans Committee.

"IRS drops football for a loss

Football programs will return to their pre-1971 price of 30 cents for the remainder of the current season. And faculty and staff may resume using parking gate cards as University bus passes, at least until Nov. 14.

Both actions, announced this week by the Executive Group, are the result of oral rulings under the federal price freeze. The group reviewed two oral rulings from the Internal Revenue Service that were made because of complaints to the IRS that MSU had violated income guidelines in the football and bus pass cases.

Robert Perrin, vice president for University relations, said that MSU "believes that its initial decisions in both instances were well-founded." But he added: "Nevertheless, rather than go through a lengthy appeal of the rulings, we will abide by them..."

"He said that printing cost increases and reduced net program revenues had dictated a change in the program price (from 50 cents to 75 cents) by early summer. "The program cover for all games showing the new price were actually printed in July," he added.

Revocation of gate card-bus pass privileges had been recommended by the All University Traffic Committee last April and was approved by the trustees in May. Implementation was delayed until September when faculty and staff purchased new cards.

Perrin said the action was taken because of increased use of the cards as bus passes by unauthorized persons, and because the bus system -- supported entirely by paying riders -- received no revenue from gate card-holders.

While revocation of the privilege did not increase revenue to the bus system, he said, the IRS chose to interpret the change as a "reduction in service." It is likely that the prohibition against gate card sales will be resumed after the freeze expires on Nov. 13.
End the 4.5?

Trying to check scholastic ‘inflation’

The University Educational Policies Committee (EPC) last week approved a proposal to eliminate the 4.5 grade from the University grading system. It is expected to be presented to the Academic Council on Nov. 2.

The proposal was studied by an EPC subcommittee chaired by Willard Warrington, provost, and evaluation services in University College, and was based on the following rationale:

* The grade works to the disadvantage of students seeking entrance in professional schools and some graduate schools (some schools are reported to have equated all 4.5 grades with 4.0 grades, lowering graduations’ averages).
* The 4.5 is used unevenly by instructors. Some don’t use it at all; others use it as their minimum passing grade, the top of the honor grade, etc. (The 4.5 was originally intended for use in rare cases for exceptionally high performance. Some instructors have even given classes blanket 4.5’s.)
* There are no established upper limits. The range varied sharply during the period between 1967 (before introduction of the 4.5 grade) and 1971. While the number of 4.5 grades given is only 2 percent of all grades given, the existence of the grade may affect the giving of higher grades throughout the system, EPC said.
* The 4.5 has contributed to severe difficulties in determining the designation of honors, particularly for students who have an accumulative grade-point average higher than 4.0. Such an accumulation is not supposed to be allowed under current grading regulations.

Vice President for University Relations Robert Perrin was quoted on the problem in an August report on grades by Assistant Provost John Dietrich. Perrin said that last spring and this fall’s 4,000 student had averages of 3.5 or higher.

“Out of an undergraduate student body of 29,000,” he said, “the honors list would seem disproportionately high and to have lost some of its meaning.”

Another factor cited is that 100 or more honors students is at graduation level, Perrin said. “The criteria used for this list is a 3.0 for honors and 3.5 for high honors. With the overall GPA about 2.77, it doesn’t seem right for a student with a 3.0 GPA to be graduating with honors.”

Perrin continued:

“This term’s list (Spring, 1971) represents students that have been under the 4.5 system for three years. There is an unusually high number of students graduating with honors or high honors. Total undergraduates processed was 4,624 - 857 with honors, 573 with high honors. About one-fourth of the graduates are honor students.”

Elimination of the 4.5 grade has been supported by the Graduate Council. It was also discussed with officials from the Placement Bureau and with data processing.

Possible elimination of the 4.5 grade also is under consideration by the EPC and should be discussed at the committee’s meeting today.

MSU’S GRADING SYSTEM was revised in 1967. At that time it was decided that the system would be reviewed annually, and data have been gathered each year since the new system was instituted. Following are spring term grade averages for 1967, 1969 and 1971. The 1967 figures average shows grading before the new system was introduced.

<table>
<thead>
<tr>
<th>Year</th>
<th>Undergraduate</th>
<th>Graduate Professional</th>
<th>Master-Doctor</th>
<th>Total Campus</th>
</tr>
</thead>
<tbody>
<tr>
<td>1967</td>
<td>2.49</td>
<td>2.88</td>
<td>3.42</td>
<td>2.59</td>
</tr>
<tr>
<td>1969</td>
<td>2.68</td>
<td>2.91</td>
<td>3.55</td>
<td>2.76</td>
</tr>
<tr>
<td>1971</td>
<td>2.58</td>
<td>2.94</td>
<td>3.64</td>
<td>2.96</td>
</tr>
</tbody>
</table>

The figures are from a report by the Office of Evaluation and Research. That report said that prior to 1967 (and thus prior to implementation of the new grading system) there was no discernible trend and virtually no variation in averages.

A study by Lou Anna Kimsey of the Office of Institutional Research compared cumulative percentage grade distributions in the teaching colleges in 1967 and 1969. It showed almost no shift in faculty grading practices, although the overall GPA increased from 2.48 to 2.68. Miss Kimsey concluded that inflation of the GPA is “partially a function of faculty utilization of the half-step options which were not available in 1967. Thus the inflation on the GPA is partially a scalar phenomenon.”

She also concluded that the 4.5 could cause an upward psychological transfer, inflating the GPA because of an unequal transfer of lower grades to middle options. Rise in the GPA indicates that the reverse possibility -- transfer of higher grades to middle options -- has not taken place.

Miss Kimsey thus reported that adding half-steps between the existing whole numbers of the old grading system did not alter the system, but that inclusion of the 4.5 grade caused an upward psychological transfer.

Her study also found that grade distributions were stable at the lower end of the grade scale, but that inflation of the GPA was partially caused by the shift of the grade distributions that has occurred between the 4.0 level and the 2.5 level; and that inflation of the GPA could be caused partially by the increase in the use of better grades (for example, a student who was an 1--incomplete -- would have a higher GPA than if he were given a 1.0 or below).

Based on her study, Miss Kimsey also concluded:

* The Minimum Academic Progress Scale (MAPS) was built on 1967 grade-point average assumptions, and was tested in 1968 prior to significant and continuing rise in the all-University grade-point average.

* The Minimum Academic Progress Scale does not establish minimum academic requirements to the degree that previous requirements in all years prior to 1967 served this purpose.

MAPS is scheduled for review by the EPC during this year, according to a report to the Faculty Steering Committee by EPC Chairman W.D. Collings, professor of psychology.

A summer study of MAPS by Arvo E. Juola, professor in evaluation services, showed that new freshmen would probably be better served if both the total aptitude test and the MSU reading test had in 1970-71 a 70 percent chance of obtaining a 2.0 average for male students and a 71 percent chance of maintaining a 2.0 average for female students. The percentages compare with 1961 figures of 22 percent for both males and females.

Juola, quoted in the Dietrich report on grades, said: “The trend is clear. We are rapidly approaching the stage where minimal academic requirements for the University, for practical purposes, will be nonexistent.”

### Education enrollment shows students are not ‘opting out’

The College of Education’s enrollment patterns are changing. Uni-college students are not “opting out” of education because of the bleak job market as educators predicted this summer. Students are, however, picking their major within education more carefully.

The special education option is experiencing the greatest influx of additional students, according to Kenneth L. Harding, coordinator for undergraduate student affairs in the College of Education.

“Prior to the first time,” Harding states, “the number of special education majors exceeds elementary education majors at the freshman level.”

He explains that the preliminary figures show an approximate 50 percent increase in students enrolled in special education. This year there are more than 900 students, compared to 593 last year.

Charles V. Mange, director of special education, suggests two major factors contributing to this shift:

* The students know the job market is better in this area,” he says. “There were four vacancies in special education for every graduate registered in this area at the Placement Bureau in 1970-71. This career choice is also probably related to the heightened social awareness exhibited by young people today.”

Mange explains that “one goal of the U.S. Office of Education is to provide full educational service to the handicapped by 1980.”

Nationally, only one-third of such persons are currently being reached.

* This figure jumps to two-thirds in Michigan, however, and Mange predicts that the Michigan market will soon be saturated.

“Already, our training programs are saturated and we will not be admitting new students for some time.”

### New it’s stereo

WKR-FM is now offering stereo broadcasting after considerable technical renovation of its studies. Programs enhanced by stereo include the Boston and Cleveland Orchestras, Music from Interlochen, Jazz, Music from Rochester, Listener’s Choice and Music Theatre.

### Concert tonight

Pianist Ralph Votapka will be heard in concert tonight at 8:15 in the Music Auditorium. The concert, free to the public, features the works of Bach, Chopin and three 20th-century composers.

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*End the 4.5? is from the Oct. 21, 1971, issue of the *MSU News*.*

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**Small colleges to be evaluated**

**Concluded from page 1**

committees on University agencies.

The recommended scale for the studies is approximately two weeks behind so far, but it calls for establishing three-vacancy committees by Oct. 1, 1971; development of evaluation plan and inquiring data search from Oct. 1 to Dec. 15, 1971; preparation of materials from Dec. 15, 1971 to Apr. 1, 1972; and evaluation, hearing and writing reports from Apr. 1, 1972 to Oct. 1, 1972.

**Members of the three study committees are:**

- Lyman Briggs College: Assistant Provost Dorothy Arata, representing the provost’s office, chairwoman.
- Dean Frederic B. Dutton; James Arata, representing the provost’s office, chairwoman.
- Dean; Kenneth L. Harding, coordinator for undergraduate student affairs in the College of Education.

- James Madison College: Assistant Provost Robert Davis, provost’s office, chairing; Acting Dean Robert F. Banks; John Paynter, faculty; Philip Marcus, professor of sociology, nonresidential college faculty; student to be elected after Nov. 1.

- Justin Morrill College: Assistant Provost John Dietrich, provost’s office, chair; Dean D. Gordon Robinson, Gay Behler, student; James Gearley, faculty; Jack Bain professor and acting chairman of communication, nonresidential college faculty.

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**BEVERLY TWEITCHELL**
More Chest data offered

The following question-answer series is the second of two articles dealing with information on the Lansing United Community Chest and MSU's own Campus chest campaign.

Q. How Do Voluntary Chest Agencies Relate To Government Agencies? Is There Not Duplication?
A. Government programs are intended to add to - not to duplicate - services that voluntary and other existing agencies are offering. A project is approved if it duplicates, reduces or eliminates existing services. The law specifies that federal funds (Office of Economic Opportunity) cannot be used to support established voluntary programs, but must be used for "new or innovative anti-poverty projects among residents of blighted areas."

Q. Why Do Some Agencies Charge Fees?
A. A Chest policy urges agencies to charge those with economic ability to pay full or part costs of the services rendered, but the condition is that the project is extended to those who cannot pay. UCC contributors pay the cost of "free" services to people "to help them help themselves."

Q. What Are The Administrative Costs Of The Chest?
A. Ninety-one cents of each dollar contributed goes to the Chest agencies. The remaining 9 cents pays for the year round administration, accounting, education and campaigns.

Q. Who Pays For The Downtown Campaign Lunches & Meetings?
A. An official policy adopted by the Chest board prevents the use of contributed funds to pay the cost of campaign meetings. Any costs above those paid by volunteers themselves must be met from the sources which do not in any way represent a contribution loss.

Q. Who Determines The Overall Goal For The Chest Campaign And The Goals Of Divisions? How Are Allotments To Different Agencies/Determined?
A. The overall goal for the Chest campaign is determined by a citizen group. The goal is set after a community-wide community. Documented budget requests from the affiliated Chest agencies are received and the overall plan is determined weighting this information against the amount of money likely to be raised. Goals of divisions and their units, e.g., the government and education divisions of which MSU is one unit, are derived after considering number of employees, ability to give, and past contributions. At the end of the campaign, allotments to different agencies are determined after careful review of the documented budget requests submitted by them.

Drive at 33 percent

After just 10 days of solicitations, MSU has reached 32.8 percent of its goal in the 1973 University Chest campaign Contributions collected through Tuesday (Oct. 19) totaled $66,707,69, reported by MSU's assistant comptroller; and expressed regret that he was not going to tell legislators what views he would hold or what opinions he should express.

Munn condition stable

The condition of Athletic Director Clarence "Biggie" Munn, who suffered a stroke on Oct. 7, is in his 18th year as athletic director after serving seven years as head football coach. Inquires about Munn's condition are still coming into the hospital, after an immediate and overwhelming nationwide response when news of his illness was made public. Within hours after his hospitalization, hundreds of calls were received by both the hospital and the University.

The Department of Information Services had to coordinate release to news media of information concerning Munn's condition, and the hundreds of messages were issued twice daily to wire services.

Salary information ...

(Concluded from page 1)

voice its opinion on the question, and the Faculty Affairs and Faculty Compensation Committee (FACOF) is undertaking a study to determine faculty opinion.

Sebastian literature. Professor of literature, chairman of the committee, said that he suspected the faculty would favor a compromise in an alternative ways of publishing salary data.

Some alternatives are, he said: Publication of average salaries by subject and detail; publication of salary data by department; publication of salary detailed salary data.

Salary information ...

Williams said the FACOF will consider alternatives, suggest a faculty vote, possibly conduct a hearing, then make a recommendation to the central administration. He said the committee had not yet set a deadline for making the recommendation.

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SAUSAGE SALE STARTING

The Food Science Club is now holding its annual sausage sale and orders will be taken through Nov. 17. The student organization suggests that it's a good time to purchase sausage for future holiday use. Price per pound is 80 cents and orders may be placed by calling 3-0764. The sausage will be available for pickup at the Meats Lab anytime after Nov. 22.

INTERNATIONAL SEMINARS

- **Sunday, October 24**
  - 8 p.m. Cultural Musicale "Some Day We Will Be Together." Five MSU nationality clubs present music and dance of their native countries. Kellogg Auditorium

- **Monday, October 25**
  - 9 a.m. Albert Ravenholt, American Universities Field Staff expert on China and Southeast Asia, lecture, 317 Bessey Hall
  - 11:30 a.m. Albert Ravenholt lecture. 128 Natural Science
  - 3 p.m. Dr. George Kline, Bryn Mawr philosopher, will lecture on the "Political Philosophy of Leszek Kolakowski." 101 S. Kedzie Hall
  - 7:30 p.m. Dr. George Kline will lecture on "The Poetry of Joseph Brodsky." 716A Wells Hall

- **Tuesday, October 26**
  - 4:30 p.m. Dr. Albert Holloway, lecture on "Social Welfare in Norway." 109 S. Kedzie
  - 7 p.m. South Asia film presentation. 102 B Wells Hall

- **OCTOBER 28, 1971**
  - 11:45 a.m. Wednesday, Nov. 21, in the Union Captain's Room. For more information, call 5-0920.

BOOK EXCHANGE

Faculty Folk Club members wishing to join the Book Exchange Interest Group this year may do so by calling Mrs. David R. Dickey, 323-4527, to make their book selection. Monday, Oct. 25, is the deadline for book selection.

**INTL GROUP MEETS**

The International Interest Group will meet at 1 p.m. Monday, Oct. 25, at the home of Mrs. Frederick Dutton, 931 Wick Ct. (of Eastern Hill Dr.). Mrs. Lynn Robertson will share her "Recent Impressions of Taiwan."
Friday, October 22, 1971

6 p.m. University Club Gourmet Dinner
6:30 p.m. Alumni Homecoming Banquet—Guests of honor will be the Honorary Alumni Award recipients, several university dignitaries and the Homecoming Queen. Social hour begins at 5:30 p.m. Kellogg Center Big Ten Room.
8 p.m. Planetarium Program—"Astrology and the Zodiac" explores the ancient art of astrology and the 12 constellations of the Zodiac. Admission is $1 for adults; 75 cents for children 5-12.
10 p.m. Planetarium Program (see above). Abrams.

Saturday, October 23, 1971

10:30 a.m. University Club program luncheon.
1:30 p.m. Football—MSU vs. Iowa. Halftime festivities for the homecoming game include presentation of the queen and performance by famed trumpeter Al Hirt. Spartan Stadium.
5:30 p.m. Planetarium Program (see above). Abrams.
8:30 p.m. Planetarium Program (see above). Abrams.
9:15 p.m. Parade of Bands—Al Hirt, backed up by Short Legs and the Saints, will be the main attraction. MSU's Symphonic Band and Marching Bands will also perform. Tickets available at Union Ticket Office. Auditorium.
10 p.m. Planetarium Program (see above), Abrams.

Sunday, October 24, 1971

8 p.m. Planetarium Program (see above). Abrams.
6:30 p.m. Lecture-Concert Series (Series "A")—During the first of two programs at MSU, the Chamber Orchestra of the Saar will feature works by Vivaldi, Haydn, H indemith and Bartok. Auditorium.
4:10 p.m. Honors College Lecture Series—Stephen Toulmin will talk on "The Individual Scientist and the Collective Enterprise." 1080 Wells Hall. Open to the public.
8:15 p.m. Lecture-Concert Series—The Chamber Orchestra of the Saar, in its second program, will present works by Bach, Vivaldi, Hindemith and Shostakovich. The orchestra is conducted by Antonio Janigro and will feature violinist James Buswell. Auditorium.
8:15 p.m. Faculty Recital—Baritone John Wiles will present a recital (see above). Abrams. Monday, October 25, 1971

4 p.m. Steering Committee of the Faculty will set the agenda for the Elected Faculty Council and Academic Council meetings on Nov. 2. 443A Hannah Administration Bldg.
4:10 p.m. Lecture-Concert Series—Stephen Toulmin will talk on "The Individual Scientist and the Collective Enterprise." 1080 Wells Hall. Open to the public.
8:15 p.m. Lecture-Concert Series—The Chamber Orchestra of the Saar, in its second program, will present works by Bach, Vivaldi, Hindemith and Shostakovich. The orchestra is conducted by Antonio Janigro and will feature violinist James Buswell. Auditorium.
8:15 p.m. Lecture-Concert Series—Baritone John Wiles will present a recital of German, French, Italian and English songs. He will be assisted by Jackson Berkey who serves as a rehearsal and tour pianist for the Norman Luboff Choir. Music Auditorium.

Tuesday, October 26, 1971

noon Faculty Club Luncheon—Guest speaker will be Myron Magen, dean of osteopathic medicine, on "The College of Osteopathic Medicine."

BULLETINS

BOARD MATERIAL DUE

Material for the November meeting of the Board of Trustees must be submitted to the Provost's Office or the Executive Vice President's Office by 5 p.m. Friday, Oct. 29. Material received after that date will be held for the December agenda.

POETRY READING

Stephen Dobyns, recipient of the 1971 Lamont Prize, will read from his poetry at 8 p.m. Thursday, Oct. 28, in the Union Green Room. His book, "V Concurring Beasts," will be published by Atheneum Press in January. The talk is sponsored by the English department.

VETS FOR PEACE MARCH

The Veterans' For Peace will have a contingent in Lansing's annual Vet ans' Day Parade Monday Oct. 25. All MSU faculty and staff interested may participate.

BRODSKI POETRY READ

George Kline, renowned specialist in Soviet philosophy, will give a lecture on "The Poetry of Joseph Brodski" at 7:30 p.m. Monday, Oct. 25, in 716A Wells Hall. The lecture is sponsored by the German and Russian department and the Russian and East European Studies Program.

8:15 p.m. Chamber Music Series—The Buswell Harrell-Carlin Trio, will make its first MSU appearance. The three young accomplished artists are violinist James Buswell, cellist Lynn Harrell and pianist Seth Carlin. Fairchild Theatre.

Wednesday, October 27, 1971

1:15 p.m. University Cinema—"Young People's Movie of Opera, Ballet and Symphony" presents excerpts from "Giselle," the opera, "Pagliacci" with Roberta Peters, and Beethoven's "Symphony No. 5" performed by the Berlin Philharmonic. Tickets are $1 at the door. Auditorium.

8:15 p.m. University Cinema—"Giselle," a film version of the famous ballet, features the American Ballet and stars Erik Bruhn and Carla Fracci. The color film won first prize in the 1971 International Dance Film Festival in Paris. Tickets are $1.50 at the door. Auditorium.

Thursday, October 28, 1971

8:15 p.m. Lecture-Concert Series (Special)—Five young concert artists will present an evening of chamber music in a "mostly Mozart" manner. All have appeared on nationwide TV and each is a prize winner in his own right. Featured will be Joyce Mathis, soprano; Hiroko Yajima, violin; Marcus Thompson, viola; Jonathan Abramowitz, cello; and Alan Marks, piano. Fairchild Theatre.

Friday, October 29, 1971

8:30 a.m. Planetarium Program (see Oct. 22), last weekend. Abrams.
8:15 p.m. Planetarium Program ("A")—Pianist Garrick Ohlsson, first prize winner of the 1970 Chopin International Piano Competition in Warsaw, will make his first MSU appearance. He is currently on a two-continent tour with more than 60 performances scheduled. Auditorium.
8:15 p.m. Faculty Recital—Organist Corliss Arnold will perform. Hart Recital Hall.
10 p.m. Planetarium Program (see above), Abrams.

Saturday, October 30, 1971

10 a.m. Performing Arts Company (PAC)—A special Children's Theatre production, "The Boy Who Cried Wolf" will take on a new twist—the children in the audience will be asked to take part in the play, first as villagers and later as sheep. Actors trained in improvisational techniques will guide the children through the story as it is performed around them. This is the first of several such performances. Admission is $1, 75 cents. Arena Theatre, Auditorium.
1 p.m. PAC (see above), Arena Theatre.
3 p.m. PAC (see above), Arena Theatre.
8 p.m. Planetarium Program (see above), Abrams.
8 p.m. World Travel Series—"High Adventures in Exploration" is produced and narrated by Capt. John Rosse. Tickets available at the door. Auditorium.
8 p.m. University Club Monte Carlo Party.

Football mums will go on sale Friday, Oct. 29, for this week's homecoming game against Iowa. The mums are $1.25 each, available from noon to 5 p.m. in 109 Horticulture. Floriculture Forum, a student organization, sponsor the annual project.

Mid-term grades will be delivered to departmental offices on Friday, Oct. 22. The grading system is printed on the face of each class card. Grade cards will be due back in the Registrar's Office by Friday, Oct. 29. For the convenience of the academic departments, the Office of the Registrar will make a pickup on Friday morning, Oct. 29, after 9 a.m. Otherwise cards must be returned to 150 Hannah Administration Bldg. no later than 11 a.m., Friday, Oct. 29. The returned cards will be redistributed to those who requested them on Monday, Nov. 1. If you have further questions, please call 5-9596.

Students and faculty in need of typists may contact the Student Employment Office, 5-9520. These students are qualified to type term papers, theses, etc. The office also has lists of students available for babysitting, housework and odd jobs.

For general information about MSU, call 353-8700.