New leave plan proposed; set to go to trustees Friday

A broad new set of employee leave policies ensuring personal, professional, and sickness and disability leaves will be recommended to the Board of Trustees this Friday, according to Jack Breslin, executive vice president and secretary to the Board.

For the first time, under the proposed new policy, women employees would be able to use accumulated paid sick leave when they cannot work due to pregnancy.

Breslin said another new feature of the plan would extend sick leave benefits on a proportionate basis to part-time employees who work half-time or more on a continuous basis.

"We believe the new policies, particularly sickness and disability, put MSU in front of much of industry as well as other educational institutions," he said.

The proposed policies are the result of extensive work by the University's finance, personnel, staff benefits and Equal Opportunity Programs offices.

The personal and professional leave policies to be presented to the Board provide for leave without pay and are not significantly different than past practices, Breslin said.

Personal leave without pay may be granted to classified and Board-appointed employees for a maximum of six months for such purposes as illness in the family, child care, an extended trip, etc. Part-time employees working at least half-time or more also will be eligible.

Professional leave without pay may be granted at the discretion of the University to Board-appointed employees for periods of up to two years to "engage in professional activities of mutual benefit to the University and the individual," Breslin said.

THE MOST far-reaching changes occur in the new policy for sickness and disability leave which will now cover pregnancy conditions, and part-time employees working half-time or more.

Previously, women employees were not entitled to use their accumulated paid sick leave when they were unable to work because of pregnancy, although their University health and hospitalization insurance provided maternity benefits.

Under the new proposed policy, sick leave may be used for "illness or incapacity associated with pregnancy when a physician indicates that the employee is unable to perform all the duties of her position."

Full-time classified employees may accrue sick leave credit at the rate of one-half day for each two weeks of service, with a maximum accumulation of 120 work days. A Board-appointed employee has up to six months sick leave credit in any 12-month period.

Women's athletics: Undoing an image as 'illegitimate' child of men's sports

MSU is moving quickly to make women's intercollegiate athletics more than just the illegitimate daughter of the men's program, a position it has held for the past 25 years.

The movement to develop a separate athletic program for women has been growing nationally for the past five years, but it has caught on here only in the last two months. The major result of the separation will be an expanded budget for the women.

Up to now, the women have been running their intercollegiate program on $3,000 a year, while the men's annual budget is slightly over $2 million. And the women's money comes directly from the men's athletic fund.

"Hopefully, the budget for women next year will reflect an added emphasis in our program," says Jean Anderson, assistant professor of physical education and women's basketball coach. "We don't want an equal program with the men. We are only asking for a position."

Anderson estimates that it will take somewhere between $10,000 and $15,000 to set up a women's program of good quality. Women's athletic teams here compete in seven varsity sports: Basketball, field hockey, swimming, gymnastics, tennis, and softball. Next year, golf is expected to become a varsity sport. Some 150 women compete in these sports.

THE MOVEMENT to form a legitimate women's program on the national level is being led by the newly-formed Association for Intercollegiate Athletics for Women (AIAW), similar to the men's NCAA. There are also regional and area branches of the AIAW.

At MSU, the catalyst was a meeting in early January between Jack Breslin, executive vice president, and representatives from the women's athletic program. Since then the women have met with Breslin, Burt Smith, (Continued on page 2)
**Study details the fiscal crisis in Detroit**

Detroit’s chronic fiscal condition will be even worse by 1980 unless state legislators and Congress give some immediate aid, predicts an MU professor of economics in a newly-published study, "Detroit: Agenda for Fiscal Survival."

If you think things are bad now, just wait until 1980," warns Milton Taylor, a member of the staff of the Institute for Community Development and Services. Taylor, an authority on taxation, authored the study jointly with Richard Wilks, a graduate student.

The major problem Taylor sees in Detroit is black poverty, which, he says, government officials fail to identify or treat.

"Unless poverty is removed, the City of Detroit probably will continue to slide into a worsening fiscal crisis regardless of what else is done," the author states.

Taylor says it is difficult to conduct research on Detroit finances and maintain up-to-date figures because the city's deficit "keeps widening all the time."

He calls for immediate help from federal and state resources, as well as the city, "Detroit is completely incapable of solving its own problems."

"The city is a victim of federal, state and suburban inertia," he says. "Every city tax base is being exploited. Detroit is already levying the highest city income tax in the state of Michigan (20 percent), it is the only city with a utility excise tax, and has reached the legal property tax limit."

The major threat to remove black poverty must come from the federal government, by instituting an "adequate" income support program such as negative income tax, Taylor says.

"But Congress just doesn't want to eliminate poverty, it wants a tremendous insensitivity to the poor," Taylor also recommends that the state government change its shared tax formula.

"The formula should have a factor that could weigh in favor of core cities, such as distributing taxes inversely to per capita income," he advises. The state also devotes 140 pages to alternative tax-sharing proposals in Michigan cities with populations over 50,000.

Taylor expresses doubt that any of these reforms will be enacted, because "nibbling away costs the legislators and Congress. The vote normally is for the suburbs, not in the core cities."

Taylor was at the request of the Institute for Community Development, 27 Kellogg Center for Continuing Education.

—LINDA GORTMAKER

**Women’s athletics...**

(Concluded from page 1) acting athletic director, and Gale Mikles, head of the physical education department.

"The men have really bent over backwards to provide for us now," Anderson said. "They have been very cooperative."

Smith said he hopes that the new women’s athletic budget will be ready by the middle of spring term at the latest and will go into effect next fall.

Mikles would like to sit down with each coach and arrive at a commensurate budget," Smith said. "We’d like to set it up on a comparative basis with what we have for the men’s sports program. All we ask is that they stay within their budget, the same thing we ask of the men."

**But while...**

BUT while the women want their own program, they do not want to parallel the men’s program.

"The idea is not just to be like the men," Anderson said. "We want to avoid high-powered athletics and the win-at-all-costs attitude. We don’t want to become professional amateurs. Besides, recruiting and athletic scholarships are against the national rules for women."

Mikles, the man who administers the women’s program, agreed. He said he wants to see women’s intercollegiate athletics as an integral part of the teacher training program, and not become geared to professionalism.

"Women will always be considered as teachers, not coaches," he said. "We don’t want to develop Vinci Lombardis. We are not training them to go into professional athletics. There is no reason to set up a program for the two or three percent who might go into pro sports. We have to orient our program toward the 95 percent who will go into teaching."

**The new women’s budget should eliminate financial aid...**

The MSU team was invited to participate in the American Student Union in Florida, the following week. After two hectic days of trying to get the $1,500 from University funds, Coach Carol Davis raised the money from outside sources.

In the past, only $300 had been allotted for the MSU team to travel. With national tournaments now organized by the AIAW in all eight varsity sports, more money will be needed.

Smith, Mikles and the women’s coaches all agree that MSU should schedule invite teams rather than attempt to play a Big Ten schedule. Competition in the state, they say, is good, and the costs of traveling to some of distant Big Ten schools would be prohibitive.

Signs in the changing attitude toward women’s athletics are already apparent. The women’s basketball team has new uniforms and full-length basketball court with glass backboards set up last fall and a new time for that for that next women’s state tournament to be played here on March 3 and 4. And an electric scoreboard has been purchased, along with dozen stopwatches for the swimmers.

—Miche Manley

**Story on reference library lost sight of a basic purpose...**

To the Editor: Although our ideas about the purposes and functions of libraries are always changing, there is a fundamental raison d’etre for a university library: To aid learning. In the News - Bulletin article of Feb. 10 on information - dispensing at the MSU Library, that purpose seems to be lost sight of. Is it the task of a librarian to provide ememplar data for curiosity - seekers? Would not his training and talents be more usefully employed in helping students and faculty to locate sources for information?

With a budget as tight as the university’s and the library’s at present, and with so many bibliographic and information - retrieval problems still unsolved because of limited personnel, surely the cost of answering trivial questions is too high for this University to indulge in such ineffectual public relations. Questions on campus and entertainment schedules could easily be answered by a clerk at the University switchboard. The telephone - answering librarian can tell casual inquirers where to find information, but it is a waste of his time and training, and of the taxpayer’s money, for him to go find the answers himself. And honoring trivial questions with such consideration is poor teaching technique.

The 11 master’s degrees behind the desk represent years of training and experience in research. Let’s use them in a way from which the University can benefit most.

Maryman E. Klein, M.L.S.

**Achievements...**

PERRY LANIER, associate professor of elementary and special education, has been appointed by the Michigan Council of Teachers of Mathematics to the steering committee for writing program objectives for school mathematics.

A scholarship in Chinese studies in honor of an MSU professor emeritus, SHAO CHANG LEE, has been established at the University of Hawaii. Lee taught at Hawaii before joining the MSU faculty.

MARGARET F. LORMER, professor of institutional research, is a new member of the Board of Trustees of Missouri Valley College.

A. S. MOWERY, director of the Continuing Education Center in Benton Harbor, is the new vice-chairman of the section on Training - Education and Industry of the American Education Association.

Physicist GERALD A. SMITH is a member of the executive committee of the Uther Group of the National Accelerator Laboratory at Batavia, III. The group helps coordinate activities of users.

JOHN WINCHESTER, coordinator of American Indian Programs in the Center for Urban Planning, is the vice president of the National Indian Association.

The book is available from the American Indian Association.

**Noted artists have leaders in upcoming Puccini opera...**

A pair of seasoned professionals who have performed throughout the U.S. and in Europe will sing the leads in Puccini’s "Turandot," which will be presented tonight at Fairchild Theater and Saturday at the Okemos High School Fine Arts Auditorium. Each curtain time is 8 p.m.

Soprano Jeaninne Crader will have the part of Turandot, Puccini’s Princess of China and tenor Dean Dei will sing the role of the prince who wins the hand of Turandot.

Miss Crader attained prominence with her performance in "Don Rodrigo," at the New York State Theatre at Lincoln Center. She has performed with the San Francisco Opera, the Metropolitan Opera Studio and the New York City Opera.

Dean, now both a teacher and performer, spent some time studying and performing in Milan, Italy, and, since returning to the U.S. has appeared with most of the major opera companies.

The principal lyric soprano part of the servit girl will be sung by Suzanne Wankie of the University of Maryland tonight and by June Ann Davis of Michigan State University Saturday evenings. Mrs. Wankie is the wife of Dennis Burkh, who will conduct the MSU Symphony Orchestra.

To help persons attend Saturday’s performance at Okemos, a free bus will run to and from the Fine Arts Auditorium. The departure schedule: From the Shaw Hall lot, 6:45 p.m.; University, 6:55 p.m.; West Lansing, 7:05 p.m.; Village Laundy, 7:05; Case - Wilson stop, 7:15; Student Union, 7:20 to 7:30.

The buses will return at about 11:15 p.m.

**Letters...**

The group helps coordinate activities of users.
Bargaining petition filed

A faculty election on collective bargaining staff the end of the current academic year — that's the goal of the MSU Faculty Association, which last week filed a petition asking the Michigan Employment Relations Commission (MERC) to conduct an election on the campus.

An election date will be scheduled with MERC determines, through a yet-to-be-scheduled hearing, that the Faculty Association has authorization cards from at least 30 percent of the faculty unit it seeks to represent.

William Owen of the Michigan Education Association, parent organization of the Faculty Association, said that the petition defines the bargaining unit as all teaching faculty, professors through instructors and lecturers — and fractional-time teaching faculty employed for six contact hours or more for two or more successive terms. It also includes such academic staff members as academic advisors, counselors and librarians.

The proposed unit excludes extension service personnel, research assistants and associates; practicing physicians and/or clinical professors; academic staff members in human medicine, osteopathic medicine and veterinary medicine; department chairs; deans; such full-time non-teaching professional staff.

A final definition of the unit, Owen said, must have consent of all the parties now involved: The Faculty Association, MSU and the University.

Following the filing, President Wahrton said that "at the proper time, we will review the sufficiency of the claimed authorization cards, the proposed bargaining unit and other factors involved in determining an administration response."

Should an election be held, the MSU chairperson of the American Association of University Professors is also likely to be on the ballot. AUP President, Sigmund Noterman, and the other labor relations, said that his group has authorization cards from about 20 percent of the faculty unit it seeks to represent. (Only 10 percent is needed for other groups wishing to get on the ballot.)

Bargaining elections are scheduled in March at Wayne State and Eastern Michigan Universities.

Choosing new Board members

Chairmen and members of the Democratic and Republican trustees selected last December by the University have been announced by the Alumni Executive Board.

Patrick J. Wilcox, a Traverse City attorney and a 1957 MSU graduate, is chairman of the Democratic selection committee.

Heading the Republican committee is David D. Diehl, 53, a Davison farm operator and twice a trustee candidate himself. Diehl graduated from MSU in 1939.

The committees will search out and interview candidates and make recommendations to the Republican and Democratic parties which will select nominees at their respective state conventions later this year.

The first alumni trustee selection committees were established two years ago, prior to the 1970 election. Candidates recommended by both committees were approved at their respective state conventions.

The terms of two trustees — Frank Hartman, D-Flint, and Clair A. White, D-Delray City — expire Dec. 31.

The faculty member of the Democratic committee is Winthrop Rowe, D-Midland; and a three-person team of the Republican committee includes Winston Oberg, professor of management.

Waging war on cancer

Increased federal funds for conducting basic research, training scientists and establishing interdisciplinav centers for the study of cancer were forecast last week by the 1972 Huddleston lecturer.

Robert A. Good, head of pathology at the University of Minnesota, and recently named to a three-man cancer panel to advise President Nixon on implementation of the National Cancer Act, made the prediction following his presentation in the Richardson Hall Kiv. His lecture was in honor of the memory of the distinguished MSU microbiologist, Forrest Huddleston.

Much of Good's formal presentation was devoted to evidence that cancer is often related to the changes in cell structure and immunological mechanisms within the body.

His research led Good to carry out the first successful bone marrow transplant to correct inborn immune errors.

"Conquest of cancer will come from young people and we need to cultivate them for their unique approach," Good said. "Their continuing need is for intellectual stimulation, constructive criticism and support."

Many different solutions for cancer are probably in the making, but the first solutions are at least 10 years away," he said. He cited knowledge covering more than 100 viruses known to cause cancer, chemotherapy techniques, and the immunological mechanisms.

Currently $100 million in federal money is spent on cancer, with plans for additional amounts to be added yearly until an annual $1 billion is reached. Vital importance in the cancer fight is a strong base of the best of the scientific and medical communities, along with support from government and NIH, Good said.

He emphasized the importance of continuing basic research that may not be directly related to cancer. And he stressed the value of interdisciplinary centers and institutes that focus the efforts of many disciplines on the cancer problem, and indicated that such centers will be viewed with favor.

There will be more contract research projects but they will not be out of line with present proportions of grant and non-grant research.

He voiced hope that inflation of increased federal funds would not "turn off" existing or new private grants for research.

Good praised development by the U.S. (Poultry) Laboratory at MSU of the first vaccine to work effectively against a naturally occurring animal cancer, Marek's disease, a malignant disorder of the lymph system similar to Hodgkin's disease in humans.

The programs will be conducted by Ben Burmester, H. Graham Purchase and other members of the staff.

AD search progresses

The job of finding a new athletic director is into a new phase: Letters have gone to all nominees, asking them to indicate whether they are interested in the job. Those expressing interest will be asked to complete a detailed application form.

John A. Fuzak, chairman of the search and selection committee, emphasized that nominations for the directorship are still being accepted by the committee. Nominations can be directed to Fuzak.

UM IS 'HALF-WAY': The University of Michigan reports it is half-way to its goal to achieve 10 percent black student enrollment by 1975-76. The target figure for this year was 1,700 black students, and UM has 1,708 blacks enrolled. (5.2 percent of the total student body.)

A UNIQUE GUIDE. A list of "University Guidelines for Potentially Controversial Events" has been released at Cornell University. Under the guidelines, a management group would meet with speaking and moderators of "potentially controversial events" to discuss Cornell regulations and the possibility of disruption. A "floor manager" would have authority at such events to decide what action should be taken in case of disruption.

ELECTION AT WAYNE. The Michigan Employment Relations Commission (MERC) has ordered an election to determine whether collective bargaining will begin for faculty and academic staff at Wayne State University. Barring any appeals, an election will be held within 30 days after Feb. 14. Voters will be able to select from among three prospective bargaining groups, representing the American Association of University Professors, the Michigan (and National) Education Association, and the American Federation of Teachers. There will also be a spot on the ballot for a proposal to declare collective bargaining altogether.

ENVIRONMENTAL SCHOOL. Indiana University will soon have a School of Public and Environmental Affairs with a "problem-solving, policy advising, interdisciplinary character." It will group existing activities and rely on anticipated federal funding. It is planned to serve the whole state, with divisions on the eight CSU campuses.

LESS MONEY FOR NORTHEASTERN. Northeastern University has exceeded its $180 million fund-raising goal in its "First Plan for the Seventies." Chancellor J. Roscoe Miller announced that Northeastern has raised $181.5 million in a five-year development program that ended last Dec. 31. Alumni and friends provided more than half ($91.1 million) of the total.
Piercing atoms with invisible beams

Physicists at the Cyclotron Laboratory have been granted $775,000 for research on the structures of nuclei — the hearts of atoms. The National Science Foundation grant for 1972 is a continuation of previous NSF grants which now total $7 million. The Board of Trustees is expected to accept the grant Friday.

It was nearly a decade ago that trustees met with University officials, including President Hannah, in support of the then newly constructed cyclotron. Today, the cyclotron is regarded as the most advanced experimental machine of its kind in the world.

OPERATING AT a level of 56 MeV (million electron volts) at maximum power, the cyclotron pulses forth positively-charged particles as small as a proton. Ordinarily, the nuclear physicists fire the positively charged particles, which range from protons to helium nuclei and larger, at some kind of ordinary matter which serves as a target for the tiny particles. When they hit the target they excite some of the atoms of the target, often by hitting or grazing them. An excited target may do several different things. It depends upon characteristics of the bullet particle:

* Is it a proton? A helium nucleus?
* Is the cyclotron running at 4 MeV or 40 MeV?
* How massive is the particle?

And, of course, the target makes a difference:

* Is the target carbon? Silicon? Lead?

* How thick is the target? If it's too thick, it will stop all the particles.

Precision of the particle beam is vital. First of all, it has to be focused accurately enough so that the beam will go exactly where it's needed. If it wobbles it is almost useless to the physicists who are now engaged in study of very intricate details of nuclei.

Accuracy pays off, and it is accuracy and dependability plus an automated computer hook-up that have made the MSU cyclotron facility the most advanced of its kind in the world.

Precision of the beam alone is thought by other U.S. physicists to be remarkable.

It exceeded all expectations by narrowing down from a drawing board 50 mm diameter beam of protons to an actual .7 mm diameter beam.

Magnetic field intensity — born from the center of the cyclotron — has been a wonder of design Princeton University has recently assembled a cyclotron similar to MSU's and they have exactly copied its magnetic field.

"PHYSICISTS FROM MANY parts of the world come here to investigate nuclear structure," said Harold P. Hilbert, project engineer of the cyclotron.

This summer, a Soviet physicist will conduct research at the facility.

"We build most of the equipment ourselves," said Hilbert. "This saves costs."

Hilbert explained that since so much of the equipment is made in the cyclotron machine shop, it has a built-in flexibility and accuracy of concern.

"We make things work," he added.

The main trick is to see that everything is stable so scientists can be sure that the right particles with the correct energy will hit at the proper place and time. Once the target is struck, then protons, neutrons, atomic nuclei and fragments of nuclei usually fly off the target.

A PROTON FIRED from the cyclotron may draw one neutron from the target. This proton and neutron nucleus, called heavy hydrogen, is used by

Computer art? Not exactly, but thanks to the cyclotron's own computer, the Sigma 7, a magnetic field can be plotted artistically on a printout.

Gerald M. Crawley and others in NSF-supported investigations of nuclear structure.

Aaron Gahosky investigates neutrons which fly from the target, and he determines their velocity for clues on how neutrons reside in nuclei.

William H. Kelly, also a cyclotron physicist, works with MSU chemists on methods of determining the identity of elements in unknown substances. Such investigations make it possible to "fingerprint" the elements so that they can be identified by bombarding them with, say, protons. The bombardment would cause the elements to give off characteristic radiations. Crime laboratories of the future may well depend on such analyses, and pollutants could be traced and measured in food and water.

Edwin Kashy pointed out that the Cyclotron Laboratory is ready to make radioactive substances such as fluoride-18 for local hospitals to help detect cancer. He explained that plenty of the tracer can be made from ordinary water.

The NSF grant, under the direction of Henry Blosser, supports the research already mentioned, plus the work of Sam M. Austin, Walter Benenson, Morton M. Gordon, Charles Grahn, Jerry Nolen and Bryan Wienthal. The projects range from detection of elements of pollution, to work with plant physiologists on how plants grow.

But the strongest bond to these scientists is their dedication to basic research which will lead to an understanding of the structure of the nuclei of ordinary atoms — atoms of the suns, stars, and planets.

The MSU physicists now foresee few of the ultimate applications of their work, for their work is mostly pure research. But among the future applications possible are cyclotrons for medical patients and cyclotrons for environmental quality. And they foresee application of their work in producing electric power from the putting together of atoms — fusion — the fusing of the fires of the stars.

—PHILIP E. MILLER
While student self - selection is currently governing enrollments in the College of Education, steps are being taken to insure future enrollment control. 

After six months of study, a special provost's committee has released departmental quotas for secondary education enrollment. 

The committee's action follows a general study of the College of Education in which the provost's office established that elementary education majors be limited to 1,100 and that student enrollments in secondary education (dual enrollies) be limited to 1,600. 

Dorothy Arata, chairman of the special committee, said that the limitations are designed to: 

1. Insure that elementary education limitations are designed to: 

swelling of teacher trainees beyond the departmental quotas for secondary education enrollment. 

2. Have the college ready to absorb new freshmen to the extent that the capacity of the college allows. 

3. Draw the line. The committee noted that a high level of faculty comes to be drawn on by the number of new majors. 

4. Establish standards that the college is able to meet. 

Arata also pointed out that with only a few exceptions the newly established quotas will not mean major cutbacks, since they are set well above current enrollment figures. 

THE DEPARTMENTS IN WHICH the quotas will mean significant cutbacks include science and art. In social science the current enrollment is 279 and the quota is set at 116. In art, 119 students are enrolled and the quota has been set at 76. These quotas are expected to be met in future years. 

In other disciplines where the major enrollment limitation is as follows: 

- To major in science, mathematics, or language, 120 are accepted. 
- To major in art and music, 120 are accepted. 
- To major in history, 120 are accepted. 
- To major in philosophy, 120 are accepted. 
- To major in business, 120 are accepted. 

At the completion of this year's enrollment, a review of the student enrollment toward future enrollment control is expected. 

How will they choose the winners? 

The committee of eight (News - Bulletin, Feb. 10) will read part of it and told me it would be set aside the committee to the University? 

The committee of eight (News - Bulletin, Feb. 2) will be met for a minimum of six hours to set the future year's teaching schedules, degrees earned, student evaluation results, syllabi, and enrollment data. 

Before the six winners in each competition are named, a variety of questions will be considered: 

1. Has the candidate made any creative suggestions for improving the long-range plans of the University? 

2. How well organized is the candidate? 

3. What are his or her qualifications for the position? 

Some candidates will "surface" before the nomi­nees, it is a long, involved, conscientious mental struggle, fitting the concept of a teacher. 

What indications are there of Itis/her heritage; historical perspectives on cultural values, religions and behavioral sciences, and writing or oral communication courses. 

Writers would be allowed; critics could still substitute in the area closest to a student's major. 

The University's academic committee (UCO) would develop criteria for alternate courses. 

Alternative criteria were proposed and rejected for a number of reasons: 

- Some students were concerned about the professional status of the University. 
- Undergraduates say that it would be a disservice to students. 
- The biggest problem is that what the committee is looking for is intangible, elusive. Yet the Committee on Undergraduate Education argued that they are not proposals to identify it - and institutions generally know who are the best and worst teachers in the department, the committee said. 

And this is why the coordinators of the award procedures (in the provost's office) are concerned about the breadth of involvement. The selection panel has grown from one student member in the first year of the awards to four (or one - half of the total). 

They are operating on the assumptions that: 

- The University's view of teaching must be made more public, under the University. 
- To recognize the University's need and desire to encourage them; to allow students to express their recognition of an exciting teacher. 

They are discussing the philosophy of education. Is good teaching entertaining? Or is that entertainment? Is the Parkers or spon­ger or regurgitation model good teaching or not? 

If good teaching is an internal phenomenon, with the teacher as catalyst, how is this measured? How apathetic or cynical will the University have to be? 

There won't be total agreement on any criteria, the coordinators note, so they want the students to be coming from the nominating forms. 

And the committee of eight will take it from here. 

Beverly Twitchell

Teaching award . . . the long, boring job beginning

Next week (March 3) nominations will be in for the Teacher - Scholar and Excellence in Education awards. A committee of eight persons will face the job of sifting through stacks of material taped to the door by students and faculty members in this year of teaching schedules, degrees earned, student evaluation results, syllabi, and enrollment data. 

How well organized is he or she? 

Has the candidate made any creative 

suggestions for improving the long-range plans of the University? 

How well organized is he or she? 

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Teaching award . . . the long, boring job beginning

A narrow, pale office on the Michigan State campus seems an unlikely habitat for a journalist famed throughout the Indian subcontinent. 

Yet India's first woman journalist enjoys both radios on her own. She's a prolific writer, although her schedule affords her little leisure time. 

"I work seven days a week," said Kusum Nair, a slight woman with short, dark hair and quick luminous eyes. 

Newspapers, books and magazines thirst over her own. She's a prolific writer, although her schedule affords her little leisure time. 

Mrs. Nair's first book, "Blossoms in the Dust," produced a blazing controversy in India when it was published in 1961. Today, the book is used as a textbook in colleges and universities throughout America. 

Mrs. Nair began her journalistic career in 1942 as a proof reader on the Bombay Chronicle. She was the only woman on the staff, which made her decidedly unpopular with her colleagues. 

"For a month, they would just talk to each other and swear they'd write a novel," she said, smiling. "I got it out and finally they said, 'Okay, we give in!'" 

Although offered the job of women's page editor on her own, Bombay paper, Mrs. Nair left the Chronicle to write for several European papers and later for the Chicago Tribune. At the same time, she managed India's first press syndicate and worked on her first book. 

"In Blossoms in the Dust," Mrs. Nair wrote, "at the beginning of the planning commission read part of it and told me it would convey the wrong impression, and that I have to rework it before it is published. I refused to change a word, and an English firm published it." 

The book was an immediate best - seller, and was eagerly discussed throughout India. 

The next five years were devoted to "The Lonely Furrow," a comparison of farming in the United States, Japan and India. Her latest book, a "comparative study of India and Japan since 1850 in terms of social development and response to the West," will be published in March. 

COMPARING THE OBSTACLES Indian and American women face as they challenge the idea of rigid masculinity and feminine "roles," Mrs. Nair believes Indian society much the more enlightened. 

"Of course, India has a woman prime minister today, when the issue of women's liberation is just beginning to be taken seriously in the West. 

"I remember a party my daughter had eight years ago, when I was at Harvard. Some students were discussing women's liberation, and my daughter asked them when American women would elect a woman president. They didn't know!" 

"When they could talk again, they said they wouldn't want a woman president for this reason and that reason, and my daughter said, 'But you are so backward.' " 

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Disposing of the campus ‘byproducts’

One byproduct of MSU’s bigness is becoming a source of major attention. The ever-growing amount of paper, cardboard, empty packages, liquids, animals and animal waste that has to be disposed of may one day be used to generate energy and heat for the campus.

This University is one of the first to centralize the job of waste control — an eight-member Waste Control Authority, created more than a year ago — and now campus has its first full-time director of waste control.

He is Mark E. Rosenhaft, a microbiologist who until last month was a management information specialist in the College of Agriculture and Natural Resources.

Rosenhaft is coordinating the job of identifying priorities and gathering figures that will help assess the University's present and future waste control needs.

And while the campus has most of the waste control problems that plague any community of some 50,000 residents, it has an advantage enjoyed by few cities of comparable size. At MSU, the faculty scientists and engineers whose research interests can be used in the job of making waste disposal more efficient, safer and less expensive.

EFFECTS ARE UNDERWAY, for example, to find alternatives to the current procedure of picking up campus trash and hauling it to a sanitary landfill.

Hauling is becoming a bigger job, Rosenhaft notes, because of more solid waste and because several outdated MSU incinerators have or soon will be shut down.

The volume of waste paper itself is a massive disposal task, he says. One vendor alone provides an estimated 55 tons of paper a month.

And there are other waste control problems unique to the University, such as, chemical and radioactive wastes from laboratories and animals and animal wastes from the well-known Animal Research and Veterinary clinic.

Rosenhaft expresses hope that faculty research talents can help develop solutions to MSU's waste control problems and, in the process, provide applications off the campus. To this end, he says, the Waste Control Authority is ready to provide what help it can for scientists seeking public or private funds to do research related to waste control.

Rosenhaft also looks at MSU's present waste control concerns, Rosenhaft emphasizes that "we're really interested in long-term solutions, not just in finding immediate answers that won't be feasible in a few years."

His office is located in 308 Administration Building (phone 355-9611). He welcomes information about current waste control concerns and efforts to dispose of waste more efficiently.

Turning credit weeks into 'benefit years'

For eligible MSU employees who might some day find themselves jobless, the new legislation that has extended unemployment compensation coverage to the campus means an added assist between jobs.

For the University it means the operation of a new office and a campaign to help inform people of the complexities of unemployment compensation.

The Unemployment Compensation Division, less than two months old, is managed by L. Michael Smith, a former assistant director in financial aids. One of Smith's first tasks is to inform the "University community" on some of the likely effects of state and federal employment security legislation.

And part of that education involves introducing some new terms into the campus vernacular: "Benefit year," "credit week" and "family class" to name a few.

Eventually, Smith says, his office plans to develop an "experience rating" that will provide campus administrators with information as to turnover reasons, rates and suggestions to help keep down unemployment compensation costs.

Since the University has never had experience with unemployment compensation, then only can be estimates of what the coverage will cost annually. Until a figure is determined, a credit fee will be used to pay unemployment claims for all general University accounts for the next 18 months.

BRIEFLY, HERE is how the coverage is divided:

* Eligibility. Every person who performs services for MSU — faculty, staff, students — is initially covered by the Michigan Employment Security Act. The only specified exceptions are students, including graduate assistants, certain agricultural labors; and some high school students.

* There is no distinction between part-time and full-time employment; the only criterion is that an employee must have earned more than $25 a week for the week to be considered in figuring benefits. This is a "credit week," and an unemployed person must have at least 14 of them during a 52-week "base period" to be eligible for unemployment compensation.

In addition, a person must be registered for work with the Employment Service of the Michigan Employment Security Commission, and be available for and seeking full-time work. But the work must be "suitable." To a college professor is not required to accept a job as a truck driver, nor is a secretary expected to seek work as an auto worker.

Someone otherwise eligible to receive benefits may be disqualified if he or she: Quit a job without good cause, attributable to the employer; refuses to report for a work interview or to accept an offer of suitable work; or is discharged for misconduct, intoxication or other reasons. (A person who quits without cause or who was fired may become eligible for benefits after a six- or 12-week disqualification period.)

* Benefits. These range from $16 to $92 a week, depending on average weekly wage and number of dependents. The duration of the claim (up to 30 weeks) depends upon reasons for terminating employment and the number of "credit weeks" accumulated.

THE NEW LEGISLATION will have an effect on all MSU personnel practices, Smith says, but he emphasizes that there will not be any attempt to dictate what those practices should be.

"Our job is to provide data for each department to use when determining their own procedures," he adds. "Unemployment compensation is simply another factor to be considered when prospective employees are interviewed."

And he says that the new Unemployment Compensation Division is not designed solely to hold down costs; its aim is also to give employees information regarding their rights under the legislation and to direct them to the proper office of the Michigan Employment Security Commission.

Although the legislation only became effective Jan. 1, claims have already begun to come to the division.

More information is available from the new division in 308 Administration Building (phone 355-9611).

Votapek concert Friday

Pianist Ralph Votapek will present a concert Friday at 8:15 p.m. in the Music Auditorium.

Votapek, who holds degrees from Northwestern University and the Manhattan School of Music, joined the music faculty in 1968 as an assistant professor and an artist in residence.

His tours have taken him throughout North, Central and South America and Europe. He has also performed with major symphonies, including the New York Philharmonic, the National Symphony in Washington, D.C., and the London Philharmonic.

Votapek made his New York debut in 1959 after winning the Naumberg Award, and in 1962 he won first prize at the Van Cliburn International Piano Competition.

Votapek met his wife, Albertine, when they were both studying with Rosina Lheine in the Juilliard School of Music. Mrs. Votapek, who holds a master's degree from Juilliard, has appeared in duo concerts with her husband.

Friday's concert will include "Sonata in F Major" by Haydn, the "Sonata in G minor" of Robert Schumann and Alexander Scriabin's "Fifth Sonata." Votapek will also play three Debussy images from Book I, and selections from "Mozart" by Ravel and the "Beau Soir" of Isaac Albeniz.

Votapek will perform this concert later on a U.S. tour and eventually on his South American tour this summer.

Getting a head cold?

A former clinical director of the National Institute of Allergy and Infectious Diseases will discuss two widespread winter maladies — influenza and the common cold — at a lecture Monday Feb. 7, at 7 p.m., 137 East Fee Hall. Reservation information is available at 355-9611.

The speaker will be Vernon Knight, chairman of the department of microbiology at the Baylor University School of Medicine.

Campaign '72

Items for listing in "Campaign '72" should be of interest to and involve faculty and staff, and should be activities on campus.

U. S. Sen. Philip Hart and Sander Levin will discuss their endorsement of Democratic Presidential hopeful Edmund Muskie at a meeting Saturday (Feb. 26) at 10:30 a.m. in the Wonders Hall Kiva. It is sponsored by the Youth Coalition for Muskie.

February 27—March 1, in the Union Ballroom, Leland W. Carr will present “Some Observations by the University Attorney.” For reservations, contact Phyllis Statik, 3-9430.

SEMINARS ON AGING
Barrett Lyons, professor emeritus in social work, will present “Legislation on Aging: Present and Future” at 7 p.m., Tuesday, Feb. 29, in 30 Union. He is speaking as part of the “Aging in America” series sponsored by the Office of Volunteer Programs.

COMM ARTS LECTURES
Alfred E. Opobor, director of the African Studies Center, will speak on “Prospero and Caliban Revisited: Sociolinguistic Aspects of International Communication” as part of the College of Communication Arts Lecture Series. The lecture will be held at 7:30 p.m., Thursday, March 2, in 116 Natural Science.

CONFERENCES
Feb. 25-26 Mich. Natural Resources Council
Feb. 27- Basic Claims Adjudicators I
Feb. 28- Park & Recreation Law Enforcement
Feb. 29- Project 80 and 5
March 1 Social Work Institute Youth & the Public Schools
March 1-2 Project Engineers Conference

EXHIBITIONS
Kresge Art Center
Main Gallery: Works from the permanent collection.

WEDNESDAY, MARCH 1, 1972
What’s new in agricultural research. Sylvan H. Wittwer, 4:10 p.m., 168 Plant Biology Lab (Botany & Plant Pathology).

WOMAN” Jean Medick will speak on “Woman” as part of the “Thought—Talk and Prayer” series being held at 8 p.m., Wednesday, March 1, at St. John Student Center.

CREATIVE WRITERS
The Faculty Folk Creative Writers will meet at 1:15 p.m. on Wednesday, March 1, at the home of Mrs. A.H. Leigh, 1016 Northlawn, East Lansing. Readers will be Diana Higgs, Elizabeth Ackerman, and Barbara Rice.

DOG OBEDIENCE
Dog obedience classes sponsored by the wives of veterinary students will be held on Thursdays at 7 p.m. in the Judging Pavilion March 20 through June 1. Enrollment is $17.50. For information, call (days) Mrs. Wilson, 393-2388 or (evenings) Mrs. Shebiski, 349-3757.

HAWTHORNE LECTURE
James Cox of Dartmouth College will give a lecture on Nathaniel Hawthorne entitled “The Scarlet Letter through the Old Manse to the Custom House” at 8 p.m., Thursday, March 2 at Kresge Art Center. The lecture is sponsored by the English department.

SEMILNARS
Monday, February 28, 1972

Seminars on aging
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EXHIBITIONS
- Kresge Art Center
  - Main Gallery: Works from the permanent collection.
  - North Gallery (thru Feb. 27): Contemporary paintings and prints from the collection of the Flint Institute of Arts.

SEMINARS
- Monday, February 28, 1972
  - New programs and developments in extension in Michigan. G.S. McIntyre, 12:30 p.m., 126 Anthony (Dairy Science).
  - Influenza and the common cold. Vernon Knight, Baylor College of Medicine, Houston, 10:30 a.m., 137 East Fee (Microbiology & Public Health).
  - The theory of strong interactions at high energies. E. Berger, Argonne National Laboratory, 4:10 p.m., 118 Physics-Astronomy (Physics).
  - Primate prolactin—its production in AP organ culture. Richard R. Gals, Wayne State University, 4 p.m., 216 Giltnor (Physiology).

TUESDAY, FEBRUARY 29, 1972
In vitro auxin binding and localized adaptation in corn coleoptiles. Rainer Herrell, U. of Freiburg, Germany, 4:10 p.m., 106 Plant Biology (AEC Plant Research Lab).

The care and feeding of non-existent compounds. Evan H. Appelman, Argonne National Laboratories, 4 p.m., 136 Chemistry (Chemistry).

Research program review. Dean Haynes and Fred Stehr, 7:30 p.m., 244 Natural Science (Entomology).

Enzymatic development of volatile flavors in onion. Panfilo Belo, 4:10 p.m., 110 Anthony (Food Science & Human Nutrition).

Gastrointestinal tract: conventional vs. germ-free animals. Vala Stultz, 12:30 p.m., 102 Human Ecology (Food Science & Human Nutrition).

Factors influencing chloroxuron (tenoran) selectivity in onions—alterations of phytotoxicity by herbicidal interactions. William McReynolds, 4 p.m., 206 Horticulture (Horticulture).

Tame and wild arics. John G. Hocking, 4 p.m., 304A Wells (Mathematics).

Involvement of inorganic ions in cell walls and transport. R.A. MacLeod, MacDonald College, McGill U., Montreal, 4:10 p.m., 146 Giltnor (Microbiology & Public Health).

Friday, February 25, 1972
10 a.m. Board of Trustees meeting.
7:30 p.m. Gymnastics—MSU vs. Michigan, Jenison Fieldhouse.
7:30 p.m. Hockey—MSU vs. Wisconsin, Ice Arena.
8 p.m. Rodeo—Livistont Pavilion.
8 p.m. "U.F.O."—Probing the possibilities of life existing on other planets, this program portrays stories of mysterious flying saucer encounters. Tickets at door, Abrams Planetarium.
8:15 p.m. Faculty recital—Ralph Votapek, pianist. Music Auditorium.
10 p.m. "U.F.O." (see above). Abrams.

Saturday, February 26, 1972
1 p.m. Rodeo—Livistont Pavilion.
2:30 p.m. "U.F.O." (see Feb. 25). Abrams.
8 p.m. "Turandot," the last of Puccini's operas, features more than 200 performers. Buses for the performance will leave Shaw parking lot at 6:45, University Village at 6:55, Spartan Village at 7:05, Cose - Wilson halls at 7:15, and the Union at 7:30 p.m. and will return at the conclusion of the opera. There is no charge for admission. Okemos Fine Arts Center.
8 p.m. Basketball—MSU vs. Iowa, Jenison Fieldhouse.
8 p.m. "U.F.O." (see Feb. 25). Abrams.
8 p.m. Rodeo—Livistont Pavilion.
10 p.m. "U.F.O." (see Feb. 18). Abrams.

Sunday, February 27, 1972
1:30 p.m. Hockey—MSU vs. Wisconsin, Ice Arena.
2 p.m. Rodeo—Livistont Pavilion.
4 p.m. "U.F.O." (see Feb. 25). Abrams.
6:30 p.m. Lecture-Concert Series—Pianist Daniel Barenboim and violinist Pinchas Zukerman will present a duo recital. Tickets are available at the Union Ticket Office. Auditorium.
8:15 p.m. Graduate recital—Pianist Frank Scott will perform works of Sessions, Beethoven, Bach-Busoni, and Carl Nielsen. Music Auditorium.

Monday, February 28, 1972
8:15 p.m. Lecture-Concert Series—Daniel Barenboim will conduct the Chicago Symphony Orchestra, featuring Pinchas Zukerman as violin soloist. Tickets are available at the Union Ticket Office. Auditorium.

Tuesday, February 29, 1972
12 p.m. University Club luncheon—The Beaumont String Quartet, including violinists Walter Verderber and Theodore Johnson, violist Lyman Bodman, and cellist Louis Potter, will perform Haydn's 'Quartet, Opus 77, No. 1 in G Major.'
8 p.m. Folkdancing—international folkdancing is taught for singles and couples. St. John Student Center, 327 M.A.C.

Wednesday, March 1, 1972
8 p.m. Pop Entertainment—Singer Don McLean of "Bye, Bye, Miss American Pie" fame will appear in concert with Rita Coolidge and her band, Marc Benno and the Dixie Flyers. Tickets may be purchased at the Union Ticket Office. Auditorium.
8:15 p.m. "Oedipus the King"—The MSU Department of Theatre will present a graduate thesis production of Sophocles' tragedy, directed by Michael Firestone. Tickets are available in advance from the theatre boxoffice from 12-5 p.m. weekdays. Arena Theatre.

Thursday, March 2, 1972
1 p.m. Swimming—Big Ten meet. Men's IM Pool.
7 p.m. Bridal Show—The eighth annual flower and bridal show presented by MSU floriculture students, "I Thee Wed," will feature three complete weddings, two whimsical interludes, a complete reception, and more than $20,000 worth of flowers and gowns. Tickets are available at 109 Horticulture, or may be purchased at the door.
7:30 p.m. Swimming—Big Ten meet. Men's IM Pool.
8 p.m. "Oedipus the King" (see March 1). Arena Theatre.
8 p.m. "Civilization"—Graduate and Obedience," Part VII of Kenneth Clark's remarkable series, will be shown by the Friends of the Library. Admission is free. 108B Wells.

Friday, March 3, 1972
1 p.m. Swimming—Big Ten meet. Men's IM Pool.
7 p.m. "Tommy"—New Players and ASMSU Pop Entertainment combine forces to present the rock opera made famous by England's "The Who." Tickets may be purchased at the Union Ticket Office. Erickson Kiva.
7:30 p.m. Swimming—Big Ten meet. Men's IM Pool.
8 p.m. "U.F.O." (see Feb. 25). Abrams.
8 p.m. World Travel Series—Stan Midgetly explores "British Columbia." Auditorium.
8:15 p.m. "Oedipus the King" (see March 1). Arena Theatre.
8:15 p.m. "The Gondoliers"—The MSU Opera Workshop will present a fully staged production of Gilbert and Sullivan's work. Tickets are available at the Music Department and at the door. Music Auditorium.
10 p.m. "U.F.O." (see Feb. 25). Abrams.
10 p.m. "Tommy" (see above). Erickson Kiva.

Saturday, March 4, 1972
12 p.m. Swimming—Big Ten meet. Men's IM Pool.
2 p.m. "The Gondoliers" (see March 3). Music Auditorium.
2:30 p.m. "U.F.O." (see Feb. 25). Abrams.
7 p.m. "Tommy" (see March 3). Erickson Kiva.
7:30 p.m. Swimming—Big Ten meet. Men's IM Pool.
8 p.m. Basketball—MSU vs. Michigan, Jenison Fieldhouse.
8 p.m. "U.F.O." (see Feb. 25). Abrams.
8:15 p.m. "Oedipus the King" (see March 1). Arena Theatre.
8:15 p.m. "The Gondoliers" (see March 3). Music Auditorium.
10 p.m. "Tommy" (see March 3). Erickson Kiva.
10 p.m. "U.F.O." (see Feb. 25). Abrams.

OFF-CAMPUS TRAINING
Departments with students in off-campus training for credit spring term should send a list of these students to Residence Halls Assignment Office, 190W Holmes Hall to expedite releasing these students from their housing contracts.

MEN'S IM SCHEDULE
The Jenison tennis track will be open to joggers from 8 a.m. to 3 p.m. and 5:15 p.m. to 10 p.m. on Thursday, Feb. 24, and from 1 to 2 p.m. on Sunday, Feb. 26. There will be no basketball from 5:15 p.m. to 6:30 p.m. on Thursday or from 1 to 2 p.m. on Sunday. The IM Building will be open until 10:30 p.m. on Thursday, Friday and Saturday, March 2, 3, 4. Jenison Pool will be open from 6:30 to 9 p.m. Wednesday, Thursday, Friday, March 1, 2, and 3, and from 11:30 a.m. to 2 p.m. on Sunday, March 2 and 3.