Grievance procedures sent back to faculty after Board challenges exclusion section

Thanks to a small but controversial section, the proposed interim faculty grievance procedures are headed back to the body that has already changed and approved them — the Elected Faculty Council.

The Board of Trustees last week gave extended discussion to the procedures — originally drafted by the Ad Hoc Committee to Study Faculty Rights, Responsibilities and Grievance Procedures — before voting to send them back to the EFC and the Academic Council for reconsideration. (See story below).

- EFC sets
May 2 meet

A special meeting of the Elected Faculty Council has been called for 3 p.m. Tuesday (May 2) in the Con Con Room of the Center for International Programs. The regularly scheduled Academic Council meeting will convene 45 minutes later in the same room.

The EFC will discuss proposed amendments to the grievance procedure, as requested by the Board of Trustees last week. It may also consider an amendment concerning the makeup of the University Committee on Faculty Tenure.

If grievance procedure amendments are approved by the EFC they will be considered at the Academic Council meeting that follows. Other items on the Council agenda are:

* A report on the appointment of the Ad Hoc Committee on General Education, requested by the Council March 7 when general education modifications were approved.
* A report on reorganization of the Ad Hoc Committee on Faculty Rights, Responsibilities and Grievance Procedures.
* Continuation of debate on selection of student representatives for Council at-large seats.

The next regular meeting of the Elected Faculty Council is May 9 at 2 p.m. in 109 Anthony Hall. The Academic Council may also be reconvened, depending on what takes place May 2.

Nominees for the two positions are: William D. Collings, professor of physiology; Daniel F. Cowan, associate professor of pathology; Eli P. Cox, professor of marketing and transportation administration; Martin C. Hawley, associate professor of chemical engineering; Chitra M. Smith, associate professor in James Madison College; Donzer W. Thornton, associate professor of psychology, and A.L. Thurman Jr., professor of American thought and language.

The two winners will be announced at the May 30 Academic Council meeting.

The object of trustee concern is section 1.2 of the procedures, which would exclude from the procedures such matters as extension of reappointment, dismissal, termination or nonreappointment of faculty in the tenure track. The exclusion — placing all such appeals with the faculty tenure committee — was introduced last month when the EFC approved the document (News-Bulletin, April 6).

A statement by Provost John Cantion is on page 2 of today's paper.

Trustee Clair White attacked the exclusion and eventually moved to delete it. His motion was passed after he amended it to simply send the document, together with the Board concerns about section 1.2, back to the EFC.

White called the tenure committee an inappropriate body to hear appeals from nontenured faculty ("I do object to the way people are treated by the 'council of elders' ... ") and he said that to keep section 1.2 in the procedures could put MSU in court "every hour."

University Attorney Leland Carr said later that to delete the section would accomplish the opposite of what White intended.

Trustee Patricia Cargen said she was not "personally hung up on whether there are one or two sets of procedures" (one for tenure matters; another for all other matters), but she questioned the need for two sets if they are parallel.

Fred Carlyle, associate professor of English and chairman of the committee that drafted the original procedures, told the Board that the exclusion grew out of apparent faculty concern to "maintain the function and authority of the tenure committee."

And both Provost John Cantion and President Wharton emphasized that the action to separate reappointments, etc., from the procedures had widespread faculty support in both the EFC and the Academic Council.

TRUSTEE FRANK HARTMAN questioned the need for — and costs of — another set of grievance procedures.

Wharton answered that the basic intent of developing the interim procedures was to "try to internalize and resolve faculty grievances."

He noted that grievants now tend to think they have nowhere to turn for an objective assessment of an appeal — except via long and costly procedures outside the University.

And he argued that the naming of a Faculty Grievance Official (a recommendation in the document) would represent in the long run savings to the University. Such an official, he added, "would aid immeasurably in improving the efficiency of the appeal process and would help lift "the morale" (Continued on page 4).

End . . .

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* Board recap, pg. 4
* Helping the hurt, pg. 5
* L-D series, pg. 6

Preparing for warmer weather... and hoping it arrives to stay. — Photo by Dick Wesley
Protecting individuals and the University

By John E. Cantlon

University Professor

The Board of Trustees' unresponsive reaction to the Interim Faculty Grievance Procedures deserves special comment. It may be useful to reflect on the several issues in this matter which are nearly as relevant and concerning today as they were in 1971. The April 21 Board discussion led me to the conclusion that individual trustees seemed to be reacting to different perceived problems concerning these interim procedures. On the one hand, there were those who expressed concern that the procedures as presented were too complex and their use would be too time-consuming for the purposes intended.

On the other hand, the concern was the perceived costs of the process. Specifically, would the Office of Faculty Grievance Official be an unnecessary "administrative" expense for services that ought to be available from existing structures in the University?

A third, and perhaps fundamental, concern dealt with the deletion of Section 1.2 of the Interim Grievance Procedures, basically whether to have a single appeal procedure for all faculty grievances or whether to preserve the present three separate appeal procedures—one for tenure issues, one for anti-discrimination issues, and one for appealing adverse rulings on faculty grievances. The Board recommended the deletion of the amendment inserted by the Education Faculty Council (EFC). A majority of the trustees seem willing to concede that the Anti-discrimination Judicial Board has a special set of responsibilities and ought to be kept as a separate appeal route.

The appeal procedure on tenure issues seems less clear in their minds, perhaps because there are two types of issues involved: dismissal of tenured faculty and nonreappointment of untenured faculty in the tenure stream.

There are existing methods for handling each type of case. The measures for handling untenured faculty were adopted from those in force for tenure faculty by the tenure committee in October, 1971. They were reaffirmed by the Faculty Trustees at their March, 1972, meeting as the procedures currently in force.

While the trustees did not clarify their positions, I do not believe there is major uneasiness at retaining the long-standing separate appeal procedure for the dismissal of tenured faculty. The primary concern seems to be with the adaptation of those appeal procedures for cases of nonreappointment of untenured faculty in the tenure stream. This stems from two common worries: First, that the procedures may not be adequate to provide legally defensible due process to the nonreappointed faculty and, second, that the makeup of the tenure committee does not include enough untenured faculty to ensure sensitive treatment of the appellant.

The University attorney assures me that these procedures are fully adequate to meet the demands of each of these tests of due process. As to the makeup of the faculty tenure committee, its composition could well be altered by amendment to bring it into harmony with the present MSU ratio of tenured to untenured regular faculty. This ratio is presently approximately 70 percent tenured to 30 percent untenured.

The University faculty tenure committee recommended that the EFC amend the Interim Grievance Procedures to preserve their responsibility for all tenure issues, Item 3.4.4.2 of the Bylaws for Academic Governance states, in part:

"The faculty tenure committee is the judicial and investigative body for all tenured faculty. The amended version passed the Academic Council.

As I interpret the tenure committee's position, it reflects their feeling on two matters. First, that the established academic governance structures should not be disturbed, ignored and made impotent. And, second, that the makeup of the tenure committee does not include enough untenured faculty to ensure sensitive treatment of the appellant.

Perhaps more importantly, the appellate body called upon to hear the rather important appeals on tenure issues needs to be composed of individuals with substantial experience on tenure matters so their decisions will, over the years, preserve the unique character of the University.

One major sensitivity this appeal body must have is the recognition that appeals relative to a department's evaluation concerning the competence of an individual in a discipline is rarely as accurately judged by specialists outside the discipline. While both the tenure committee and the randomly selected panel proposed in the Interim Grievance Procedures would have mostly instructors outside the grievant's area of competence, the individual tenure committee members for the two-year term, years, would come to have these rare appeal procedures with a background of experience with tenure issues.

If it is the judgment of the EFC and the Academic Council that one consolidated grievance procedure is preferred, then some amendment to the present document seems desirable. These amendments should achieve two ends: First, recognition that tenure decisions are very special decisions for both the individual and the department. And, second, ensure that the appeal body includes experienced individuals who recognize the need to protect the rights and aspirations of the individual while at the same time maintaining academic excellence and focus in our departments.

Placement policy is upheld

The University will continue to uphold its policy recognizing "the fundamental right and freedom of any student to meet with any employer to discuss the student's potential employment."

The reaffirmation came from President Wharton this week after several groups had demanded that MSU cancel visits to the Placement Bureau by representatives of the armed forces. The demands grew out of reactions to escalation of U.S. military action in Vietnam.

Wharton said that the University's concern over the war was demonstrated by its resolutions adopted last week by the Board of Trustees. But he added that "the genuine anxiety over these events should not become a means of repressing freedom of choice and individual rights of students on the MSU campus."

He noted that the policy regarding use of the Placement Bureau was adopted in 1969 on recommendation of the student affairs committee. It states that the right of demonstrations is recognized "if such activities do not physically limit the freedom of movement and communication of either the individual or the individual to be interviewed."

Correction

The story in last week's (April 20) News-Bulletin on the University's hearing on the Senate Appropriations Committee contained an error that needs correction. In the portion on MSU's efforts for disadvantaged students, we said that "(Provost John) Cantlon added that with its $860,000 request, MSU would help 5,000 such students." It should have read that "MSU could help 500 such students."

History in sound

A visit with W.C. Handy

(Actual recordings that detail this and other events are available in the National Voice Library on the fourth floor of the MSU Library. An appointment can be made by calling 355-5123.)

By G. ROBERT VINCENT

Editor, National Voice Library

Here is real America: A flashback to conversations with W. C. Handy, the grand old man of ragtime composers.

I caught a freight train with a quartet back in 1935 and rode the rode to Chicago, aiming to get a job as singers there at the World's Fair. But when we got there, we found the fair postponed for another year, so we hustled our way to St. Louis. There I found myself on the levee of the Mississippi River where I slept on the cobblestones. "I had the hardest time of my life in St. Louis—that's why I wrote 'I Hate to See De Ev'nin Sun Go Down.' I'll sing a few matches of that..." 

"I hate to see de Ev'nin sun go down/ Cause ma baby, he done lef dis town..." 

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From a depression to 'dollar anemia'

It was 1933. The nation was in a depression, and Michigan State College faced its own financial crisis with the state legislature shutting down operations and with $300,000 more of college funds frozen in closed banks. Bills went unpaid, but Priscilla P. Kellogg, of Lansing, better known as Chief, was able to secure $5,000 from the state treasury by amending a law to pay salaries in cash. At the same time, she asked department heads to confess any emergency needs.

The crisis continued nevertheless, bringing about two faculty salary cuts, the second one applied on a sliding scale depending on size of the paycheck. Struggling to keep the college operating, the legislature gave up on the property investigation and in 1937, $300,000 was granted to the state college on a sliding scale with a 3 percent sales tax. They couple this action with a million - dollar out in the college appropriation, a reduction of 39 percent. Some of the appropriation squeeze may also have been brought about by questions raised about the financial integrity of a few college officials. An investigation was launched, but a grand jury exonerated all of the accused of any misdeeds or illegal cornmissions.

Michigan State came through the depression years somewhat battered but basically intact. From Saginaw, Mary Lewis, appointed secretary in 1935 and lost no time in applying her unique brand of creative excellence.

That same year the lawmakers restored the college appropriation, a sign that 1932. The state appropriated $2.5 million in 1937 with a $2.5 million appropriation. This permitted the state to pay 75 percent of the payroll with an increase of $545,000. In the meantime the need for more buildings for offices, dormitories, and other purposes was becoming acute.

Building ACADEMIC STRUCTURES which had no source of income was the major problem of that time. Gov. Harry P. Kelly offered a solution when he called a special session of the legislature in 1936 to appropriate funds for new buildings at state - supported institutions. His particular interest was in the returning veteran and his educational needs. MSU received funds for seven buildings, including such structures as Berkeley Hall, Natural Science, Physics - Mathematics and Agricultural Engineering.

The post-1937 influx of students brought financial strain for administrators to unravel. In 1945 and enrollment had grown to 50 percent. There were also 3000 new students to help with an accelerating enrollment and the restoration of the depression salaries when the budget was balanced. This enrollment between 1937 and 1941 made dollars tight once again. The legislature did respond in 1941 with an increase of $540,000.

The next budget for 1946 had brought financial strain for administrators to unravel. In 1946 the student body included a large number of returning veterans whose tuition and expenses were to be paid by the federal government. The college was compelled to advance the cost of books, and waive fees and tuition with the understanding that federal reimbursement would be forthcoming. Bureaucratic red tape resulted in a six - to eight- month delay in government payments with as much as a million dollars at stake. The situation became so serious that the solvency of the college was threatened, and it was hard put to round up enough cash for salaries and other expenses. The state treasury threatened with paylam paydays. State educational institutions were caught in the bind, and it appeared probable that no paychecks would be distributed for one or more months at MSU. Determined that faculty and staff would not be deprived of their monthly salaries, the administration made arrangements for bank loans to meet the payroll.

Other devices, including delay in payment of supply and equipment bills, were used to keep the University solvent. The state's fiscal dilemma was finally resolved, but the problems spilled over into the next year.

As budgetary allocations were voted in the legislature in the spring of 1959, MSU suffered a severe setback. The appropriations were sliced by approximately 5 percent. The state went on to a 5 percent decline in the following year despite inflation and a substantial increase in enrollment. Severe economy measures were taken in other respects, including an immediate moratorium on purchase of equipment. The Board of Trustees raised student fees and for the first time required student to purchase tickets to athletic events.

The reorganization of the University's financial structure and tribulations of the University wouldn't be complete without pitting a bit into the history and mystery of the land used for this grant of land.

The Morrill Act in 1862 donated a quarter million acres of federal lands in Michigan with the provision that they be sold and the money invested with the interest used for support of the agricultural college. The compact between the state and federal governments pledged that the land - grant endowment would be kept in perpetuity. After the lands were finally sold for a total of $1,052,000, MSU received about $75,000.

For years University administrators felt a sense of security knowing that this sum was indeed in existence and the income would be forthcoming forevermore. Without such knowledge, however, at the late 1970s with the university facing all sorts of problems, legislators and the million - dollar endowment was spirited away for other uses.

State officials did continue to pay the annual renewal fees from the general fund, but never did they breathe a word that the endowment was no longer in existence. In 1964 state financial officers discontinued the annual increment claiming that the state could no longer reimburse the University from a source that no longer existed. Following protests from University and federal officials, legislators now indicate that the land - grant increment is included in the annual appropriation. A move, too, that has been approved with the fund at the rate of about $200,000 a year.

Wholesome relationships between the University and the legislature over the period of years have resulted in more realistic support. Principal difficulty currently faced is that while the University is turning back" a part of the annual appropriation, legislature keep the state in the black. In 1970 - 71 the rebate was three - fourths of one percent; in 1971 - 72 it is a four - percent cut. Thus, the University is losing the annual appropriation, and it could go to three percent. Obviously this leaves little in the way of spare dollars for many essentials. No University administrator would be so optimistic as to predict that financial problem will become worse in the years ahead. It is a part of the enormous task of providing a higher education for 40,000 or more. - W. Lowell Treaster
The Board recap

Trustees take a stand on Vietnam war

Two resolutions—one urging a "speedy end" to American military involvement in Indochina and the other asking President Nixon "to do everything possible to end immediate cease fire" in Vietnam—were voted on by the Board of Trustees last Friday.

The first resolution, offered by Trustee John D. Tassell, Jr., called on the Board to make it clear that the Board's "official duties and responsibilities are confined to the within university limits and that it is not the function of the Board to speak on major issues which confront us. Such an issue is the war in Indochina, and particularly the continued American involvement."

Guidelines approved for political campaigns

The Board of Trustees approved policy guidelines for use of University facilities for partisan political activities that would permit political participation in the upcoming primary and general elections.

In its resolution, the Board pointed out that the lowering of the voting age to 18 "further obligates the University to perform a civic responsibility role so that students, as well as faculty and staff, may exercise their elective franchise in an enlightened manner as possible."

A detailed list of guidelines and suggestions for convassing, campaigning and petition drives on campus can be obtained from the Student Activities Office, 101 Student Services Building.

According to the resolution, University facilities may be used for educational conferences sponsored by political parties, and county, state or national committee meetings of political parties. Such activities are, however, restricted to facilities usually available to the public, such as Kellogg Center and the Union.

Meetings and rallies for political candidates may be held on campus provided they are sponsored by registered campus organizations. Candidates and their sponsoring organizations can meet this requirement by registering with the Student Activities Division, and once met it is not necessary to register for ensuing meetings.

Guidelines request for use of facilities must be submitted to the Office of the Executive Vice President for approval.

Distribution of campaign material is permitted outside campus buildings as long as it does not interfere with pedestrian or vehicle traffic.

Special regulations govern the distribution of material at registration, and at Spartan Stadium.

A-frame and sandwich boards, not to exceed 3 feet by 5 feet, may be placed with the prior approval of the office of Campus Parks and Planning.

Posters on stakes are not permitted on University property because of damage to grass, and, potential injury to pedestrian traffic.

Ample facilities for students to register and vote have been made available on campus.

Trustee believed that the placing of voting registration booths at regular academic registration, deputy registrars are available during non-exam periods throughout the year at the Union Building manager's office and on the Student Services Building.

"The campus has eight voting precincts for city, state and national elections.

Grievance procedures

(Concluded from page 1)

of those who feel there is no way to objectively resolve a grievance."

During the discussion, White asked former President Adams to comment on the procedures document. "I am pleased," said the president, "the committee "has not been responsive" to the Board's instructions to devise procedures applicable to the non-academic cases "at hand" last spring (Eileen Van Tassel, Bertram Murray and others).

He said that the Board did not extend the appointments of several nonaccredited faculty last year on the grounds "that adequate procedures were not available to judge their appeals... Now, one year later, this mandate is not fulfilled" by the committee.

FSG qualifications, responsibilities outlined

The Faculty Affairs and Faculty Compensation Committee Tuesday approved definition of responsibilities and qualifications for the proposed Faculty Grievance Official (FGO). The guidelines for search and selection of someone for the position.

The FGO position is proposed in the interim grievance procedures, developed by the Ad Hoc Committee on Faculty Rights, Responsibilities and Grievance Procedures. The grievance procedures were submitted to the faculty, Academic and Academic Councils but returned to those bodies by the Board of Trustees last week.

E. Fred Carlisle, associate professor of English and ad hoc committee chairman, told the FAPCC, however, that the trustees had no significant complaint with the establishment of the FGO position, and that setting up criteria and procedures could make possible the creation of an FGO at a time when the interim grievance procedures might become operative (Sept. 1, 1972).

The proposed search and selection method would involve a four-person committee to be appointed by the FAPCC (to be nominated next week by FAPCC chairman Frederick Williams, dean of history). The fourth member—a dean—would be named by the Administrative Group as soon as possible.

The search committee would develop a slate of candidates for the FGO. The selection process would be by letters amongst faculty and administrative officers of the FGO search; would consult informally with the president, provost and FAPCC; and would determine their own procedures for discussion, evaluation, elimination of names, meetings of interview, etc.

The committee's activities would be kept confidential until the FAPCC formally approves a slate of candidates to be presented to and discussed with the president. At that time, the slate would be made public. Carlisle said this is because faculty should know what the faculty committee has decided.

Responsibilities for the FGO are drawn from the grievance document. They are: Informal resolution of grievances; initiating, monitoring and facilitating formal grievance procedures; and serving on the Academic Senate's administrative duties; and evaluation of procedures.

Qualifications recommended are: Experience in a mediumsized university or college faculty member; administrative experience or capacity; a number of case procedures and techniques of mediation; and other experience or demonstrated ability that would allow an open meeting to fulfill the FGO responsibilities.

MEANWHILE, Bob Repas, professor of labor and industrial relations, has submitted his application for the FGO position.

In a letter to Williams dated April 17, Repas cites his experience in teaching and writing about grievance procedures as one qualification for the position. Opposers of Repas sent out FAPCC members, the provost and to Assistant Provost Herman King.
Workmen’s comp: Helping ease the pain

During 1971, nearly 900 University employees received first aid treatment for injuries they suffered in job-related accidents. This was less than 150 of them that week time because of injuries. All of them were covered by workmen’s compensation. As a result they probably understand better than most people the workings of one of MSU’s most extensive—and least known—plans of protection. The theory for those who do need workmen’s compensation and are unfamiliar with its existence, the learning process can be costly.

BRIEFLY, HERE IS HOW the process works:

Any employee who suffered an accident or sudden illness “out of and in the course of employment” is entitled to treatment without cost at Olin Health Center. If the mishap is not serious and the employee permits it an “Authorization for Medical Attention” form is completed prior to treatment at Olin.

The health center provides both immediate and followup treatment for work-related injuries and illnesses. When necessary, employees are referred by Olin for specialized attention.

In cases of serious injuries or illnesses, ambulances from the public safety department are on call (at the Emergency Number, 110) to transport victims to Olin or, when necessary, to a Lansing hospital.

MSU provides full wages during the first week of absence for those disabled by job-related mishaps. After the first week, an employee is entitled to regular workmen’s compensation benefits, which can be supplemented by earned sick leave and/or vacation time.

Those who have no sick leave or vacation time receive benefits specified by the Workmen’s Compensation Act: Up to two-thirds their average regular wages while they are absent (after the first week).

Death benefits provide burial expenses and, for surviving employees in 500 weekly partial wages of the deceased.

In the past year, the University spent about $170,000 to provide workers’ compensation, reports Comptroller Paul V. Rumpsa.

The figure would be much higher if MSU weren’t self-insured, Rumpsa adds.

He says that by providing its own employment compensation, rather than paying premiums to an outside insurer, MSU is able to give better medical care and to keep costs down.

The law permits an employer to provide medical services to an employee at least during the first 60 days following an accident or injury. Allen J. Enslow, professor and chairman of psychiatry, agrees that better health care in an advantageous context for patients. Enslow has done research in the history and effects of unemployment compensation.

The concept of workmen’s compensation has broadened in recent years. Today it is “almost comprehensive insurance for anything that arises from work.”

The kinds of injuries and illnesses covered by workmen’s compensation are not always clear. For example, if an employee falls in the employer’s parking lot while walking to his car (either to or from work), he or she is covered. But slaming one’s finger in the door while entering the car is not considered a job-related injury.

An employee who suffered an injury on the job and has it treated by his personal physician will probably have to pay for the treatment. Neither American Community nor Blue Cross will pay claims on job-related injuries, since the University—not the private insurer—stands to lose.

In cases where either the University or the employee disputes the other’s claim in an accident, a state workmen’s compensation committee can hear both sides and make a ruling. Rumpsa estimates that MSU is involved in such hearings about once a week. At stake sometimes are claims that could go as high as $100,000.

Even in cases where compensation is provided to the satisfaction of both employer and employee, a number of complications can sometimes result, notes Enslow whose studies have examined the psychiatric and psychological side effects of injury and compensation. In a paper he presented a few years ago at a conference in California, Enslow emphasized that “a patient with an accidental injury which makes him eligible for compensation enters a strange and complicated world,” unlike that of other patients.

“Attorneys, claims agents, and even labor union representatives and judges may have an influential role in the diagnosis and the treatment of his condition,” Enslow said.

There is also a change in both the patient and the physician, he added, and the result is often “an inordinately high incidence of complaints of delayed recovery and of permanent disability.”

Enslow concluded that the psychiatric and psychological effects of job injuries aren’t likely to be reduced until the “‘adversary system’ is removed from our compensation laws.” Physicians can take more responsibility for their patients and are subjected to less outside interference, physicians become more aware of the psychological factors that predominate some patients to injury and the psychiatric complications of injuries; and physicians give more attention to removing patients to the care of themselves and reassert responsibilities.

—GEO R. DIELS.

Women set Sunday meet

An open meeting of the Women’s Association of the MSU Student Senate will be held Sunday, April 30, at 3 p.m. in the Gold Room of the Union.

The planning committee has subdivided into four area of concern:

• Women—oriented fields and professions
• minority group concerns
• student concerns, and
• employment practices.

Two hours that shook both moon and earth

MSU geologist Robert J. Malcuit concludes that approximately 3.6 billion years ago a two-hour brush with the moon changed the future of the earth, and gouged and poked the earthward side of the moon into its present general appearance.

The two-hour event which shook the earth and moon was a near collision. They were as close as 4,000 miles, said Malcuit, and Malcuit put the collision on the American Geophysical Union in Washington, D.C.

According to the theory, the lunar site was explored by America’s two latest space probes, Mariner 9 and Mariner 10, which underwent the rapid unarded and melting.

The theory, which uses several previous ideas by other scientists, starts with the idea that until about 3.6 billion years ago the earth had no moon. The future moon was a small planet, very likely in a sun-centered orbit in the Asteroid Belt. Much as a car speeds around a racetrack, the independent planet headed toward earth around the sun, except that it gradually veered toward earth until, in about a billion years, they nearly collided.

Calculations made by a German astronomer, Ganeshkorn, have shown that at one time the moon was at a much greater distance from earth than now.

When the moon grazed by the earth it was going at a relative speed of about 15,000 miles an hour, Malcuit said.

When an object, such as a planet, gets so close to another body in space that its gravitational force is the same or less at its surface than the gravitational force of its neighbor, objects on both bodies undergo catastrophic strains which tear at their surfaces. At this point, the planets usually involved in such orbits, relationships have reached the "Roche Limit."

He said that as the moon approached the earth and entered the Roche Limit, large masses of rock melted under the lunar crust. Craters formed as gigantic blobs of molten rock were pulled from the moon by earth’s gravity. Within two hours of the major mars — were formed on the earthside of the moon. These areas are now seen from earth as the darker regions that form the face of the moon.

Smaller ejected moon rocks and molten blobs later crashed back down on the moon and formed craters on the lakes of lava. Soon the moon sped away from the earth on its journey around the sun.

Most previous theories explained lunar craters as ordinary volcanic products or as impact sites of meteorites. But MSU’s recent studies of the major craters and was resulted from the earth—moon flyby. He agreed there were also ordinary meteorites, and the prominent features of the moon’s backside were formed by such impacts.

The difference between a planet flyby and an asteroid flyby, eventually followed by capture, is opposed to a simple capture has greater implication for the validity of previous predictions of intelligent life in the universe.

Previous predictions of life elsewhere assume that a planet similar to earth, orbiting at a similar distance from a similar sun, or like conditions, is one more planetary candidate for intelligent life.

"Not so," said Malcuit. "Chances are greater than previously supposed that we are alone in the universe. Earth would probably have no higher forms of life if not for the unusual flyby and eventual capture of the moon.

—PHILLIP E. MILLER
**A-P meet features pay plans**

Several possible compensation programs for administrative professionals will be discussed at the A-P Association general membership meeting Tuesday (May 2) at 7:30 p.m. in the University Club Ballroom.

Other items on the agenda include:

* Bylaw amendments, including one to create the position of recording secretary, which would increase the number on the Board of Directors from nine to 10.
* Elections to fill five positions: Vice president, corresponding secretary, recording secretary, and two board director slots.
* Reports from the classification and membership committees.
* Elements and implications of the several possible compensation programs.

**Candidates for the positions** (nominated by the association’s nominations committee) are:

- For vice president, the incumbent Charles F. Deane Jr., director of the Overseas Student Program, and Craig Hauser, associate professor of English and an admissions coordinator.
- For corresponding secretary, the incumbent Doris McNeil, administrative assistant in the College of Social Science; recording secretary, William Wagner, assistant director of international affairs; and June Forman, administrative secretary to the vice president for University relations; and for the board of directors, Craig Halverson, producer writer for WMSB, and Edwin Fitzpatrick, assistant director of the Placement Bureau.

Nominations may also be made from the floor.

Of the more than 600 A-P employees at MSU, about 60 percent are members of the A-P Association, which is an informal bargaining unit for A-P.

**Series features major performers**

Some of the world’s top performing artists and ensembles — such as the Vienna Choir Boys, dancer Rudolf Nureyev, the Israel Philharmonic and the Bonn Symphony — will be presented during the 1972-73 season of the Lecture-Concert Series.

Rudolf Nureyev, director of the cultural activities office, says that the new season has been planned to provide a variety of symposia with a special emphasis on each subscription series.

The season’s first event, Duke Ellington and his Orchestra, Sept. 22, will launch Subscriptions Series "B" — the "Lively Arts Series." The internationally known pianist and arranger will host a concert of his own secular and sacred works which have been climax in their own right since he first became a major force in jazz in the late 30s and early 40s, says Beacher.

Opening night for Subscription Series "A" — the "University Series" — will be Oct. 3, Zubin Mehta will conduct the Israel Philharmonic Orchestra.

Other highlights of Subscription Series "A" include the Vienna Choir Boys, whose membership once included Haydn and Schubert — pianist Alicia de Larrocha, and Rudolf Nureyev as principal soloist with the National Ballet of Canada. The series also includes the Singers and Dancers of Ljubljana, Yugoslavia, the Batsheva Dance Company of Israel and the Berlin Concert Choir and Orchestra on their U.S. debut tour.

Subscription Series "B" — the "Lively Arts" — will also feature the touring New York production of the musical, "Applause."

**Students teach themselves and learn more**

At least some MSU students seem to like taking more tests, tackling tougher exam questions, and teaching themselves by trial and error.

They say they learn more in the process.

Henry D. Foth’s soil science course is handled in this way, and 90 percent of his students get grades of B or better.

Behind all these As and Bs is mastery learning, a new educational technique that shifts emphasis from teachers to students and teaching to students and learning.

"Mastery learning is a new idea that is shaping educational views and practices across the country," says Foth. It is based on the theory that almost all students can learn well, and it allows up to 95 percent of the students to get high grades.

**FOOTH’S INTRODUCTORY soil science course (for sophomores) is divided into two general sections: A series of lectures that accounts for 20 percent of the students’ grades and 17 audiovisual segments given in a tutorial learning center.**

Students use the center at their own convenience. Required materials are covered in tape recordings coordinated with slide projectors, allowing the students to see pictures of field conditions, soil samples, models of chemical structures and other things that would be difficult to convey without visual aids.

Each tape, with its accompanying slide set, forms one Structured Learning and Training Environment (SLATE). Two SLATES are offered each week during the course.

The study center also has a central area where equipment and materials are stored, and two basic experiments and investigations on the subject matter of the tapes. Special scores are set aside to help students during the 22 hours a week that the center is open.

Students can evaluate how they are doing on each SLATE by taking self-tests. These tests aren’t required and don’t count toward the student’s final grade.

**Actual course grades that the students receive are determined by five major examinations given throughout the term. Students are allowed to take a different examination on the same material if they feel they scored too low on any of the five major exams.**

* * *

"IT WAS VERY obvious, by oral statements and other indications, that the students were working hard to achieve certain grades," says Foth. "Every student knew exactly where he stood at all times. As a result, the students directed their efforts toward achieving higher grades than they usually received in other courses," he said.

Even though the students achieved better grades under the mastery learning program, a major question concerned Foth: "Did they learn more?"

He polled his students at the end of the term and found that 93 percent of them thought they had learned a great deal in the course, compared to 80 percent who felt the same way after the previous course. The students also expressed the wish that mastery learning techniques be used in other University courses.

To help develop and implement the concept, Foth received support from the Educational Development Program. And he has had continued help from the Learning Service.

Summing up the success of the new program, Foth says: "In 24 years of teaching and introductory soil science, I have found many new methods worthy of adoption, including the mastery learning concept. I would not have thought of abandoning the mastery learning concept than any other good learning tool."

—RICHARD DIVEKBISS
**BULLETINS**

**BOTANICAL CLUB**
The Michigan Botanical Club will meet at 7:30 p.m., Tuesday, May 2, in 204 Horticulture. William G. Fields will speak on "Myxomycetes—The Slime Molds."

**OPEN MEETING**
All interested persons are encouraged to attend the Women's Steering Committee open meeting at 3 p.m., Sunday, April 30, in the Gold Room of the Union. The program will include a progress report on specific cases and task force groups and a discussion.

**BRUCE FRIEDMAN**
Author Bruce Jay Friedman will speak about and read from his current plays and novels, *A Mother's Kisses, Stern, Scuba Duba*, and *The Dick*. Sponsored by the Department of English and the College of Arts and Letters, he will make his presentation at 8:30 p.m., Friday, May 5, in Kellogg Center.

**AUS LECTURER**
James R. Hooker, a member of the American Universities Field Staff, will be on campus May 16 to May 19 and is available for preliminary scheduling for courses and seminars. He is a professor of African studies with particular emphasis on Malawi, Zambia, and Rhodesia, and is the author of *Black Revolutionary*. For more information, call Charles Gliozzo, Dept. of Humanities, 3-5242.

**CONFERENCES**

**April 28**
North Central Research Committee

**April 28**
Michigan Council on Family Relations, Parfors A and B. Union

**April 29-30**
Theta Sigma Phi

**April 30 - Men, Markets & Motivation**
May 1-5
Parks & Recreation Law Enforcement Inst.

**May 2-3**
LPN Conference

**EXHIBITIONS**

**Kresge Art Center**

Entrance Gallery, North Gallery (through May 21): Works in various media by undergraduate and M.A. students.

**SEMINARS**

**MONDAY, MAY 1, 1972**
The structure and function of the hemicellulose of primary plant cell walls. *W. Dietz Bauer*, 4:10 p.m., 101 Biochemistry AEC Plant Research Lab.

To be announced. *James R.V. Rawson*, 4 p.m., 136 Chemistry (Biophysics).

The influence of technology on the world food supply. *Sylvan Wittwer*, 12:30 p.m., 126 Anthony (Dairy Science).


Endocrine research using the bovine as an experimental animal. *Edward M. Convey*, 4 p.m., 216 Giltner (Physiology).

**TUESDAY, MAY 2, 1972**
Current agricultural problems in Hawaii. *Franklin F. Lecommlen*, 12:30 p.m., 108 Plant Biology (Botany & Plant Pathology).

The theory and practice of gas chromatography; separations of organic isomeric mixtures. *Donald I. Sawyer*, U. of California, Riverside, 4 p.m., 136 Chemistry (Chemistry).

Acceptability of glucose-pecteose in baked goods. *Charlotte Thompson*, 12:30 p.m., 102 Human Ecology (Food Science & Human Nutrition).


Forensic Nutrition II. *Sidney Weissbenen*, Federal Trade Commission, 4:10 p.m., 110 Anthony (Food Science & Human Nutrition).

Amino acids and the biosynthesis of prodigiosin. *Robert Williams*, Baylor College of Medicine, 4:10 p.m., 146 Giltner (Microbiology & Public Health).

Turtle response to dietary vitamin A. *M.P. Anderson*, 4:10 p.m., 346 Giltner (Pathology).

On some series representations of the integral of the bivariate normal density over an offset disk, *Dennis C. Gilliland*, 4:10 p.m., 405A Wells (Statistics & Probability).

**WEDNESDAY, MAY 3, 1972**
Studies on the nucleotide sequence of nuclear RNA. *Harris Busch*, Baylor U., Waco, Texas, 4:10 p.m., 101 Biochemistry (Biochemistry).

A multimodal distribution based clustering algorithm. *Bernard Weinberg*, 4 p.m., 402 Computer Center (Computer Science).


Onion smut: physiology and infection studies. *M.L. Lacy*, 4:10 p.m., 166 Plant Biology (Plant Pathology).

**THURSDAY, MAY 4, 1972**
Agricultural economists in industry. *Dean McKee*, Deere and Company, 3:30 p.m., 301 Agriculture (Agricultural Economics).


Interaction of sex and age with respect to the reproduction of mallards. *Harold H. Prince*, 1:30 p.m., 221 Natural Resources (Fisheries & Wildlife).

Rapid determination of water activity of foods. *V.C. Sood*, 4:10 p.m., 110 Anthony (Food Science & Human Nutrition).

Advances in food industry waste utilization. *Lyle Shannon*, 4:10 p.m., 110 Anthony (Food Science & Human Nutrition).

Possible effects of intestinal microflora on the host. *A.E. Joynor*, Jr., Shell Development Co., 4:10 p.m., 103 Anthony (Institute of Nutrition).

Some stereoscopic studies of drug interactions with biological systems. *C. Chigual*, National Heart & Lung Institute, Bethesda, Md., 4 p.m., 449 Life Science 1 (Pharmacology).

Today's horizons in veterinary medicine. *Calvin W. Schwabe*, u : :

**FRIDAY, MAY 5, 1972**
Response of black students to improvements in the job market. *Richard Freeman*, U. of Chicago, 3:30 p.m., 301 Agriculture (Agricultural Economics).

Black social workers report on national convention. *Speakers to be announced*, 2 p.m., 210 Bessey (Social Work).

For general information about MSU, call 353-8700.
Michigan State University

Calendar of Events

Friday, April 28, 1972
3:30 p.m. Tennis—MSU vs. Western Michigan. Varsity Courts.
7:30 p.m. Intercollegiate Film Festival—Films made by students from all over the country are sponsored by the MSU Broadcasters. These films were selected from hundreds submitted and include award-winning productions. Tickets available at Union Ticket Office. 108B Wells.
8 p.m. "The Last Question"—This new science fiction spectacular in the sky theatre was written and narrated by Isaac Asimov. It explores the theory of entropy, which maintains that all the life-giving energy of the stars is being drained. Abrams Planetarium.
8:15 p.m. "Hedda Gabler"—Ibsen's modern classic features Hedda as a mature, dynamic woman snared in a stifling marriage whose only creative outlet is destruction and death. Tickets are available at the Fairchild Box Office. Fairchild Theatre.
9:30 p.m. Intercollegiate Film Festival (see above). 108B Wells.
10 p.m. "The Last Question" (see above). Abrams Planetarium.

Saturday, April 29, 1972
1 p.m. Tennis—MSU vs. Hampton. Varsity Courts.
1 p.m. Women's softball—MSU vs. Muskegon Community College.
7 p.m. Intercollegiate Film Festival (see April 28). Abrams Planetarium.
8 p.m. "The Last Question" (see April 28).
8:15 p.m. "Hedda Gabler" (see April 28). Fairchild Theatre.
8:15 p.m. Concert—The University Chorale will perform works by baroque, pre-classical and contemporary composers, under the direction of Robert A. Harris. Music Auditorium.
9:30 p.m. Intercollegiate Film Festival (see April 28). 108B Wells.
10 p.m. "The Last Question" (see April 28). Abrams Planetarium.

Sunday, April 30, 1972
9:30 a.m. Birdwatcher's hike—As part of the MSU Spring Environmental Interpretation Programs, those interested in birdwatching should meet at the west side of the Veterinary Clinic. Bring binoculars if possible.
11 a.m. Photography hike—Those wishing to participate in a nature photography hike through Baker Woodlot should meet in the greenhouse parking lot to the east from the Natural Resources Bldg. The program will last until noon.

BULLETINS

WOMEN'S IM SWIM
Women's IM has extended its evening swim hours to 5:30 to 9:30 p.m., Monday through Friday.

FOLK WRITERS
Faculty Folk writers will meet at 1 p.m., Wednesday, May 3, at the home of Mrs. Stanley Drobac, 8477 Herrold, Okemos. Readers will be Mrs. Dan English and Mrs. Howard Bartley.

NOAM CHOMSKY
Noam Chomsky, renowned for his studies in linguistics and for his critique of contemporary American foreign policy, will lecture on "Decision-makers and Democracy: Lessons of the Pentagon Papers," at 1 p.m., Wednesday, May 3, in Fairchild Theater. He will also participate in a panel discussion on the "The Psychology of Unfreedom: A Critique of B.F. Skinner," at 3:30 p.m. the same day in Wonders Kiva.

BLACK THEATRE
"New Dimension in Black Theatre" is the subject of a symposium sponsored by the Black Arts Company Sunday, April 30 to Sunday, May 7. Several lectured teachery and student theatre and studio productions in the areas of community theatre, professional theatre, children's theatre, academic theatre, and playwrights and criticism are included. For schedule and information, contact Carol Wilson, 351-4080.

ACADEMIC COUNCIL
The Academic Council will hold its regular meeting at 3:15 p.m., Tuesday, May 2, in the Con Con Room of the Center for International Programs.

TENNIS
Outdoor tennis court reservations may be made by calling the IM reservation desk, 5-5044, beginning at 10 a.m. one day in advance during the week. Weekend reservations should be made starting at 10 a.m. Monday.

COMPUTER WORKSHOP
The Computer Lab will hold a one-day workshop entitled "MISTIC2—The MSU Interactive Computing Facility," on Saturday, May 6, in Eppley Center. No prior knowledge of the MSU system is assumed, but a working knowledge of BASIC or FORTRAN IV is necessary. Registration must be made through the Computer Laboratory Program Library, 209 Computer Center, by May 4. For information, call 3-3975.

MID-TERM GRADES
Special mid-term grade cards will be delivered to departmental offices on Friday, April 28. The grading system is printed on the face of each class card. The Office of the Registrar will make a pickup on Friday, May 5, after 9 a.m. Otherwise, cards must be returned to 150 Hannah Administration Bldg. no later than 11 a.m., May 5. The returned cards will be redistributed on Monday, May 8, to those who requested them. For information, call 5-9596.

In the U.S., on MSU events may be submitted, for possible inclusion in the bulletin, to: Women's swim, patricia Grauer, Dept. of Information Services, 109 Agriculture Hall, (517) 353-8819. Deadline for submitting information is noon Tuesday preceding the Thursday publication. The calendar of events will cover an 8-day period, Friday through Saturday.