Some raises likely

Interviews completed in campus job study

Any salary adjustments resulting from the current administrative-professional classification study on campus will be retroactive to Oct. 1, 1972, according to C. Keith Groty, assistant vice president for personnel and employee relations.

The six-month study which began two weeks ago is being done by the consulting firm of Robert H. Hayes and Associates, Inc., of Chicago.

The firm is helping MSU review its current compensation practices for A-P employees, and in developing and implementing a uniform salary administration program, including associated systems and procedures, to cover all A-P employees.

Robert Hayes, president of the firm, said that the study, including recommendations for salary adjustments, should be completed by January 1973.

Hayes and Timothy Reilley, the firm's on-site director, have completed two-hour interviews with approximately 25 key management personnel. They were assisted in the interviews by William Thompson, MSU's assistant director for compensation and evaluation services.

Additionally, 45-minute interviews have been completed with a sampling of approximately 100 A-P employees. "This sampling was somewhat biased to insure inclusion of minorities and women," Reilley said.

Management interviews included questions concerning makeup of staff, qualifications necessary for staff positions and performance measures used.

The A-P interviewees were asked to comment on salary and compensation, promotion possibilities and job satisfaction...

The next phase will be writing job descriptions for all A-P employees.

A group of study coordinators has been formed, and these coordinators will be responsible for distributing questionnaires to all A-Ps and all employees in the top four clerical-technical grades.

The questionnaires, to be completed by employees and reviewed by their supervisors, will be used in writing the job descriptions.

"This will be the most time-consuming part of the study, and we expect to complete this phase by the first part of December," Hayes said.

The questionnaires will be distributed the week of Aug. 28, and are expected to be completed and returned by the second week in September.

Reilley urged that the questionnaires be answered completely and with seriousness, since they are "the basic source for writing the job descriptions."

(Continued on page 2)
Harrison prepares to hear grievances

One bookshelf in Michael Harrison's office is getting more than normal use these days.

"I have been doing research of the new technical literature and reading as much as possible about University procedures and related information," he says.

Harrison, recommended for the position by the Faculty Affairs and Faculty Compensation Committee (FAFCC), accepted the job Aug. 1. "I am thrilled by the appointment and am looking forward to the challenge of the position which deals with human concerns," he says.

The FGO is independent of existing administrative structures. Harrison is responsible for resolving grievances and assuring that all hearings are conducted with due process. He is also charged with recommending any changes in the existing grievance procedures.

Since assuming his position, Harrison has had approximately 10 contacts from faculty members who have grievances or who want information about the new office.

HARRISON COMES TO the position with grievance experience both formally and informally through his work on departmental committees and as a mediator for two years of the MSU chapter of the American Association of University Professors.

A member of the faculty since 1961, Harrison says he feels he can be objective in his dealings with faculty members concerning grievances.

"Having familiarity with the faculty, I feel that I can more likely correspond to the faculty's plight and the problems at hand," he says.

Harrison adds that it is necessary for a university of MSU's size to have a FGO. "I am told that this position is the first of its type in the country."

Harrison says that it is to be expected that some genuine grievances will arise in a large and complex university, and that there must be a way of resolving these grievances with clarity, due process and promptness. "I do hope that the faculty will make use of the office and will feel comfortable with me," Harrison said.

HARRISON PLANS TO maintain contact with the classroom by continuing to teach one seminar in Lyman Briggs College.

He will also continue his research on the collective properties of electrons in crystals under a National Science Foundation research grant and his work on a contribution to a Czechoslovakian physics book.

"I truly enjoy physics, both the teaching and research aspects, and I find physics is aesthetic," he says.

He adds that his interest in physics goes back to his childhood days in Chicago in the 1940's when science was for him an adventure and exciting.

HIS INTEREST IN science extends to his hobby of traveling and investigating archeological ruins. Last December he and his wife, Ann, associate professor of romance languages, explored the Mayan ruins in Yucatan, Mexico.

He also had the opportunity to explore Thailand when he served on the MSU's project in Bangkok.

- SANDRA DALKA

Articles

REED BAIRD, associate professor of American thought and language and Lyman Briggs College, and PAUL P. SOMERS JR., assistant professor of ATL, compiled a bibliography of articles dealing with mass culture for the August issue of American Quarterly.

Three professors have coauthored an article on engineering and environment in the July issue of IEEE Transactions on Systems, Man and Cybernetics. The article, titled "Engineering for Ecological, Sociological and Economic Compatibility," is by HERMAN E. KOENIG, professor of electrical engineering and systems science; WILLIAM E. COOPER, professor of zoology; and JAMES M. FALVEY, professor of economics.

RALPH W. LEWIS, professor of natural history and director of the Biological Station, has written a three-part series on the structure of the biological sciences for American Biology Teacher. He says this subject has been approached structurally can be made "more logical, more straightforward and simpler."

WILLIAM N. SHARPE, assistant professor of metallurgy, mechanics and materials science, has published an article for the June issue of Applied Polymer Science. His article deals with an optical technique for measuring strains on plastics over very short gauge lengths.

Two physicists, SAM M. AUSTIN and GARY M. CRAWLEY, for the Physics of "The Two-Body Force in Nuclear," proceedings of an international symposium held last fall at the Kellogg Biological Station. Plemum Press is publisher of the proceedings.

S. HOWARD BARTLEY, professor emeritus of psychology, is the author of "Perception in Everyday Life," a guide for laymen that explores the concepts of awareness through full use of sensory channels. Bartley is former director of the Laboratory for the Study of Vision and Related Sensory Processes. The paperback is published by Harper and Row.

JUAN A. CALVO, professor of romance languages, has written "La Veta Hupaena," a book dealing with the history and culture of Spain. It is published by Appleton-Century-Crofts, "Essentials of Educational Measurement," devoted to the practical problems faced by teachers, counselors and administrators in constructing tests, has been written by ROBERT L. BEBL, professor of counseling, personnel services and educational psychology.


JENNIFER G. SCHOLBERG, professor of romance languages, has written "La Sartza en la España Medieval," a book on medieval Spanish, Catalanian and Galician society. It is published by Editorial Gredos.

JUILLAN W. SMITH, professor of health, physical education and recreation, is the senior author of "Outdoor Education," which has been published in revised form by Prentice-Hall, Inc.

CORDON WOOD, associate professor of psychology, is an author of "Organization of Memory," published by Academic Press, Inc. He contributed chapters in organizational processes and free recall.

A-P study continues...

(Concluded from page 1)

A CLASSIFICATION coordinating committee has been organized to advise the study group and to provide communications link, reflecting varying view points and reviewing the study.

The coordinating committee will hold regular meetings every two weeks. Its members are:

Dorothy Arata, assistant provost; Frederic Dutton, dean, Lyman Briggs College; George Fritz, personnel director, special programs/admissions office; Keith Groty; Philip Hoffman, assistant director, data processing; Sandra Huggins, assistant director, personnel; William Kenney, associate director for financial aid; John Lewis, director, University service material management; Richard Lewis, personnel administrator, physical plant; Robert Lockhart, assistant comptroller; Albert Martin, administrative assistant, Equal Opportunity Programs; Doris McNitt, administrative assistant, College of Social Science; Gary Pooner, director, employee compensation and benefits; Jerry Pucci, director of hall assignments; Mary Ricker, assistant, international program specialist; Judy Salvin, assistant director, volunteer programs; and Bertrice McQuary, administrative secretary.

TED WARD, professor of secondary education and curriculum, has been reappointed to a three-year term on the advisory board for the U.S. Office of Education's Educational Resources Information Centers.

GERALD A. SMITH, professor of physics, has been named chairman of the Users Group of the National Accelerator Laboratory at Batavia, Ill.

JAMES P. STANLEY, professor of journalism, was decorated by the prime minister of Lebanon for his efforts to improve the flow of news from the Middle East. Smith, organizer and director of the East-West Communication Seminars in Beirut, received the coveted Order of Merit from the Lebanese government.

GEORGIA ANNA JOHNSON, assistant professor in human medicine, has received a Distinguished Alumnus Award from Western Michigan University.


JACK BURCHER, assistant dean of the College of Natural Science, chaired a study group at the Conference on Scarcity and Growth Toward a National Materials Policy held in Bloomington, Minn.

MARY JATENDRA, assistant to the director for special programs in the Cooperative Extension Service, has won a Fulbright Grant to lecture in Yugoslavia.


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Job outlook brightens

Things are looking up for job-hunting college graduates says John D. Singleton, MSU placement director. "This coming year," he predicts, "will be the best in the last three years for college graduates."

His confidence, he says, is based on a number of factors:

- Employers are coming out from under the budget crunch.
- The profit picture will promote expansion.
- Mobility of employees will restructure itself into the market.
- Optimum will prevail.

Singleton adds that although the business cycle is rebounding, there has been a lag in employment activity.

"The economic slip bottomed out around May or June," he says, "and it will take three to six months before employment activity catches up."

"When a business cycle starts to turn upward," he says, "employment activity for college graduates lags because among other things, employers have been used to getting by on a lean diet and this time around, unlike the short-lived upturn of the late 60s, employers won't fully commit themselves until they are sure this one is for real."

Singleton reports that the recent crop of MSU graduates is faring reasonably well in the job market.

A preliminary survey indicates that this year's unemployment figures for MSU graduates are running slightly higher than last year's "but," he notes, "Figures for 1971 - 72 graduates should drop as the economy moves through its recovery phase."

He said although things are looking better, "we won't approximate the employment peak reached in 1969."

Ecology paper available

The University letterhead is now available on recycled paper.

A limited amount of stock made from recycled post-consumer waste paper is now available for departments wishing to try the product. Stationery with the letterhead is provided through University Printing.

Mark Rowanda, director of MSU's Waste Control Authority, has urged campus of the "ecology paper" as a means of helping to stimulate paper recycling. (News·Bulletin, July 13.)

Grant supports urban counselors

Minority individuals from disadvantaged urban background will be selected for advanced training as urban counselors at MSU under a new grant from the National Institute of Mental Health (NIMH).

The program will be supported by NIMH grants totaling $414,152 over three years. The initial grant of $284,552 was accepted by the Board of Trustees at its last meeting.

Thirty fellows will be selected during the first year to work toward an M.A. degree, and five of these students will later be selected to work toward the Ph.D. degree in counseling during the last two years of the grant.

The programs will include formal training courses designed to prepare students to assist people of urban areas with their unique problems, according to Bob B. Winborn, professor of counseling, personnel services and educational psychology.

He notes that a special feature of the training program is instruction in "systematic counseling" developed by Tom S. Gunnings, professor and assistant dean of student affairs in the College of Human Medicine. This approach was developed to help people resolve problems created for them by "the system."

Fellows will also enroll in courses that focus on the psychology of urban and minority peoples; on conflict, intervention, and social change; and on social development and inter-ethnic relations.

Students in the program will spend approximately one-fourth of their time in practicum and internship.

The training program is a cooperative endeavor of the Center for Urban Affairs, Counseling Center, and College of Education. Faculty from these three areas will teach and supervise trainees.

Angus herd is a winner

Three heifers and three bulls in the University's purebred Angus herd dominated the recent annual All-American Angus Futurity at the Keeneland Race Track, Lexington, Ky.

MSU's January heifer was Grand Champion in her class and bested the Grand Champion bull to be named Champion of the show. According to Harlan Ritles, professor of animal husbandry, this is the only time in the show's history that both titles were won by the same sire.

Competing with 200 head from 25 states and Canada, the MSU entries won three individual classes and were ranked the best six head. Lowest rank in the team was fourth. One MSU bull was named Summer Champion.

Managing ground water by computer

Management and control of both present and future ground water supplies is the goal of a civil engineering research project begun here.

David C. Wiggert, assistant professor of civil engineering and researcher in fluid mechanics, has received a grant from the U.S. Department of Interior's Office of Water Resources Research to make a computer model of the ground water flow in the MSU area.

Many Michigan communities like Lansing and the University are dependent wholly or in part upon underground water obtained from wells, Wiggert said.

Regional planning is necessary so that the water-bearing level, or aquifer, will be conserved as a water resource.

Data will be fed into the computer on water table levels, pumping flow rates, and possible recharge conditions including natural recharge from rainfall and rivers, to determine the overall changes in the supplies at the water-bearing levels.

The Lansing area has a surface cover of from 60 to 70 feet of glacial till, under which lies some 275 to 300 feet of Saggama sandstone which is the source of ground water for the primary wells of the city and the University.

Below the Saggama sandstone is the Michigan limestone which has water of inferior quality and higher chemical content.

Wiggert expects to complete the study in about a year. His project is part of the overall work of the MSU Institute of Water Resources.

Group monitors health at the zoo

An elephant's injured trunk...malnutrition among turtles and hoofed animals...animal diseases that infect zoo employees. These are just a few of the Detroit Zoo problems tackled by a medical team from MSU and the Detroit area.

The Detroit Zoo Medical Advisory Council is possibly the only one of its kind in the nation, says Charles F. Reed, associate dean of veterinary medicine and council chairman.

In 1967, the 13-man advisory council was formed to help the Detroit Zoo with its preventive medical programs, disease and injury treatment, autopsies and nutrition projects, Reed explains.

The council of veterinarians, physicians and nutritionists meets four times a year, but has continuous special projects and individual research. In a typical effort, the council developed a nutrition program that revitalized the coats, life expectancy and reproduction of the zoo's 600 bison, which is a relative of the elephant's trunk that had been bitten by another elephant. And nutrition findings by poultry specialists L. P. Galloway and L. portal curbed the high infant mortality rate of the rhino, a large 6-ton, 8-foot-tall beast, a relative of the ostrich. Other council members are developing artificial feed for turtles and transplants for lions and elephants.

The council also makes recommendations for vaccinating zoo employees against transferrable animal diseases and advises quarantine of animals at U.S. ports of entry.

Autopsies, lab diagnoses and surgery on zoo animals help train veterinary medicine students, Reed says. In addition, the council provides short courses on campus for zoo veterinarians and has consulted in renovating the zoo animal hospital.

Ex-coach Ben VanAlstyne dies

Ben VanAlstyne, a Michigan State athletic staff member for 35 years during which he was head coach of basketball for 22 years and of golf for 30 years, died Aug. 4 after a short illness. VanAlstyne, 70, had lived in Southfield since his retirement from MSU in 1961.

He is survived by a daughter, Jayne VanAlstyne, a faculty member at Montana State University, and a son, Guy VanAlstyne, of Honey Falls, N.Y. His wife, Madelon, died in 1970.

VanAlstyne's basketball teams won 232 games and lost 163, and the sport reached one of its all-time peaks in the 1930s. A 16-1 record in 1930-31 is MSU's best ever.

"Classical' autobiography declining?

Autobiographies being written today signal a decline from the "classic line of autobiographical literature" characterized by Benjamin Franklin, Henry Adams and Malcolm X, says an English professor in the latest issue of the Centennial Review. Rose Miller of the University of Connecticut asserts that "a serious metaphysical or self - reflective quality is simply missing in recent works."

The works of Franklin, Adams and Malcolm X "are records of their lives and accounts of American history they affected as well as experienced."

"The sensuous aspect of the autobiography," Miller writes, "is really the link between the peculiarities of the autobiographer's life and broader historical currents. It affords the writer a chance to talk about the world as he talks about himself."

The Centennial Review, a quarterly publication of the College of Arts and Letters, also includes in its summer edition essays and poetry by 11 other authors. Among the essays are "Sin and the City: The Uses of Disorder in the Urban Novel" by Alan Henry Rose, assistant professor of English at the University of New Hampshire; "Echoes and Refrains in the Canadian Novels of Margaret Laurence" by Denye Forman, a graduate student at the University of Winnipeg, and Uma Parameswaran, assistant professor of English at the University of Winnipeg; "The Romance of the Western" by Herbert V. Butterfield, dean of the graduate school at State University of New York at Stony Brook, and "Manhattan Transfer as Gateway to the 1920s" by James B. Lane, assistant professor of history at Indiana University Northwest.

The summer edition also includes poetry by Dora Pollk, who teaches English at California State University at Long Beach; Paul Bennett, professor of English at Denison University; Alvin Greenberg, former editor of The Minnesota Review and a teacher at Macalister College; William Virgil Davis, a Connecticut poet, and Jerome Mazzaro, who teaches at SUNY at Buffalo and edits Modern Poetry Journal.

David Mead, professor of English, edits the Centennial Review. Copies are available at the Union Building.
Chemistry tutors help the underprepared

One of the University's most successful tutorial programs will enter its third year of aiding those students who need help, and, it is hoped, to boost and, its planners believe, brighten the promise of more help for underprepared chemistry students in the future.

Called Project TAC (Tutoring Assistance in Chemistry), the program was launched three years ago to help "marginal" students over the introductory chemistry sequence, a major hurdle for some who plan careers in science or engineering.

Most of the students have been of average or above, but most have chemistry placement scores that classify them as "high-risk." But results so far indicate general interest in using the tutors in cases, striking success — for those who participate in TAC.

Student are not given watered down versions of introductory chemistry courses, emphasizes Jack B. Kinsinger, professor and chairman of chemistry.

They are offered recitation sessions in introductory chemistry sequence, a heavy demand, either, and Kinsinger's file contains some letters of extreme disappointment from students unable to find places in the program last winter.)

He also hopes to add some undergraduate teaching assistants to the TAC staff. They would be selected from among students who have participated in TAC, and if special emphasis is provided students with advice and counsel on where to go with specific problems. And in the future, tutors would be able to follow through and make sure that those who need help get it.

The new service, provided free of charge, is a significant step. It is also good news for one of the first two years), Kinsinger maintains. "I don't control the University's admissions procedures," he says, "but I strongly believe that if we can attract marginal students, then we have a 100 percent obligation to help make sure that they are successful."

It is at the department level, in programs such as TAC, where money for support services should be founded, he adds, "because this is where the education is taking place."

THREE PRINCIPLES guide Project TAC, Kinsinger says: A low student - tutor ratio (between 4 - 1 and 10 - 1), ideally; a system of participation and to make sure that participation is continual (recitations are held during the day, for example, to make attendance convenient); and an absence of grading in the recitations themselves (TAC instructors have nothing to do with a student's actual course grade."

Last spring, Kinsinger arranged an informal, no - holds barred "rap" session involving a few blacks in TAC.

"In the past, we were always looking only for the bright student. When a student was in trouble, we filled it out a mid-term report and that was it. It was a problem. Now we are looking for those who need help, and we are taking the responsibility for providing it." GENE RIEFERS

One of the best free services

Of the several letters he has received in praise of TAC, chemistry's Department Chairman Jack B. Kinsinger values most highly this one from a young woman student:

"Offering the TAC program to undereducated students is one of the best free services available at Michigan State. In high school I got a grade average of 1.67. I came to MSU, after taking noncredit college courses to get my grade point up, with no knowledge of chemistry. I received a 3.0 and 3.2 in inorganic and now have a 4.0 average in organic, all because of the help I received in TAC sessions and from Mr. Mike May (a graduate teaching assistant). I also just received my tentative acceptance to nursing, which would not have been possible without this —... One can't pass chemistry with a decent grade by just going to TAC and not reading the book or not studying on their own, but if one combines them all, they should receive a very good grade."

"TAC explains and points out all the information that one should know. However, it requires good attendance, for missing a TAC class (means) one suffers just as much as if he missed a chemistry class."

"...I am not rich enough to donate money to the TAC program; however, I wanted to let you know how much this program helped me and that you for giving an opportunity to receive such assistance... (I) hope that in future years, more students will be benefit as much from this service as I did.""
A group of graduate students who see these problems are trying to solve problems that affect the everyday lives of Americans.

Each starting graduate work in the new field of ecological psychology. Each is evaluating a social program in his or her area of special interest. Each is developing instruments of measurement in both quality and quantity — comparable programs planned or operating elsewhere.

Meanwhile, representatives of the Association of State and National Institutions has reported that its organization will be attempting to have authorization cards from the Michigan Employment Relations Commission, which are required to be obtained in both Michigan and Wisconsin.

The overall project, with about 130 authorization cards, or about 6 percent of the University's 2,200 C-T employees, is providing major direction.

The students are mostly in their middle and late 20s. They intend now and in later professional careers to maintain ties between research and service at community, regional, state or national levels. Many are graduates from medical schools.

Eight problem areas are being studied:

- Nutrition: drug addiction; teacher classroom behavior as it affects pupil learning; linkage between attitudes and action of private citizens in relation to environmental quality; response to innovation in mental health systems; institutional change in homes for elderly persons; family planning; and consumer participation in planning health services.

NUTRITION STUDY

The nutrition study is designed to evaluate results of counseling given to women by nutritionists working in community health agencies in four Michigan counties.

Undertaking this project is Kent S. Jamison, who came to Michigan from a year of volunteer work in the Peace Corps and advertising research in Chicago.

Women who come to these agencies having staff nutritionists are given the primary health care assistance they seek, but those with problems of overweight, anemia or high blood pressure also are counseled about eating habits and diets.

Jamison expects followups in his year-long study to show that women who received and followed the counseling gained healthier improvements.

DRUG ADDICTION

The drug addiction study, undertaken by William R. Ives, focuses on former junkies in the Lansing area who are rehabilitating themselves in one of three ways: Getting counseling as outpatients at state institutions, sharing life as a supervised Lansing half-way house, or being part of a residential program at a completely autonomous lodge in several locations...

Ives' background includes music studies, two years in industry and a master's degree in physiological psychology. He plans to study, said he feels very strongly about the need for representation, Dasen added. But the two groups disagree on the need for representation, Dasen added.

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Auto services: Providing for a select clientele

There aren't any big, colorful signs to draw customers, or any promotional gimmicks ("Free diapers with a fill-up"). And there is no long line of cars waiting.

Surprising! For this service station has the lowest - priced - 20 cents a gallon - gasoline in town. But, the clientele is very select, because MSU's Automotive Services Department, only serves University - owned vehicles.

The department, located adjacent to Spartan Stadium, is a revolving fund operation under Physical Plant, providing transportation services to the University.

Max Neils, manager of auto services, says those services include the service garage, which has automotive supplies, fuel and repair services; the motor pool, providing rental of vehicles; and the campus bus system.

"The University owns 628 vehicles, including 30 buses, which are eligible for servicing in the department," he says.

And servicing the department does. Last year 260,000 gallons of regular gasoline were pumped into University-owned vehicles.

"Approximately 95 cars a day are refueled in the service garage. In addition, repair service is performed daily on approximately 20 cars," he says.

The DEPARTMENT employs 48 persons, including 11 mechanics and two apprentice mechanics.

There are 11 stalls or "bays" beneath the northeast corner of the stadium where automotive servicing is done.

"The department was established to offer automotive services, and car rental and bus service at a rate considerably less than that available from local retail agencies," Neils says. "And we remain competitive.

"The motor pool has more than 100 vehicles available for daily or long - term lease.

"We only buy basic colors, such as blue, green white and tan," Neils says. "You won't find a red car purchased. It's not conservative enough."

The University replaces automobiles after two years of 30,000 miles. "We have all different brands. We buy from the lowest bidder who meets our specifications," he says.

The University fleet sports 44 new vehicles this year, including 12 new station wagons.

The bus fleet also includes two new additions. "We are replacing older buses as the need arises with buses equipped with a new injector and an environmental improvement package to cut down on pollution and emissions," Neils says. "And servicing the department does.

The bus fleet also includes two new additions. "We are replacing older buses as the need arises with buses equipped with a new injector and an environmental improvement package to cut down on pollution and emissions," Neils says. "And servicing the department does.

Inspecting the temporary bus "cellar" southeast of Spartan Stadium are (left) Jack Spencer, bus supervisor, and Max Neils, manager of automotive services.

constantly studying low polluting fuels and engines for its vehicle fleet.

Five campus vehicles are equipped with liquid propane fuel which emits less pollutants than regular gasoline. "These vehicles include lift trucks which are used inside of buildings," he says.

The campus bus system was established in 1967 and, Neils says, "although ridership on the buses is declining every year, we carry as many as 40,000 passengers a day during the winter months.

The bus drivers are absorbed into Physical Plant positions summer term and between terms, when fewer buses are running.

Neils explains that the University is working with the state Department of Transportation in its studies for more effective transportation on campus.

"The buses are the best system we can afford and this system will be with us for some time," he says. "The buses do help eliminate congestion on campus."

-SANDRA DALKA

Water may be discolored as hydrants 'flush deeply'

The campus water supply may be discussed next week, but it won't offer any hazard for human consumption.

Cause of the off - color water is the physical plant's annual - flushing and testing of fire hydrants. The work begins Aug. 30 and continues through Sept.

Jim Sneathen, maintenance engineer, explains that the discoloration is caused by iron particles from the deep rock wells that "settle out" in the University's distribution system during flushing.

The annual hydrant flushing prevents a build-up of the particles, he adds, and insures that the hydrants are in proper operating condition.

MSU's water is safe for human consumption in its natural condition, Sneathen explains, but to guard against contamination from outside sources, chemicals are added daily to the water at the reservoir. In addition, samples from various locations are taken each week and checked by the Department of Microbiology and Public Health.

Salary schedules revised

Here are the newly revised salary schedules for clerical - technical, administrative - professional and nonunion hourly employees as approved by the Board of Trustees at its July meeting.

Clerical-Technical

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Administrative-Professional

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Schedule of Hourly Ranges: Effective July 1, 1972

The campus water supply may be discussed next week, but it won't offer any hazard for human consumption.

Cause of the off - color water is the physical plant's annual - flushing and testing of fire hydrants. The work begins Aug. 30 and continues through Sept.

Jim Sneathen, maintenance engineer, explains that the discoloration is caused by iron particles from the deep rock wells that "settle out" in the University's distribution system during flushing.

The annual hydrant flushing prevents a build-up of the particles, he adds, and insures that the hydrants are in proper operating condition.

MSU's water is safe for human consumption in its natural condition, Sneathen explains, but to guard against contamination from outside sources, chemicals are added daily to the water at the reservoir. In addition, samples from various locations are taken each week and checked by the Department of Microbiology and Public Health.
EXHIBITIONS

Beal Gardens
Late summer and autumn-blooming members of the lily, amaryllis and iris families are now conspicuous.

Library
Through September, the library will display "Channel 23 (WKAR-TV) Inauguration," a guide to the new full-time University station, relating listings to library resources.

Campus Plantings
First of the woody plants to show sufficient autumn color to rival the bedding annuals are the bright-fruit ed mountainashes at the Manly Miles and Home Management Buildings.

CONFERENCES

Sept. 5-7  College of Human Medicine Faculty Retreat
Sept. 6-8  Region V Alcohol Counter Measure Forum
Sept. 7-8  Ingham County Probate Court Services & Restrictions
Sept. 8  Post Secondary Aspects of the Education Amendments of 1972
Sept. 10  Cost Separations Conference
Oct. 6
Sept. 11-12  Big Ten Alumni Magazine Editors
Sept. 11-12  Teachers Aides: Selection, Training & Utilization
Sept. 11-13  Small Animal Orthopedic Short Course (Clinic)
Sept. 11-15  Mutual Engineers Fleet Training
Sept. 11
Dec. 18  E. L. ILA Insurance Institute 21
Sept. 12  Small Animal Anesthesiology Short Course (Clinic)

BULLETINS

BIOPHYSICS LECTURE
John O. Williams will speak on "Some Aspects of the Photochemistry of Organic Crystals" at 3 p.m., Monday, August 28, in 136 Chemistry. The seminar is sponsored by Biophysics.

DOG OBEDIENCE
The wives of veterinary students will sponsor dog obedience classes at 7 p.m. on Mondays from Sept. 25 to Nov. 27 in the Judging Pavilion. Enrollment fee is $17.50. For further information, call Pat Wilson, 393-2388, before 6 p.m., or Pat Smith, 489/7675, or Diane Ford, 393-6653, after 6 p.m.

FELLOWSHIP MEETING
The MSU Chapter of the Full Gospel Businessmen's Fellowship International will hold its monthly meeting August 26. Members will breakfast together at 8 a.m. in the Union Grill, and the meeting will begin at 9 a.m. in the Gold Room.

HALL ASSIGNMENT
The Assignment Office, 190W Holmes Hall, will be open from 8 a.m. to 5 p.m. on Saturday, Sept. 16, and Sunday, Sept. 17. Students not knowing their assigned halls or wanting to make application should be directed to this office or call 5-4660.

U. COLLEGE FACULTY
The University College fall faculty meeting will be held at 9 a.m. Thursday, September 14, in 114 Bessey Hall. The speaker will be E.O. Melby, distinguished professor of administration and higher education. For information, contact Bruce McCrone, 3-8865.

STUDENT EMPLOYMENT
A second meeting regarding the Central Student Employment Program will be held Monday, August 28, at 9:00 a.m. in Room 1088, Wells Hall. Procedural changes in hiring and processing student employees will be discussed. Employers who did not attend the first meeting are urged to attend or send a representative.

SECRETARIES
Secretaries interested in preparing for the National Certified Professional Secretary Examination may be interested in a course "Business Theory for Professional Secretaries" held from 6:30 to 9:30 p.m. every Tuesday from Sept. 19 to May 1. For information and applications, contact Mildred Williams, 375-7063.

OUTDOOR POOL HOURS
The outdoor pool will remain open the rest of the summer. Students, faculty and staff are requested to com e dressed for swimming. Enter at the west gate and use showers located in the outdoor pool area. The pool is open Monday through Friday from 11:30 a.m. to 5 p.m., Friday (family swim) 3 to 5 p.m., Saturday, Sunday and Holidays 1 to 5 p.m. Admission at gate. Effective Sept. 17, no guests will be allowed due to the return of the students.

Museum
Second floor—A dramatic setting has been installed for a collection of the skulls of African mammals ranging from gazelles to a rhinoceros and a hippopotamus. The skulls are from a study collection and have been gathered from Africa.

Kresge Art Center
Main Gallery: Works from the permanent collection.
Entrance Gallery (through Sept. 17): Paintings and prints of the faculty.
North Gallery (through Sept. 17): Works from the permanent collection.

TWO-WAY RADIOS
Departments with two-way radio licenses KD-3600 and KK-9519 should contact William Winter at WKAR, 5-4540. Any department which has a two-way radio license, whether in use or not, should inform Mr. Winter. The information is required by the Federal Communications Commission.

MEN'S INTRAMURAL BLDG.
The Men's Intramural Building will be closed for cleaning and repair at 9 p.m. Friday, Sept. 1, and will not re-open until 1 p.m. Saturday, Sept. 2. Students, faculty and staff are urged to clear from their lockers any equipment they may be using during this time.

INTERIM HOUSING
Between-term housing for foreign students new to the university and students living in residence halls summer term will be available at East Holmes Hall. Students may check in starting at 9 a.m. Friday, Sept. 1, at the East Holmes reception desk. Fall term halls will open at 9 a.m., Wednesday, Sept. 13.

FALL SKATING
Beginning Saturday, Sept. 16, open skating sessions at the MSU Ice Arena will be held from 3:30 to 5:30 p.m., Saturdays and Sundays, and 8:30 to 10 p.m., Mondays, Wednesdays, Thursdays, Fridays and Saturdays. There will be no skating Nov. 23 and 24 and after 5 p.m. on days of home hockey games.

LECTURE-CONCERT
Next week will be the last opportunity to purchase season tickets for the 1972-73 subscription season of the University Series ("A") and the Lively Arts Series ("B"). The final day of sales is Friday, September 1. Some excellent reserved seats remain, particularly in the $18 price range. World-famed artists booked for the coming season include: Beverly Sills, Duke Ellington, Andre Previn and the London Symphony, organist Virgil Fox, Rudolf Nureyev and the National Ballet of Canada, the Vienna Choirboys and the Israel Philharmonic Orchestra conducted by Zubin Mehta. You may use your Master Charge or Bankamerica card. Contact the Union Ticket Office, 8:15 a.m. - 4:30 p.m. weekdays, 5-3361.

FINAL GRADES
Grade cards were delivered to departmental offices on Aug. 21 for basic courses, and for all other courses on Aug. 24. The cards should be checked immediately to determine if there is a card for each student. The University's grading systems are printed on the face of each grade card. Final grades are due back in the Office of the Registrar, 150 Hannah Administration Bldg., 5-9506, 36 hours after the final examination is given. For the convenience of the academic departments, the Registrar's Office will make pickups from departmental offices each morning after 9 a.m., and each afternoon after 2 p.m., beginning Thursday, Aug. 31. The final pickup will be made starting at 8 a.m., Wednesday, Sept. 6. Otherwise, grades should be delivered to 150 Hannah Administration Bldg. no later than 11 a.m., Sept. 6. It is important that these deadlines be met by all departments.
FRIDAY, AUGUST 25, 1972
8 p.m. "The Last Question"—This science fiction spectacular written by Isaac Asimov will be held for additional showings for one more weekend. "The Last Question" explores the theory of entropy, which maintains that the life-giving energy of the stars is being drained. Admission at door. Abrams Planetarium.
10 p.m. "The Last Question" (see 8 p.m.). Abrams Planetarium.

SATURDAY, AUGUST 26, 1972
2:30 p.m. "The Last Question" (see August 25). Abrams Planetarium.
8 p.m. "The Last Question" (see August 25). Abrams Planetarium.
10 p.m. "The Last Question" (see August 25). Abrams Planetarium.

SUNDAY, AUGUST 27, 1972
4 p.m. "The Last Question" (see August 25). Abrams Planetarium.

SATURDAY, SEPTEMBER 16, 1972
8 a.m. Welcome Week begins.
2:30 p.m. "Cosmic Dimensions" (see September 1). Abrams Planetarium.
8 p.m. "Cosmic Dimensions" (see September 1). Abrams Planetarium.

SUNDAY, SEPTEMBER 17, 1972
4 p.m. "Cosmic Dimensions" (see September 1). Abrams Planetarium.

MONDAY, SEPTEMBER 18, 1972
8 a.m. Registration for fall term begins.

TUESDAY, SEPTEMBER 19, 1972
8 a.m. Registration for fall term continues.
8 p.m. Folkdancing—Instruction is followed by dancing at 9 p.m. 327 M.A.C.

WEDNESDAY, SEPTEMBER 20, 1972
8 a.m. Registration for fall term continues.

THURSDAY, SEPTEMBER 21, 1972
8 a.m. Classes begin.

FRIDAY, SEPTEMBER 22, 1972
8 p.m. "Cosmic Dimensions" (see September 1). Abrams Planetarium.
8:15 p.m. Lecture-Concert Series—For its first presentation of the year, the Lively Arts Series will feature one of America's foremost living composers and a top entertainer, Duke Ellington and his orchestra. For information or tickets, contact the Union Ticket Office, 5-3361.
10 p.m. "Cosmic Dimensions" (see September 1). Abrams Planetarium.

SATURDAY, SEPTEMBER 23, 1972
1:30 p.m. Football—MSU vs. Georgia Tech, Spartan Stadium.
8 p.m. "Cosmic Dimensions" (see September 1). Abrams Planetarium.
8 p.m. World Travel Series—Featuring color motion pictures personally presented by world travelers with extensive backgrounds, the first offering of the Series will begin with a tour through "Our Glorious National Parks" with Edward Brigham. For tickets, contact the Union Ticket Office, 5-3361. MSU Auditorium.
10 p.m. "Cosmic Dimensions" (see September 1). Abrams Planetarium.

TUESDAY, AUGUST 29, 1972
8 p.m. Folkdancing—Instruction is followed by dancing at 9 p.m. 327 M.A.C.

WEDNESDAY, AUGUST 30, 1972
7:30 p.m. Films on Japan—The last presentation of a weekly film series on Japan Sponsored by the Asian Studies Center features "Noh" and "Nature Patterns." The films are furnished by the Consulate General of Japan in Chicago, and are being shown as part of a preview and selection process in preparation for Japan Week in the fall. Wilson Auditorium.

FRIDAY, SEPTEMBER 1, 1972
8 p.m. "Cosmic Dimensions"—Both educational and entertaining, this new presentation in the sky theatre provides a perspective picture of the seemingly infinite vastness of space, as visitors travel from our nearest neighbor in the solar system to a mysterious region far beyond the outer limits of our galaxy. Tickets may be purchased at the door. Abrams Planetarium.

SATURDAY, SEPTEMBER 2, 1972
2:30 p.m. "Cosmic Dimensions" (see September 1). Abrams Planetarium.
8 p.m. "Cosmic Dimensions" (see September 1). Abrams Planetarium.

SUNDAY, SEPTEMBER 3, 1972
4 p.m. "Cosmic Dimensions" (see September 1). Abrams Planetarium.

TUESDAY, SEPTEMBER 5, 1972
8 p.m. Folkdancing—Instruction is followed by dancing at 9 p.m. 327 M.A.C.

FRIDAY, SEPTEMBER 8, 1972
8 p.m. "Cosmic Dimensions" (see September 1). Abrams Planetarium.

SATURDAY, SEPTEMBER 9, 1972
2:30 p.m. "Cosmic Dimensions" (see September 1). Abrams Planetarium.
8 p.m. "Cosmic Dimensions" (see September 1). Abrams Planetarium.

SUNDAY, SEPTEMBER 10, 1972
4 p.m. "Cosmic Dimensions" (see September 1). Abrams Planetarium.

TUESDAY, SEPTEMBER 12, 1972
8 p.m. Folkdancing—Instruction is followed by dancing at 9 p.m. 327 M.A.C.

FRIDAY, SEPTEMBER 15, 1972
10 a.m. Meeting of the Board of Trustee