The University administration has pledged to continue expansion of efforts in behalf of women and minorities on campus despite a Board of Trustees vote (last Friday) blocking reorganization of the Office of Equal Opportunity Programs.

Robert Perrin, vice president for University relations, said the University's responsibilities in these areas were "too important to permit the setback to hinder affirmative action programs already underway."

"It is unfortunate that the Board action has temporarily slowed our momentum," Perrin said. "However, the University commitment remains as strong as ever."

The trustees, by a 4 - 4 vote, defeated an administration proposal to create a

Department of Human Relations, which would include an Office of Women's Programs and an Office of Minority Programs. Also to be established would be a Women's Advisory Council and a Minority Advisory Council.

Supporting the plan were Trustees Patricia Carrigan, Don Stevens, Blanche Martin and Kenneth Thompson, Warren Huff, Frank Hartman, Frank Merriman and Clair White cast "no" votes. The administration proposal was not necessarily dead despite the tie vote.

President Wharton told the trustees that whether or not the new department was created, the University would have to expand its equal opportunity staff simply to meet increased federal affirmative action requirements.

He said the major advantage of the reorganization would be to provide focal points on campus for the initiation, consideration, reference and redress of a wide range of female and minority concerns among students, faculty and staff.

"The advisory councils would have a major function, as well," Wharton said. "both in helping to guide the new department and in providing important interaction with the university officers and administration."

23 signs on

WKAR - TV, channel 23, is (view) on the air. Scheduled for its first broadcast on Sept. 10, the station just made it at 11:55 p.m. Robert Page, station manager for the new full - time UHF station, said that things were going so well that the target date was set ahead to Sept. 8. "Then we had transmission line problems, and it was touch and go," he said. But the station finally went on the air on Sept. 10.

$18 million budget hike requested for next year

A recommended operating budget of $183,505,449 for the fiscal year beginning July 1, 1973, was approved by the Board of Trustees last Friday (Sept. 15).

The proposed budget represents an increase of $18,347,804 over the current fiscal year.

Included in the recommended amount is $123,481,200 for the University's general fund, an increase of $16,356,200; an Agricultural Experiment Station budget of $8,609,171, an increase of $904,795; and a Cooperative Extension Service budget of $11,215,078, an increase of $1,086,609.

The requests include a 10 percent salary increase for all employee groups; $3,608,500 for instructional program improvement and development; and an inflationary factor of 4 percent in the cost of supplies, services, and equipment.

Gov. Milliken's recent statement that he will request the State Legislature to approve establishment of a new law school at MSU is reflected in the proposed budget by a request for $877,400 to begin development of the new college.

Also included in the budget are increases for libraries, University research, student aid and services, and maintenance of the physical plant.

The general fund budget request assumes that MSU will continue the same fee structure currently in effect.

Most of the Board's discussion Friday centered on the Office of Women's Programs to which the 10 - member Women's Advisory Council would be attached.

Mrs. Carrigan raised a number of questions about the proposal as it related to women, and she emphasized the need for both immediate and long-term evaluation of the structure.

"My support is on the condition that it is closely and carefully monitored," she said. But she added that any concerns about the effectiveness of the human relations department would be best met "while we're moving ahead (with it), not while we're standing still."

Huff said Wharton that "I support what you're trying to do," but he said he didn't agree with the proposal for "an unusual superstructure to meet the need."

Merriman expressed reservations about the increased costs involved in adding more staff, and he said he wanted more information describing the proposed new positions.

The longest statement came from Hufv, who said that the proposed

Council meeting dates listed

Meeting schedules have been set for the Academic Council, Faculty Steering Committee and Academic Senate.

The Academic Council will meet at 3:15 p.m., Con Con Room, Center for International Programs, on Oct. 3, Oct. 31, Nov. 28, Jan. 9, Feb. 6, March 6, April 3, May 1 and May 29.

The steering committee holds its meetings at 3 p.m. in Room 443A Administration Building. The schedule is Sept. 25, Oct. 23, Oct. 30, Nov. 20, Jan. 2, Jan. 29, Feb. 26, March 26, April 23, May 7 and May 21.

There will be two meetings - Nov. 8 and May 16 - of the Academic Senate. The Senate meets at 3 p.m. in B106 Wells Hall.

(Continued on page 4)
Hereditary, environment issue heats anew

Thomas Jefferson wrote it into the Declaration of Independence: "All men are created equal." An old topic for philosophers, the question of whether everyone is born equal has again come under scientific study. Now it has caused a new stir among scientists.

A group of 50 researchers - including three MSU psychologists, four Nobel Laureates, and the controversial Arthur R. Jensen of the University of California, Berkeley - signed a resolution printed in the July issue of American Psychologist. That resolution states, "[1]. We have investigated much evidence concerning the possible role of inheritance in human abilities and behaviors, and we believe such hereditary influences are very strong."

"We wish simply to encourage research into the biological hereditary bases of behavior, as a major complement to the environmental efforts at explanation," 3. "We strongly defend the right, and emphasize the scholarly duty, of the scholarly to discuss hereditary influences on behavior, in appropriate settings and with responsible scholarship.

"We deplore the evasion of hereditary reasoning in current textbooks, and the failure to give responsible weight to heredity in disciplines such as sociology, social psychology, social anthropology, educational psychology, psychological measurement, and many others.

"We call upon liberal academics - upon faculty senate, upon professional and learned societies, upon the American Association of University Professors, upon the American Civil Liberties Union, upon the University Centers for Rational Alternatives, upon presidents and boards of trustees upon departments of science, and upon the editors of scholarly journals - to insist upon the openness of social science to the well - grounded claims of biobehavioral reasoning, and to protect vigilantly any qualified faculty members who responsibly teach, research, or publish concerning such reasoning."

The group does not advocate any single set of research results or conclusions, but asks the scholarly community on both sides of the heredity - environment controversy be studied in an atmosphere of the test form and rat cage rather than the protest sign and sit-in.

The resolution's signers say that emphasizing the influence of heredity on behavior "has required considerable courage, for it has brought psychologists and other scientists under extreme personal and professional abuse," To which research on the victims of the "victims" in the past: "Galileo in orthodox Italy; Darwin in Victorian England; Einstein in Hitler's Germany; and Mendelian biologists in Stalin's Soviet Union."

ONE SIGNER OF the resolution - along with MSU psychologists Robert H. Davis and M. Ray Deney - is Lawrence I. O'Kelly, chairman of the university's psychology department.

"Since we published that statement, I've gotten a tremendous amount of mail from sources I wouldn't spit on - really bigoted groups," O'Kelly says. "And I've even gotten a lot of criticism from groups that I think - heartedly support."

One letter from an institute O'Kelly says he never heard of labeled the signers as "elitists" and "traitors," Because, at least according to some, anyone who questions the idea that the Constitution is guilty of treason.

(Supreme Court Justice William O. Douglas, in a recent CBS television interview, said that the Constitution was based on what men knew at the time it was written. In some cases, he said, we now know differently.)

STANDS ON EQUALITY run deep in various nations of the world. There are, for example, fairly distinctive experiments.

"If you remember the Nazis and fascist groups, they had a really phony genetic biology," O'Kelly says. "They were rationalists. They felt that a man is what his blood is, which is a crude way of saying that there is no determiner of behavior except heredity. And on the other side is communism - the most radical rejection of the genetic argument.

"The U.S. tends more toward the left than the right: Man is what his experience makes him."

O'Kelly says that "as a scientist, I can't help but read the evidence that both factors, heredity and environment, are important. It's important to know what the genetic factors are so that you can get the right environment."

He adds that behavioral genetics provides "abundant evidence on all animal levels that there are hereditary factors in behavior." But O'Kelly maintains, "the whole tenor of psychology is environmental."

The emphasis on environment over heredity, O'Kelly notes, actually started with the French empiricists and with the Declaration of Independence.

Jefferson, says O'Kelly, was "strongly influenced by the French encyclopedists. "That's where he got the phrase, 'We hold these truths to be self-evident, that all men are created equal.'"

- PHILLIP E. MILLER

Sports P.A. policy detailed

A flurry of requests for announcements over the public address system during games at Spartan Stadium has prompted a reaffirmation of existing policy concerning use of the PA system.

The policy notes that the system is primarily for the convenience of spectators attending University sporting events.

Use of the PA is limited to:

* Announcements that will enhance spectators' enjoyment and understanding of the game (such as game time - by - play comments, lineups, explanation of officials' decisions, other scores, etc.).
* Public service announcements, such as "traffic advisories, calls for doctors or lost children, emergency messages, and other items which in the judgment of University officials are necessary and pertinent.
* Announcements of activities related to the game or the game week (including upcoming intercollegiate sports events, alumni gatherings, open houses, sponsored pop concerts on the game weekend, etc.). The policy states: "Other announcements of a general nature, such as observances of 'days' or 'weeks' sponsored by governmental or other organizations, charity drives or campus programs such as movies, lectures, conferences, etc., cannot be accommodated."

Fred Stabley, director of sports information, is responsible for carrying out the policy.

Evening College features variety

Skills to occupy both the mind and the body will be taught in courses offered by the Evening College this fall.

The 56 evening courses range from a study of the Great Films of Fellini, in which eight of the Italian director's works were viewed and discussed, to Care of the Family Pet, a course for the body will be taught in courses ranging from a study of the Great Films of Fellini, in which eight of the Italian director's works were viewed and discussed, to Care of the Family Pet, a course offered by the Evening Services. Second-class postage paid at East Lansing, Mich. 48823.
New scoreboards ready

New scoreboards and a modernized public address system will enhance the enjoyment of football fans in Spartan Stadium beginning Saturday.

Athletic Director Burt Smith said that the new equipment is replacing things in use since 1948 when the seating capacity for football was raised to 51,000.

The new boards are provided by the Coca Cola Company, Smith said. The company has scoreboards in use at various collegiate athletic facilities around the nation, including the one in the LMC area.

The framework of the present board at the north end of the stadium was retained with complete new operating equipment attached to the front or stadium side. On the new board are designations for 1948 - late location of the ball and time outs remaining, in addition to the normal signs.

On the other side of the north board, there is space to display such information as future football schedules.

The old board at the south end of the stadium has been replaced by a miniature or so-called "slave" board of much smaller size to carry brief scoreboard information.

Both boards are fully electronic and controlled from the press box.

The stadium public address system has been completely overhauled (see related story, page 2). Speakers remain at the top of the north board and new ones are placed atop the south board.

Piano tuner to give concert

The expert who tunes the University's concert pianos will demonstrate his skills in a special concert this weekend.

Pianist and piano technician Owen Jorgensen will show the importance of authentic tuning to the performance of music at 4 p.m. Sunday (Sept. 24) in the Music Auditorium.

For his unique performance, Jorgensen will use seven pianos, each tuned differently, to demonstrate styles of tuning other than the "equal temperament" used today.

His program, open to the public without charge, will include works by Liszt, Chopin, Purcell, Scudlart, Mozart, and Beethoven.

Jorgensen, who does all the tuning himself by ear, is responsible for maintaining the pianos used for concerts, television performances, and music instruction.

Too much permissiveness?

The pendulum has swung too far toward permissiveness in our schools, says an MSU professor of counseling, personnel services and educational psychology. Harvey F. Clarizio explains that teachers and administrators have distorted the notion of democratic discipline. They are wrongly equating it with permissiveness.

"Students need to develop self-direction and self-discipline," Clarizio emphasizes. They need to face consequences as the result of their behavior. But these consequences should be mutually agreed upon by the student and teacher because administrators permissiveness.

Too much permissiveness?

The pendulum has swung too far toward permissiveness in our schools, says an MSU professor of counseling, personnel services and educational psychology. Harvey F. Clarizio explains that teachers and administrators have distorted the notion of democratic discipline. They are wrongly equating it with permissiveness.

"Students need to develop self-direction and self-discipline," Clarizio emphasizes. They need to face consequences as the result of their behavior. But these consequences should be mutually agreed upon by the student and teacher because administrators permissiveness.

Clarizio suggests that we are facing more discipline problems in the schools because administrators and teachers have not been forced to change policies of permissiveness.

"The magnitude of the problem is evident," he notes, "in the fact that there have been more books on discipline in the last two to three years than there were in the preceding 20 years."

Clarizio says that children are not changing and that the incidence of emotional disturbance in the classroom has remained constant since 1925.

Upgrading health care in the U.P.

MSU is undertaking a $293,547 study which could lead to a completely community-based medical school spread throughout Michigan's sparsely settled, underdoctored Upper Peninsula.

A feasibility study contract - involving the U.S. Department of Health, Education, and Welfare, the State of Michigan and MSU - calls on the University to develop a medical school curriculum that could be taught entirely in Upper Peninsula communities and could meet the academic standards of conventional medical schools.

If the plan is implemented, students would be restricted primarily from U.P. communities on the assumption that they would be likely to remain there to practice.

M.D. degrees would be awarded by MSU.

The University will determine the feasibility of such a program and the resources that would be needed to carry it out. W. Donald Weston, associate dean for community and clinical affairs of the College of Human Medicine, is in charge of the project.

New federal funds dovetail with a legislative appropriation of $100,000 made earlier this year at the request of Gov. Milliken to the Upper Peninsula Arawide Comprehensive Health Planning Agency (UPACHPA).

The state funds permit simultaneous planning for the training of nurses and other health professionals, for the continuing education of health professionals (including doctors) and for general health education programs for the public.

Heavily involved in the federal and state projects will be UPACHPA, several community hospitals and practicing physicians in the U.P., Michigan Technological University, Northern Michigan University, Lake Superior State College, and Bay-De-Noc Community College.

The basis for the grant is a monograph written by Weston, James B. Thomas, associate professor of anatomy and of human development at MSU and Michael K. McGarvey, assistant to the president of New York City Health and Hospital Corporation.

The monograph, "Community Based Medical Education: An Integrated Modular System of Health Care and Education," attracted wide attention among people concerned with improving health care in rural areas.

It proposed a medical education model which would be adaptable to under-populated rural areas such as the Upper Peninsula, to inner city areas, and to developing countries.

The U.P. has an area of 16,447 square miles - about 50 percent bigger than the entire state of Maryland. Yet its population is only 304,000, making it one of the more sparsely settled areas in the country. The U.P. has about one physician (M.D. or D.O.) in active practice for every 1,284 people as compared with a national average of one per 761.

Augusten memorial Monday

Public dedication, reception, and open house events in memory of Leroy G. Augusten will be observed next Monday (Sept. 25).

The open house in memory of Mr. Augusten, a cofounder of the Department of Biophysics and its chairman at the time of his death in 1969, will be from 9 a.m. to 4 p.m. in Room 329 of the Chemistry Building.

Four films produced by Mr. Augusten will be shown at half-hour intervals from 8 a.m. to 11:45 a.m. in Room 212 of the Chemistry. They are, in order of showing, "Genetic Revolution," "How the Mind Works," "Population Explosion," and "Let's Give Them More Than Life."

A seminar, "Biological Ultra-Structure and Energy Transduction," will be given at 11:15 a.m. in Room 107, South Kedzie, by Humberto Fernandez-Moral of the University of Chicago.

A memorial luncheon will be held from 12:30 to 1:30 p.m. in the Crossroads Cafeteria.

Dedication of the Leroy G. Augusten Reading Room (329 Chemistry) will be at 3 p.m., followed by a reception. The events are sponsored by the biophysics department.

Mr. Augusten, also a member of the State Board of Education, was killed in November, 1969, when the plane he was piloting crashed near Charlotte.

Women are business leaders

A doctoral thesis by the first woman to earn a Ph.D. in management from the MSU Graduate School of Business Administration adds further support to the growing body of research that is steadily shattering the myth that women are unsuited for leadership roles in business.

Kathryn Bartol, now an assistant professor of management at the University of Massachusetts, studied a number of factors relative to the success of male and female students acting as leaders in a laboratory-simulated business setting at MSU.

Her subjects were undergraduate business students participating in "The Executive Game," a learning device employed as part of an introductory management course in which students are divided into teams or "firms" and compete in an oligopolistic business. The experience introduces them to basic theories of management, marketing, accounting, and finance.

Some of the teams had male appointed as leaders and others females. Some were composed entirely of male students and others were mixed. The object was to compare male and female leaders under similar conditions.

Mrs. Bartol approached her study of leadership from two directions: she studied the success of the individual team and its leader in competition with other teams, and she used questionnaires to determine how team members rated their leaders.

An analysis of the data she collected demonstrated no difference between performance of teams led by men and women, and no significant difference in the satisfaction in their leadership on the part of team members.

"It was particularly interested in the performance of female leaders of teams purely composed of males because the question of how female leaders affect subordinates seems to be a major barrier to the placement of more women in leadership roles in business," Mrs. Bartol says. "I think the research shows that women performed leadership functions as well as men, at least in this particular clinical setting."

She points out, however, that certain factors present in real life situations involving female leadership were absent in the cases studied. The fact that the situation was short-lived and that males and females were not involved in promotion competition tended to remove the problem of the dented male ego from consideration.

"It is this neutrality that gives the research its significance," she explains. "Women can just as effective in leadership positions as men when the pressures created by perceptions of traditional role differences are not present."
PERSONNEL ACTIONS

The Board approved more than 200 appointments, including the naming of Carol M. McManus as the first director of women's athletics.

Her appointment is the first of its kind in the Board's history. McManus, a member of the women's tennis team since 1960, will supervise and coordinate women's intercollegiate athletic activities in her new role.

The trustees also approved the naming of Robert W. Summitt, associate professor emeritus of metallurgy, mechanics and materials science, as chairman of the department; and of David H. Bizer as the next president of the university.

The Board also approved the signing of a new contract for the expansion of Power Plant 65, which will provide additional power to support the university's academic programs.

Although approved, the contract for the construction of the new building will be subject to further appeal and/or review.

STEP III Appeal Board

(a) If the grievance is not resolved, the aggrieved employee may file a grievance in writing to the Assistant Vice President for Personnel and Employee Relations indicating why the written answer of the immediate supervisor or his designated representative was unsatisfactory.

(b) The grievance shall not be considered submitted until the assistant vice president for personnel and employee relations receives the written answer of the aggrieved employee and the immediate supervisor or his designated representative.

(c) If the grievance is submitted within the 30 working days of the receipt of the written answer, the appeal board shall be convened for the purpose of reviewing and making a recommendation of the disposition of the grievance.

(d) The Appeal Board shall meet within ten (10) working days of the receipt of the grievance and shall investigate the allegations and shall then make its recommendations in writing to the President for Personnel and Employee Relations within ten (10) working days of the completion of its investigation but no later than thirty (30) days after its first meeting. A majority vote of the board shall constitute the recommendation of the Appeal Board to the President for Personnel and Employee Relations.

(e) The Assistant Vice President for Personnel and Employee Relations shall review the recommendation of the Appeal Board and shall either accept the recommendation or reject it in writing.

(f) If the grievance is accepted by the Assistant Vice President for Personnel and Employee Relations, the recommendation of the Appeal Board shall be considered to be the final disposition of the grievance.

C-T grievance procedure passed page 3
From map - making to bean plants

For Robert Brent it was a bean plant and cow's ovary. For Barbara Brown it was a newsletter for biology and medicine. For Dorris Birchfield it was the first campus map. And for Paul Brown it was a DNA module. And for Paul Brown it was a newsletter for biology and medicine.

The University artists: Bob Brent, Barbara Brown, Dorris Birchfield and Paul Brown.

The University this week enrolled a first-year class of 119 men and women - in its two medical colleges devoted to human medicine. The oldest medical school, the College of Human Medicine, all but 15 are residents of Michigan. The University of New York.

More women are enrolled in medical schools

The University this week enrolled a first-year class of 119 men and women - in its two medical colleges devoted to human medicine. And as a sign of the times, there's change in the profile of the two incoming classes - both include more women than ever before.

The incoming class at the College of Human Medicine, which last June graduated its first M.D.s, is 85 strong and includes 25 women. Of the 85 first-year students studying for M.D. degrees in the College of Human Medicine, all but 15 are residents of Michigan.

The class includes several students with advanced or professional degrees: five with master's degrees in public health, social work and two of the basic sciences; three nurses, a dentist, and a Ph.D. Twenty-one members of the incoming class come from MSU undergraduate colleges. Other Michigan schools: 6 blacks. Several students hold advanced or professional degrees eat with master's degrees in psychology, guidance, library science, mechanical engineering, and public health, one Ph.D.; and two certified medical technologists.

Sixteen members of the incoming class are from MSU undergraduate colleges. Other state schools represented are: Albion, Aquinas, Michigan Tech, Nazarene, Oakland, Sacred Heart Seminary (Detroit), UM, and Wayne State.

C-T election is Oct. 12-13

Clinical-technical employees will be able to vote on whether they want a collective bargaining agent in an election set for Oct. 12 and 13. Those dates were established by the Michigan Employment Relations Commission in a hearing Wednesday.

The hearing was called after the MSU Employees Association had submitted petitions bearing signatures of more than 30 percent of the proposed C-T bargaining unit. The election dates are subject to rules which allow a challenge by the American Federation of State, County, and Municipal Employees, the minority intervention in the hearing.

In a related action, the AFSCME Council group has called a meeting Friday (Sept. 22) at noon in 101 N. Kedzie Hall for persons interested in affiliating with the group, Harold Schmidt, director of AFSCME Council 7, will speak.

Page 5, Sept. 21, 1972

SANDRA DALKA
Raising the roof

More than 90 years after it was erected, part of Linton Hall came down last week. Workmen using a crane unfinished and removed the cupola that had stood atop Linton since the structure was built in 1881 as a library - museum - zoology laboratory - president's office. It had served as the administration building until 1969. The building is being reroofed, and the cupola had presented problems.

New office matches students with jobs

Personnel employee relations reorganized into three units

Personnel and employee relations - an area encompassing hiring, bargaining with and administering benefits for employees - has been reorganized into a single unit within the domain of Jack Breelin, executive vice president and secretary of the Board of Trustees.

The new structure is headed by C. Keith Grotty, assistant vice president for personnel and employee relations, and has under its wing three major areas: the Division of Personnel, which will continue to oversee all hiring, transferring and related functions. It is headed by Gerald F. O'Connor, director of personnel. A graduate of MSU, O'Connor joined the staff in 1952 as a personnel interviewer. He became a personnel technician two years later and in 1958 was named assistant director. He was promoted to associate director in 1971 and assumed his new job last July.

LaMotte Bates is the associate director of personnel, and Sandra Huggins is assistant director for employment.

The new LABOR RELATIONS division, which is responsible for collective bargaining with organized employee groups, and for labor-management relations and grievance administration with other nonfaculty, non-AP staff. William Neff heads the labor relations division. Neff, a graduate of Canisius College, holds a law degree from the State University of New York at Buffalo and a master's degree in labor relations from MSU. He assumed his new title on July 1.

Dean Korge is assistant director of labor relations. The division is housed in the Personnel Center.

EMPLOYEE COMPENSATION, and BENEFITS division, which incorporates the functions of staff benefits and workers' compensation and adds a new office of employee compensation and evaluation services. The new office is now engaged with the firm of Hayes and Associates in studying the AP classification and salary structure. In January, the division will also include unemployment compensation.

Gary Power heads the division of employee compensation and benefits. Also an MSU graduate, he served as an assistant registrar for 1 1/2 years before becoming director of staff benefits in 1970. He was given his current duties on July 1.

Joan M. Smith is assistant director for compensation and evaluation services, and Albert C. Chapman is assistant director for staff benefits. It is in Room 344, Administration Building.

A NEW FEATURE to begin soon in the News-Bulletin - called "Tell Personnel!" - will describe various services and functions included in personnel and employee relations. The feature will detail new policies and benefits, and it will respond to specific questions from readers.

The new office opened Sept. 4 in Room 110 (the former Stefanoff Lounge) of the Student Services Building and is now the central clearing house for students seeking campus jobs, and for departments and offices looking for part-time student workers.

Accompanying creation of the office was the development of a classification for all student jobs, a wage rate schedule for those jobs, and a set of policies and procedures concerning student employment.

Individual offices can still hire student workers directly (although MacLeod encourages the use of the office to list all openings), but a student "employment data sheet" must be completed before a student can be issued his or her first paycheck.

MacLeod estimates that some 14,500 students will work on the campus sometime during the 1972-73 year in about 6,500 jobs. The number of vacancies has declined in recent years, he says, a factor that underscores the need for a central office to help students find on-campus work.

THE STUDENT EMPLOYMENT Office requires as a study of student part-time - campus employment by a committee appointed by President Wharton.

Jack Shingletong, director of the Placement Bureau and chairman of that committee, listed several deficiencies in the old student employment procedures:

- No single office was responsible for the massive task of coordinating student employment, an area that accounted for a campus payroll last year of $6.3 million.

- The job - hunting students often had to go from department to department in a time-consuming search for work.

- Rate inequity existed, in some cases, discrepancies of more than $4 an hour for the same student job.

Students with employment problems had no procedures through which they could express and resolve those problems.

UNDER THE NEW student job classification system, some 90 jobs are described, graded, and assigned wage rates. The range that once went from $1.70 to $3 per hour.

Shingletong, in describing the office to the Board of Trustees last week, said that "we tried to be cognizant of red tape and keep it to a minimum." He acknowledged that the office would encounter problems as it begins operations, but he predicted that it would become the best facility of its kind in the country.

Trustees Frank Hartman and Patricia Carrigan noted that the pay scale might mean wage cuts for some students, so that no returning student workers would have a wage cut.

Wharton told the Board that the employment office would fit into a system to standardize job descriptions, ratings and wages. As more of the burden for college costs is placed on students, he said, a central employment office constitutes the "underpinning for a program to meet the needs of students who have to provide more of their own support."
BUSINESSMEN

The monthly meeting of the MSU chapter of the Full Gospel Businessmen's International will be held on Saturday, Sept. 23. Breakfast will be at 8 a.m. in the Union Grill, and the meeting, with Frank Fromme as speaker, will be held at 9 a.m. in the Gold Room of the Union.

HANDBOOK AND REPORT

Copies of "Academic Freedom for Students at Michigan State University," commonly called the "Academic Freedom Report," are now available, but in limited supply. Copies of the revised 1972-73 Student Handbook, which contains the text of regulations, policies and ordinances governing student conduct, will be available beginning Sept. 23. To obtain these publications, contact Sue Hughes, Division of Student Activities, 101 Student Services, 5-8286.

WOMEN'S IM

The Women's Intramural Bldg. will be open during fall term from 6 to 10 p.m. Mondays through Fridays, noon to 8 p.m. Saturdays, and 1 to 8 p.m. Sundays. The pool will be open from 11:30 a.m. to 12:45 p.m. and 6 to 9:50 p.m. Mondays through Thursdays, from 11:30 a.m. to 2:30 p.m. and from 6 to 9:30 p.m. Fridays, from noon to 7:50 p.m. Saturdays, and from 1 to 7:50 p.m. Sundays. On Saturdays and Sundays the building will be open on a co-rec basis. Special reservations for pools and sports nights can be made for a minimal charge. For information call 5-4710.

EXHIBITIONS

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.

Museum

Basement—Several new cases have been added to the expanding Hall of the Michigan Indian, representing materials and methods used in the making of tools, baskets, and other decorated objects.

Hidden Lake Gardens

Tipton, Michigan

Asters, goldenrod and other fall flowers of the fields are conspicuous now. Natural and developed landscapes are year around features. Open daily 8 a.m. until sundown.

Seminars

Thursday, September 27, 1972

The economics of environmental aspects of fertilizer use and soil loss. Earl Swanson, professor of agricultural economics, U. of Illinois, Urbana, 3:30 p.m. 213 Agriculture.

Behavioral augmentation of tolerance to morphine. C.L. Mitchell, College of Medicine, U. of Iowa, 4 p.m., 449B Life Sciences (Pharmacology).

Friday, September 29, 1972

Field work in Mexico, Summer 1972 (with film). Rollin Baker, 3 p.m., 204 Natural Science (Zoology).

For general information about MSU, please call 353-8700.
FRIDAY, SEPTEMBER 22, 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. Following the 8 p.m. performances, there will be a skywatching lecture and, weather permitting, telescopic viewing of the current sky. Abrams Planetarium.

8:15 p.m. Concert—Brazilian pianist Maria Meirelles will perform, featuring the music of Brazilian composers as part of MSU's Brazil Week celebration. The concert is open to the public without charge. Music Auditorium.

TUESDAY, SEPTEMBER 26, 1972

8 p.m. Folkdancing—Instruction is followed by dancing at 9 p.m. 327 M.A.C.

FRIDAY, SEPTEMBER 29, 1972

8 p.m. "Cosmic Dimensions" (see Sept. 22). This performance will be followed by a skywatching presentation. Abrams Planetarium.

8:15 p.m. Chamber Music Series—The legendary Cleveland Quartet will perform works by Haydn, Beethoven and Schubert. Members of the quartet have all won prizes in international solo competition. Tickets are available at the Union Ticket Office. Fairchild Theatre.

10 p.m. "Cosmic Dimensions" (see Sept. 22). Abrams Planetarium.

SUNDAY, SEPTEMBER 24, 1972

4 p.m. "Cosmic Dimensions" (see Sept. 22). Abrams Planetarium.

4 p.m. World Travel Series—"Our Glorious National Parks" (see Sept. 23). MSU Auditorium.

4 p.m. Concert—Pianist and piano technician Owen Jorgensen will demonstrate the importance of authentic tuning to the performance of music, using seven pianos, each tuned to a style different than the "equal temperament" used today. The program, open to the public without charge, will include works by Liszt, Chopin, Purcell, Scarlatti, Mozart, and Beethoven. Music Auditorium.

8 p.m. World Travel Series—"Our Glorious National Parks" (see Sept. 23). MSU Auditorium.

BULLETINS

BULLETIN FORMS
Forms are currently available for submission of information for seminars, bulletins, exhibitions, conferences, and the calendar of events. For forms, contact Patricia Grauer, 109 Agriculture Hall, 3-8819.

KRESGE OPENING
There will be an opening for the exhibition of primitive paintings from Sao Paulo, Brazil, from 2 to 5 p.m., Sunday, Sept. 24, at Kresge Art Center. Refreshments will be served and the public is invited.

OPEN HOUSE
An open house in honor of the late Leroy G. Augenstein will be held from 9 a.m. to 3 p.m., Monday, Sept. 25, in 329 Chemistry. At 3 p.m. the room will be dedicated as the Leroy G. Augenstein Reading Room. The public is invited.

STEERING COMM.
The Steering Committee of the Faculty will meet at 3 p.m., Monday, Sept. 25, in 443A Administration Bldg. to set the agenda for the Academic Council meeting of Oct. 3.

BOARD MATERIAL
Material for the Oct. 20 meeting of the Board of Trustees is due in the office of the executive vice president or the provost by Thursday, Sept. 28.

DIRECTORIES
Office copies of the 1972-73 Faculty and Staff Directory are available to office representatives. They may be picked up in 64 Hannah Administration Bldg.

CO-OP NURSERY
The MSU Community Co-op Nursery, located at the corner of College and Jolly Roads, has openings now for three-year-olds. The classes will begin on Thursday, Sept. 28. For information, call Sandy Lightfoot 349-0397.

FALL SKATING
Open skating sessions at the MSU Ice Arena will be held from 3:30 to 5:30 p.m. Saturdays and Sundays, and from 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.

Information on MSU events may be submitted for possible inclusion in the bulletins to 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 a 9-day period. Friday through Saturday.