**Prepaid health: 'A funny thing happened'**

The idea of prepaid health care at Michigan State is generating far more controversy than was expected when the concept was first introduced here early this year.

The latest development occurred only hours before the Board of Trustees was to hear a report and recommendation on prepaid health care at its meeting last Friday.

As Robert Perrin, vice president for University relations, put it, "some thing happened to this item on its way to the Board meeting."

In a recommendation that MSU proceed to Phase II of a series of phases which could lead to a prepaid plan on campus sometime in 1973. (In a prepaid program, subscribers pay a set fee to a group of doctors and other health professionals who then provide agreed-upon health services.)

The "funny thing" was the resignation last Thursday of six members of the November All University Health Center Advisory Board, which has been studying feasibility of the prepaid plan.

In their resignation letter to President Wharton, the six pointed out that they had not yet issued any report or recommendation on the issue, "although a report had been in its final stages." Placing the item (Phase II) on the agenda for approval, the group said, suggested that deliberations of the advisory board "will have been for naught, and that any further deliberation on our part would be futile."

The advisory board "is unanimously opposed to moving to the second phase of a prepaid program's development at this time," the statement said.

It was signed by Louise Bender, graduate student and chairman of the advisory board; Olaf Mickelsen, faculty representative; Robert L'Hermitte, administrating faculty representative; Katherine Murphy, chemical-technical representative; Harry Eckerover, hourly employees representative; and Jackie Roberson, minority undergraduate representative.

**PERRIN TOLD THE trustees that the resignations resignation by the group was the result of an unfortunate misunderstanding.**

/ion no way do we suggest that we implement a health plan in any form at this time," he said.

Perrin reported that while Phase I of the prepaid health study — a survey of students, faculty and staff health needs and attitudes — was not conclusive, the plan warranted a more detailed study.

Phase II, he said, would include a thorough investigation of what a prepaid plan would mean for MSU, with emphasis on development of alternative approaches, cost factors and organizational structure. The study would take about a year. Perrin said and should provide sufficient data to determine whether MSU should proceed with a pilot plan.

The study will be conducted by the new Center for Health Services Education and Research, a division of the College of Human Medicine.

**BENDER SAID MONDAY that if an objective study of prepaid health care is the goal, then an arm of the medical school "is the last place to send it."**

He said that the advisory board was prepared to recommend that it start all

(Continued on page 3)

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**MSU News Bulletin**

**Vol. 3, No. 10**

Michigan State University

Nov. 24, 1971

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**Trustees give green light to Ice Arena, all events and performing arts buildings**

The Board of Trustees Friday gave its go-ahead to planning for three major projects: An Ice Arena, an All-Events Building and a Performing Arts Center.

The Ice Arena—a 6,000-seat facility to be built on funds accumulated primarily through football ticket sales. Executive Vice President Jack Breslin said that "with good luck," the arena could be completed in time for the 1973 hockey season. The motion approving the arena was unanimously supported by Trustees Patricia Carigan, Blanche Martin, Frank Hartman, Don Stevens and Kenneth Thompson; Trustees Warren Huff, Frank Merriman and Clair White opposed. The All-Events Building, subject of a previous motion to go-ahead to planning for three events, was unanimously to reaffirm to deny. Phase II, he said, would include a thorough investigation of what a prepaid plan would mean for MSU, with emphasis on development of alternative approaches, cost factors and organizational structure. The study would take about a year. Perrin said and should provide sufficient data to determine whether MSU should proceed with a pilot plan.

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(Continued on page 2)

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**AC meeting is Tuesday**

Four items face the Academic Council when it meets Tuesday (Nov. 30) at 3:15 p.m. in the Con Cor Room of the Auditorium for Instructional Programs.

Depending on the action taken yesterday by the Elected Faculty Council, the Academic Council will hear either a status report on the proposed faculty grievance procedure, or the procedures should be re-born discussion but not action.

Other Council items are: A summary of procedures for selecting student representatives to the Council and committees, a report on the chairmen of the building, lands and planning committee on a proposed campus dog ordinance, and a report from the curriculum committee.
Grant will support task force study of lifelong education

MSU has received an $8,000 grant from the Kellogg Foundation to undertake a study of lifelong education, leading to a redefinition of adult and continuing education.

The task force will begin its work in January and complete its final report by April 1, 1973.

Wharton said that traditional continuing and adult education programs need a new focus and collection of primarily mobile, middle-class, professional groups.

He said that if MSU is "to maintain its high status and serve the citizens of our state," the University must create educational opportunities to the full range of individuals, particularly those "in the growing middle-class" who have been "educationally neglected.""

Wharton listed as "educationally neglected" the poor, racial minorities, physically handicapped, unemployed or unemployable, veterans, and widowed and divorced, the elderly, both retired and semiretired, the disadvantaged — low income inner-city and rural population, as well as migrant workers; minorities — black, Chicano and Indian; the obese — including labor, management, small businessmen and professionals; and women — housewives, mothers and professionals.

He said that some college education results in new demands for the updating of all types of professionals from engineers to doctors.

Similarly, the accelerating rate of technological and social change, he noted, has escalated special needs and provided man with increased leisure time to pursue something other than food and shelter.

The task force will include some 15 members: two deans, three faculty, three students, two alumni, five assistants in provost and the director of Libraries, Continuing Education and Cooperative Extension.

Wharton will be chairman of the task force and Msu's first contact for the outside consultant, who will be director of the lifelong education task force.

GOALS IN THE affirmative action plan are based on the assumption of static employment, predicted openings created through retirements and resignations, and University needs, the report states. Availability of qualified female applicants was shown by "Earned Degrees Conferred, 1968-69" published by the U.S. Department of Health, Education and Welfare was also taken into consideration.

The plan also recommends investigating all cases of apparent pay inequities in the faculty, A, P, CT and laboratory personnel.

President Whitman earlier directed a study to insure the equitable treatment of students, part-time employees in both academic and nonacademic positions since these employees are generally in our smaller pay scale.

The document listed several areas where MSU has already moved to correct past discriminatory policies.

** TO IMPLEMENT its goals, the affirmative action plan suggests eight points:
1. Hiring goals for women faculty will be closely monitored. Although these goals span three years, the Office of Equal Opportunity Programs will assess progress through a system of periodic reports on applicant flow and actual hiring. Monitoring will include emphasis on the hiring of minority women.
2. Possible salary inequities for women performing essentially the same work as men and continue to be explored, based on both analogous pay rates and individual complaints which may require further study. Data will be kept in short supply, as identified by "Earned Degrees Conferred."
3. Employing units will be encouraged to establish "hiring goals" for women in addition to "hiring goals" for minority women. These goals will be self-imposed and periodically reviewed. Women will be clearly identified in reports as those women who have been made "equal opportunity" by laws and regulations.
4. Colleges and academic departments will be urged to initiate procedures to encourage interested women, both graduate and undergraduate, to enter fields where women traditionally have been short in supply, as identified by "Earned Degrees Conferred."
5. Problem areas identified in the second report on the status of faculty and graduate students at MSU compiled by the OER, Institutional Research, will be followed up and necessary corrective action taken.
6. Efforts will be made to ensure equitable treatment for women employed in part-time or "temporary" positions in both academic and nonacademic areas.
7. The Committee Against Discrimination and the Anti-Discrimination Judicial Board will continue to handle individual complaints of discrimination. A Women's Advisory Committee will be established to assist the Office of Equal Opportunity Programs to better assess and deal with the concerns of women.
8. Concentrated attention will be given to the status of women in nonacademic administrative and clerical positions to insure proper promotional policies, and, as a result, greater administrative responsibility and equality of pay. Hiring goals for nonacademic women will be set.

** THE AFFIRMATIVE ACTION proposal underwent extensive questioning by Trustees Pat Carrigan and Warren Huff.

Carrigan said that the goals "don't move us as far along as we'd like to be," and she suggested that the word "minimizing" be replaced to "hiring goals" in the plan.

Huff contended that the index used in the plan (HEW's, "Earned Degrees Conferred, 1968-69") was inappropriate, since it was the product of normal pattern of discrimination against women in graduate schools.

Two proposals affect foreign grad students

Foreign graduate students were the subjects of two proposals passed by the Academic Council in its monthly meeting last week.

The council unanimously adopted a proposal by Professor Wharton allowing foreign students from developing countries to undertake their Ph.D. dissertation research in their home countries whenever feasible.

The length of required time to complete all requirements for the Ph.D. is usually so long as to keep candidates out of their countries long enough for these students to lose contact with current trends and problems in their home countries, said Richard Niehoff, assistant dean of international studies.

Niehoff added that this policy will in no way diminish the responsibility of the chairman or members of a scholar's committee, but will enhance the capacity of the foreign graduate student to do scholarly work more effectively in his home country.

The words "permitting and facilitating" were inserted at the request of Lawrence H. Office, professor of economics, so it would not seem that

MSU was putting pressure on the foreign students to write on their own country.

In another action, the council adopted a proposal that detailed financial aid for foreign students. The financial statements are prepared and available through the college Scholarship Office.

Some sponsored graduate students, according to Ellis S. Hammon, chairman of the foreign admissions in admissions and scholarships, become a financial burden to MSU when their studies exceed one year or more.

Others, he noted, are simply unrealistic about the costs of higher education in the U.S.

Hammond emphasized that the statement would be "a thorough review of the financial situation, not a criterion for admission."

The council also expressed concern about the number of graduate admissions applications which are delayed at the Departmental level and remain unprocessed at the beginning of each term. As of Oct. 15, 701 applications for fall term remained unprocessed at the departmental level.

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[Board summary...]

[Continued from page 1] NEW Award

A Distinguished Citizen Award has been established by the Board. It will be separate from the Faculty and Honorary awards presented by the University. Nominations for the award will be made by the trustees, who will also develop the criteria, which will primarily be "service."

Wharton said the award will be given every year (that not necessarily) exclusively to distinguished Michigan citizens. About three or four will be given each year, with no particular time of presentation designated.

State News Refunds

The State News will be allowed to continue its refund policy rather than be required to hold back student subscription refunds on whether students want to continue to pay $1 a term for the newspaper.

The referendum was required in an earlier motion by action by the trustees. The trustees today voted 8-1 to refuse the paper staff to continue the policy of a two-week period per term at which time a student may lose for a refund if he chooses not to read or use the services of the State News. Huff opposed the motion, saying later that he considered it "subterfuge."

Other Items

* Accepted $2,094,312 in gifts and grants for 40 units of the University, including $1.9 million for education and $994,000 for research.

* Accepted five appointments, two academic promotions, 26 leaves, 24 transfers and changes in assignment, 16 terminations and terminations and 10 retirements.

Three acting department chairmen were named: James Fairley, associate chairman of biochemistry to acting chairman; Gale Mikes, professor, to acting chairman of health, physical education and recreation; and Robert W. Summit, associate professor of metalurgy, to act as material science to acting chairman of that department.

Carrell H. Warehouse was appointed acting director of the newly named Agriculture and Natural Resources Education Institute.

It is the Institute for Extension Personnel Development.
Ad Group studying grievance proposals

The Electedy Faculty Council was scheduled to resume its discussion of the proposed faculty grievance procedures at its meeting last Friday afternoon — and the group that includes MSU's central administrators and deans is preparing its position on the procedures.

The Administrative Group, which met recently with the American Arbitration Association, will receive six recommendations, including a suggestion that a faculty ombudsman be appointed. A subcommittee of the group, chaired by Lawrence Bender, presented its deliberations and natural resources, recommended:

'That grievance be defined, even if only by the "types or examples of generic issues" that would be covered by the procedures.

'That section 3.13 of the grievance proposal is confusing and implies that a democratic decision is the best decision. (The section, since deleted by the Electedy Faculty Council, stated that judicial boards would not have heard appeals concerning substantive decisions made according to democratic procedures). Such administrative decisions as those over which the grievary person meets the criteria for a "tenured" appointment should not be reviewed through a grievance procedure, the subcommittee said, but through the present administrative structure.

'That formal hearings should be closed unless the person appealing a decision requests an open hearing. The grievance proposal now states that formal hearings shall be closed unless both parties consent to an open hearing. The subcommittee said that it could be dangerous to close the idea on the issue so that a person should have the right to an open hearing if he so desires.

*Because subcommittee members thought the document's tone was adversarial and because they said a formal grievance procedure atmosphere is inappropriate and unmanageable, they recommended that the procedures minimize the development of quasi-legal deliberations and adversarial relationships.

*The grievance proposal provides that a frequent recommendation of the American Arbitration Association select a third member to an appeals board if the other two members cannot agree on a third member. The subcommittee suggested that if the grievance has not received satisfactory conciliation to that point, he seek legal recourse in the formal judicial system available to him as a citizen, rather than creating a quasi-legal process at MSU.

*The subcommittee suggested that the proposed grievance procedures are too complicated for an interrum procedure, and therefore recommended that the grievance proposal be revised. The faculty ombudsman would help support the faculty staff to function formally and informally on grievances during the interim (until a full document on faculty rights and responsibilities is completed by the Ad Group on Faculty Rights, Responsibilities and Grievance Procedures).

These recommendations will be presented to the Administrative Group before the group meeting on Monday evening. They were made in an effort to minimize the possible effect of the grievance procedure on the Board of Trustees when the proposed grievance procedures reach the Board. When the Electedy Faculty Council concludes its debate on the procedures, the grievance proposal will, if approved, be forwarded to the Academic Council. Although the deans are members of the Academic Council, Bender said the subcommittee recommendations would probably not be presented to the Council, unless any of the deans would choose to raise any of the points.

BEVERLY TIGHTWELL

Board OKs tenure for 56 associate, assistant professors

Tenure for 56 associate and assistant professors was approved by the Board of Trustees at its meeting last Friday. Provost John Canton said that women constituted 14 percent of the total. All the actions are effective Sept. 1, 1972.

Associate professors who acquire tenure with reappraisal include: H. Grant Vest, forensic chemistry; J. James Victory, art; Shiguo Inammaru, English and English Language Center; Robert A. Harris, music; Harold E. Lutz, hotel, restaurant and institutional management; Rex E. Ray, secondary education and curriculum; David J. Kalten, human development; Robert W. Scullion, human development; and health services education and research; Gregory M. Melun, medical education research and development; Chie-Chung Chou, physiology and medicine.

Other associate professors acquiring tenure are: Ronald C. Stottlemyer, psychology; Cyril M. Wotz, philosophy; Stephen C. Bronley, zoology and biological science program; Harold D. Newton, entomology; Byron Dowdah and Donna R. Thacker, mathematics; A. Kwon-O'Clair, women's studies and gender research; and Tanya A. Darnell, English and Center for Urban Affairs.

Tenure was also approved for these assistant professors: Floyd D. Harter, English; Donald H. Donadowski, Richard R. Laurence, Walter R. Martin and Franklin D. Platt, all humanities; Robert A. McPherson, Dorothy A. Hintz and Charles Soharfand, natural science; George E. Exeter, small animal surgery and medicine; and Carol Wendland, intramural sports.

Holiday party set

Planning for the annual Christmas party — cosponsored by Faculty Folk, Newcomers Club and the University Club — is nearly complete. The affair begins with a social hour at 6:30 p.m. Dec. 4 at the University Club. Following will be dinner, dancing and bridge. Planners from left are: Mrs. Gary Manson, president of Faculty Folk; J. Marie Simon, Newcomers; and Irv Irving, University Club; Robert W. Eyster, James E. Numoto and James E. Numoto, respectively.

The Mississippi University for Women chapter of the American Association of University Professors will meet at 5:30 p.m. Dec. 1) at 7:30 p.m. in Room 35, Union Building. Speaking will be representative of the legislative appropriations committees — Sen. Gilbert Bursley and Rep. Richard A. Young.

AUP to meet

The MSU chapter of the American Association of University Professors will meet at 5:30 p.m. Dec. 1 at 7:30 p.m. in Room 35, Union Building. Speaking will be representative of the legislative appropriations committees — Sen. Gilbert Bursley and Rep. Richard A. Young.

Book sale is Dec. 1-3

The MSU Library will sell thousands of its duplicate books Dec. 1-3 from 10 a.m. to 4 p.m., covering such areas as history, literature, education, psychology, foreign languages and fiction.

Proceeds of the sale, which will be held on the third floor of the Undergraduate Library, will be used to purchase new books and research materials. Books sold the first day will be $1, the second day 50 cents, and 25 cents the third day. Buyers are requested to pay in cash.
Michigan State University

Calendar of Events

Friday, November 26, 1971
7:30 p.m. Hockey—MSU vs. Michigan. Ice Arena.

Saturday, November 27, 1971
8 p.m. Basketball—MSU vs. Australian Nationals. Jenison
Monday, November 29, 1971
8:15 p.m. Lecture-Concert Series ("A")—Pianist Alexis Weissenberg will present an all-Chopin program. He is the winner of the Van Cliburn Competition and has appeared as soloist with the major orchestras. Tickets are available at the Union Ticket Office. Auditorium.
8:15 p.m. Faculty Recital—Douglas Campbell will perform on the French horn. Open to the public at no charge. Music Aud.

Tuesday, November 30, 1971
noon University Club Luncheon—Guest speaker will be Howard Tanner, director of the natural resources dept., on "Great Lakes Salmon Fishing.”

BULLETTINS

POSETTY SALE
MSU student potters and the Potters Guild will hold their annual Christmas sale from 10 a.m. to 5 p.m., Dec. 3 and 4, in the Union concourse.

COMM. ARTS MEETING
A meeting of the faculty of the College of Communication Arts will be held at 7:30 p.m., Thursday, Dec. 2, in Union Parlors A and B.

GRADING PROCEDURES
Grade cards will be delivered to departmental offices for basic courses on Nov. 29, all others on Dec. 2. They should be checked immediately to see that there is a card for every student. All grades are due in the Office of the Registrar 36 hours after the final examination is given.

CREATIVE WRITERS
Faculty Folk Creative Writers will meet at 1:15 p.m., Wednesday, Dec. 1, at the home of Mrs. Howard Bartley, 348 Cowley, East Lansing.

OPEN ART EXHIBIT
There will be an opening in the Kresge gallery, 2-5 p.m., Sunday, Nov. 28, for exhibitions of Melvin Leiserowitz and Karl Weiler.

ICE ARENA HOURS
The Thanksgiving week open skating schedule at the Ice Arena is: 8:30 p.m. -10 p.m. Wednesday; 3:30-5 p.m. Friday; 10:11:30 a.m., 3:30-5 p.m., 8:30-10 p.m. Saturday; and 3:30-5 p.m. Sunday. The Arena will be closed all day Thanksgiving.

UNION BLDG. HOURS
The Union Bldg. will be closed Thanksgiving Day and the following Friday and Saturday. The cafeteria will open at noon Sunday, Nov. 28. The grill will close at 5 p.m. Wednesday, Nov. 24, and reopen at 9 a.m. Saturday.

SEMINARS

MONDAY, NOVEMBER 29, 1971
The artificial breeding industry during the coming decade. James Nichols, General Manager of Select Sires, Columbus, Ohio. 12:30 p.m., 126 Anthony Hall (Dairy Science).

Food science forum. George Borgstrom, 8 a.m., 136 Food Science (Food Science & Human Nutrition).

Organic union transport in the maturing dog choroid plexus. Douglas W. Blier, 4 p.m., 146 Giltner Hall (Physiology).

Michigan’s poultry industry. Dale Reichard, Rainbow Trails Hatchery, 8 a.m., 2-5 p.m., 131 Anthony Hall (Poultry Science).

TUESDAY, NOVEMBER 30, 1971
Nuclear charge distribution in fission. A.C. Wahl, Washington U., St. Louis, Mo., 4 p.m., 126 Chemistry (Chemistry).

A layman’s guide to the purchasing and enjoyment of imported wines. Dale Reichard, Rainbow Trails Hatchery, 8 a.m., 2-5 p.m., 131 Anthony Hall (Poultry Science).

Kelly Wheeler, 4:10 p.m., 110 Anthony Hall (Food Science & Human Nutrition).

On the zeros of complex polynomials. Shlomo Libeskind, 4 p.m., 304A Wells Hall (Mathematics Education).

Initiation of cellular immunity against salmonella infection. I. Joe Berry, 4:10 p.m., 146 Giltner Hall (Microbiology & Public Health).

Estimating the mean of a random binomial parameter. J. Van Ryzin, U. of Wisconsin, Madison, 4:10 p.m., 405A Wells Hall (Statistics & Probability).

WEDNESDAY, DECEMBER 1, 1971
Spore germination of blastocladia. E.C. Cavino, 4:10 p.m., 166 Plant Biology Lab (Botany & Plant Pathology).

For general information about MSU, call 353-8700.

3:15 p.m. Academic Council meeting. Con Cott载体., International Ctr.
9:15 p.m. Broadway Theatre Series—One of Broadway’s longest running plays, “Butterflies are Free.” will star Jan Sterling in the role of Mrs. Baker, a Scarsdale matron and mother of a young blind man struggling to gain his independence from an overly solicitous mother. Tickets are available at the Union Ticket Office. Auditorium.
8:15 p.m. Concert—The University Chorale, in its first concert of the season, will present a unaccompanied Mass by Perichetti and Zimmerman’s “Two Motets.” Open to the public at no charge. Music Aud.

Saturday, December 4, 1971
10 a.m. Advanced Degree Commencement. Auditorium.
3 p.m. Baccalaureate Commencement. Tickets for guests will not be needed. Auditorium.

FINAL BULLETIN
Next week’s News-Bulletin will be the final one for fall term, and will cover the period Dec. 3 to Jan. 8. Information about events falling within that period must be submitted by noon Tuesday, Dec. 3, to Sue Smith, 101 Agriculture Hall, phone 3-8819.

GIFT CHEESE SALE
The Dairy Science Club is sponsoring their annual sale of gift cheese selections. Orders may be shipped anywhere in the United States by calling 3-5989 through Dec. 8, or may be picked up at reduced prices at 121 Anthony Hall between 9 a.m. and 5 p.m.

FRUIT BASKET SALE
The Horticulture Club will sell holiday fruit baskets during the week of Dec. 6. Orders may be placed in Room 210, Horticulture, or by phoning 5-5191.

RESERVE LISTS
Faculty members should submit their winter term reading lists to the appropriate assigned reading desk as soon as possible.

COMMENCEMENT
Fall term commencement will be held Dec. 4 in the University Auditorium. Advanced degrees will be awarded at 10 a.m., baccalaureate degrees at 3 p.m. Members of the faculty should assemble and don academic costume in the west basement of the Auditorium 30 minutes before the ceremony. Academic apparel may be rented at the Cap and Gown office, Union Bldg., Nov. 29-Dec. 3, between 8:30 a.m. and 5:30 p.m.

BOOK SALE
Several thousand duplicate books will be sold on the third floor of the undergraduate library on Dec. 1, 2, and 3 from 10 a.m. to 4 p.m.


THURSDAY, DECEMBER 2, 1971
The impact of marketing reforms on employment in Latin America. Kelly Harrison, 3:30 p.m., 16 Agriculture Hall (Agricultural Economics).

Selective esterification of glycerolipids. William Lands, Dept. of Biochemistry, U. of Michigan, 4 p.m., 101 Biochemistry (Biochemistry).

Environmental quality and international trade. Ralph d’Arge, director of Environmental Economics Program, U. of California at Riverside, noon, 7 UPLA Bldg. (Environmental Systems Program).

Microbe hunters. I.M. Tiedje, 4 p.m., 109 S. Kedzie (Great Agronomist Series).

Contemporary Indian civilization: does it exist? Surjit Dulai, 3 p.m., 1966 Contemporary Indian civilization: does it exist? Surjit Dulai, 3 p.m., 1966 (Inst. of Nutrition).

Antidromic inhibition: a new mechanism to account for taste interactions. Rudy Bernard, 4 p.m., B-449, Life Science (Biochemistry).

Gap and shape excitations in transition and deformed nuclei. N. Hutz, Minnesota, 8 p.m., Cylotron Seminar Room (Physics).

FRIDAY, DECEMBER 3, 1971
Membrane formation in pancreatic development. Robert A. Ronzio, 3 p.m., 204 Natural Science (Biochemistry).