A faculty report attracts new interest

**Bargaining: ‘Neither panacea nor devil’**

Although it was issued almost 10 months ago, the Report of the Ad Hoc University Committee on Collective Bargaining is attracting renewed interest as the faculty bargaining election date (Oct. 23 and 24) draw nearer.

**Academic calendar corrected**

Here is a corrected University Calendar to replace page 3 of the 1972 Faculty and Staff Directory.

**FALL TERM 1972**
- Sept. 16: Saturday - Welcome Week Begins
- Sept. 18 - 20: Monday through Wednesday - Registration
- Sept. 21: Thursday 8 a.m. - Classes Begin
- Nov. 23 - 26: Thursday through Sunday - Thanksgiving Recess
- Dec. 2: Saturday - Commencement
- Dec. 4 - 8: Monday through Friday - Final Examinations
- Dec. 25: Monday - Christmas Holiday

**WINTER TERM 1973**
- Jan. 1: Monday - New Year’s Holiday
- Jan. 2 - 3: Tuesday and Wednesday - Registration
- Jan. 4: Thursday 8 a.m. - Classes Begin
- March 11: Sunday - Commencement
- March 12 - 16: Monday through Friday - Final Examinations

**SPRING TERM 1973**
- March 26 - 27: Monday and Tuesday - Registration
- March 28: Thursday 8 a.m. - Classes Begin
- May 29: Monday - Memorial Day Holiday
- June 4 - 8: Monday through Friday - Final Examinations
- June 10: Sunday - Commencement

**SUMMER TERM 1973**
- June 18 - 19: Monday and Tuesday - Registration
- June 20: Wednesday - Classes Begin - Full-Term and Half-term
- July 4: Wednesday - Independence Day Holiday
- July 25: Wednesday - Half-Term Ends
- Aug. 27 - 31: Monday through Friday - Final Examinations - Full-Term

**Madison College’s quadrennial course**

A course offered this term for the first time since 1968 isn’t likely to be back again until 1976. That’s no reflection on its popularity; it’s just that MC 290 (James Madison College) deals with that quadrennial circus called the Presidential Election.

Nearly 200 students from colleges across the campus are enrolled in the class. Its relevancy is underscored by the fact that its required reading includes daily campaign coverage in The New York Times.

Douglas Hoekstra, instructor in James Madison who is teaching the course, emphasizes that while the course deals with things “that have just happened or are about to happen,” it amounts to more than “just a talk session” on Presidential politics.

“It involves a lot of research on past presidential elections, and on voter motivations and behavior,” he says.

The course is organized chronologically, Hoekstra says, and begins with a look at the pre-convention and primary strategies of the candidates. Most of the discussion of events prior to and including last summer’s convention activities zeroes in on the Democrats, he says, because President Nixon was pretty much unopposed among Republicans.

Between now and Nov. 7, the course will examine campaign strategies, resources and issues, and it will focus on what to look for in the election itself. Over the election is over, students will conduct academic post-mortems, looking at such topics as voting characteristics, voter blocs, and the question of election and public control.

Hoekstra has scheduled guest appearances by representatives of both major parties to give students further insights into political campaigns and campaigning.

Students will also write papers during the course, but not, Hoekstra says, simply on “why I’m voting for whom.”

Hopefully, some of the readings will cause them to really think through the candidates,” he says. “Some of their partisan assumptions will perhaps be at least questioned by the reading they do and the discussions they have.”

Hoekstra himself declines to offer a prediction of the election’s outcome, but he has taken a poll among students in the class. It reveals that 41.6 per cent consider themselves Democrats; 14.6 per cent Republicans; 4.6 per cent Independent; 7.7 per cent Independent-Republican; and 27.7 per cent Independent-Democrat.

About two-thirds say they favor Senator McGovern. 28.5 per cent lean toward President Nixon.

The same students report that 39.2 of their parents are Democrats; 35.4 per cent are Republicans; 12.3 percent Independents; 12.3 percent split (between mother and father); and 8 per cent American Independent Party.

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*GENE RIETFORS*
committee explains opposition to bargaining

The following statement was prepared by the Committee of Concerned Faculty, a group of faculty who oppose collective bargaining. The questions are six of the eight posed two weeks ago to representatives of the groups who seek to represent the faculty.

Q. Is the present academic governance system preferable to collective bargaining?

A. Yes. The structure of academic governance has now evolved to a point where there is marked increase in faculty participation in decision-making, as major policy changes are made. Further, the existence of the departments, where the majority of faculty are found, creates a natural sense of community in which the issues confronting it are better understood and better served.

Q. Considering current financial constraints, could collective bargaining achieve greater economic benefits for the faculty?

A. Greater economic benefits for the faculty are an absolute necessity. A general increase in compensation to meet the rising costs of living and to bring the university up to the level of the professional, business, and industrial fields is mandatory. Achieving these goals is NOT dependent on collective bargaining by an outside agency of non-university agents. Reaching the goals depends upon legislative appropriations and even more on the priorities set within the university by the administration. The launching of new programs, the expansion of old ones, or the creation of new positions, whether in administration or instruction, and the amount allotted to equipment and supplies and services budgets will determine the amount of salary increase. The outside bargaining agent will not determine the amount of the total appropriation. The delicate balance of how it is to be divided for faculty and administrators to decide.

Q. Would collective bargaining have a detrimental effect on working conditions; e.g., working hours, sabbatical leaves, teaching loads, etc.?

A. When a bargaining agent asks for a contract providing higher salaries, the administration will request precise specification of work load; e.g., hours in office, courses taught, student credits produced, and committee service. The faculty will lose its influence on major aspects of University operations.

Q. What would be the effect of collective bargaining on academic governance, i.e., Academic Council, Academic Senate, committee system, etc.?

A. Establishment of an outside collective bargaining unit would have a major impact. At the heart of all decision-making is the belief that the welfare of students is best served by the students governing themselves. The decision on how funds are to be allotted to various budgets is relegated exclusively to the nonacademic administration and the nonacademic union representing the nonacademic employees. This puts the decision between the students and the administration. The launching of new programs, the expansion of others, or the creation of new positions, whether in administration or instruction, and the amount allotted to equipment and supplies and services budgets will determine the amount of salary increases. The outside bargaining agent will not determine the amount of the total appropriation. The delicate balance of how it is to be divided for faculty and administrators to decide.

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Q. Would collective bargaining affect the Faculty Grievance Procedure?

A. For the past two years, faculty have sought to develop a process that would ensure fair and equitable redress of grievances, while at the same time minimizing adversarial elements of the situation. If contracts are negotiated, a grievance procedure will be included. This procedure will be likely create an adversary relationship, pitting persons who formerly considered themselves colleagues against each other. The existing Departmental grievance procedures and parallel grievance procedures, a moment's reflection reveals such duplication is unwieldy in a large organization. Given collective bargaining, we will have one grievance procedure for truly defined adversarial situations and another with a grievance procedure developed by faculty themselves, rather than one negotiated by nonacademic administration and nonacademic union representatives.

Q. Why should faculty choose no agent, rather than one of the two organizations?

A. Although one hears much loose talk about trends favoring collective bargaining, the central fact of the past decade has been increasing faculty involvement in University decision-making. This change has occurred without sacrifice of traditional ideals and values associated with the academic life. Now we are asked to entrust our future to a process that would strike a blow at many of these ideals and values, and whose financial advantages are, at best, questionable. At a time when student, faculty, and society are in the grips of escalating inflation and diminishing the faculty's role in questions of policy.

Letters

'Subtle discrimination'

To the Editor:

Subtle discrimination is an understatement of the situation regarding the addition of MSU's Weather Report, special weather comments on Saturday and Sunday mornings, to WKAR. Although WKAR's FM 90.5 stereo FM will broadcast the concert by the jazz group Weather Report, direct from the Union Ballroom Friday, Oct. 13 at 8 p.m. on their regular programming, the fork will be heard as far away as 50 to 70 miles from the campus.

Radio listeners throughout mid-Michigan, however, will have the opportunity to hear one of the most exciting electric jazz groups around," says WKAR-FM producer Gary Laheh. "We have been looking forward to live stereo broadcasting for some time, and this is a great opportunity to begin," adds Program Director Stephen Bainbridge.

To air the performance, special underground communications lines have been installed from the Union Building to the WKAR studios in the Auditorium. During the concert the instruments will be "right-miked," and the sound will be mixed in stereo through the amplifiers before it travels to the speakers in the ballroom to provide an exciting electric sound from a top quality broadcast.

The concert is sponsored by ASMSU Pop Entertainment.
Around the campus: A summary

C-T election dates upheld
This week's collective bargaining election for clerical-technical employees will proceed as scheduled, following a court ruling Tuesday that prevented a restraining order asked by the American Federation of State, County and Municipal Employees (AFSCME).

The Ingham County Circuit Court ruled that it had no jurisdiction in the matter. AFSCME had sought the restraining order after the Michigan Employment Relations Commission denied the union's protest of both the election dates and the defined bargaining unit.
The election runs today until 6 p.m. and Friday from 9 a.m. to 4 p.m. in Demonstration Hall. On the ballot are AFSCME, the MSU Employees Association and "no agent.

AFSCME representative said yesterday that the union was not decided on whether to appeal this week's court action. But AFSCME said it is encouraging persons excluded from the union definition to vote anyway on the chance that the definition may be altered.

Library opens a corner for browsers
A volume on acupuncture, a biography of Ibsen, a collection of children's games and an elementary physics text -- these are but a few of the 800 books found in the new browsing collection at the MSU Library.
The collection, chosen with the help of faculty and students on subjects of current interest, was compiled to provide easy access to literature reading in a wide variety of fields. The books are housed in the carpeted lounging area on the first floor of the library.
The books circulate on a first-come, first-served basis for two weeks, with no renewals and no waiting list.

When completed, it is expected that the browsing collection will contain more than 2,000 titles.

Computer is an able tutor
The University's CDC 6500 computer has proved it can run its own tutorial system to serve and aid students individually.

Leonard H. Weiner, assistant professor of computer science and designer of the Automated Assignment Scheduler, Analyzer and Generator (ASAG), said the testing during winter and spring terms showed the computer could tutor, and the student could profit from the individual aid.

Each student received individualized problems to solve based on his prior performance, individual aid on recurring areas of difficulty, and daily and weekly progress reports.

"The computer tutorial system was used in three sections of a required course in computer programming for engineering and science students. Weiner, after teaching the course himself in spring, said the tutorial was so successful that 10 percent of the students worked ahead on the next computer science course, and one zealous student completed two terms' work in one term.

"The general attitude of students toward the computer may be a factor," Weiner said. "A substantial number of students seem to fall in love with the computer and spend much of their time here in the Computer Center."

ASAG's mode of operation is progressive. For the first two assignments, each student receives a variation of a "standard" problem. Then, based on their performances in the start of the assignments, two-thirds of the students receive variation on standard assignments, while one-sixth receive easier versions and one-sixth more complex versions.

ASAG analyzes each attempted solution. If a student fails to solve a problem correctly, ASAG points out his errors and he is given a second try. If he solves it, ASAG gives him the next problem with an appropriate degree of complexity. If he keeps exhibiting deficiency in a specific area, ASAG gives him extra practice in the new assignment. Thus each student works at his own pace.

Daily and weekly box scores are kept on each student's work, with the news going to the student and the instructor.

"Philosophically," Weiner said, "and based on the results of feedback from instructors, consultants and students, ASAG has the support of 67.2 to 95.5 percent of the students who worked with it."

4-H Bonanza begins Friday
More than 1,000 "friends of 4-H" are expected to attend the 4-H Bonanza "gala" banquet Friday, Jenison Field House.

The "black-tie affair," which will feature emcee Art Linkletter, singer Sue Ann Langford ("Amee's" TV wife), and Detroit's Conti family.

According to Walker Cisler, Detroit Edison's chairman of the board and chairman of the Bonanza committee, all funds raised at the banquet will go toward expanding Michigan 4-H youth programs.

The banquet will also include 4-H "share-the-fun" talent acts and the auction of one of the top 10 Arabian mares in the country. The mare was donated to the Michigan 4-H Foundation, sponsor of the event, by James Rooker of Davison, a former 4-H member.

The Bonanza banquet will be followed by an auction - exhibition of Michigan products in Jenison on Saturday. Several of the products (all donated for the auction) will be on display during the banquet. Included are a Ford 8000 tractor, an Apache camper, a Phillips stereo console, a Lincoln inauguration table, a Whirlpool automatic washer and dryer, a 283-pound Petoskey stone, a sailboat, and several other unique items.

Admission to the auction is free.

A unique (gurgy) experience
This is the age of Aquarius. And "Water Whistle," a 15-hour underwater ear experience beginning at 9 p.m. Friday (Oct. 13) in the Women's Intramural Building, will prove it. It concludes at noon Saturday.

"Water Whistle" and its creator, Max Neuhaus, will be presented on campus as a "special" in the Lecture-Concert Series.

The underwater music, which can be heard only if the listener's ears are submerged, is created by pumping water through tiny whistles attached to a hose with valves and whistles. As water runs through the whistles, the sound is projected through funnels which both magnify and focus it.

Because varying the number of people in the pool affects the sound, the performance spans a 15-hour period.

"Water Whistle" premiered in May, 1971 at New York's University's Hayden Hall swimming pool and has since been presented a number of times across the country.

Those attending "Water Whistle" should come prepared - swim, since changing facilities at the Women's Intramural pool are limited. There will be storage provided for personal whistles. Bringing your own towel is also suggested. Tickets at $2 are available in advance at the Union Ticket office, or at the door. No one will be admitted without a bathing suit.

F戈o selection process protested
A former candidate for the position of faculty grievance officer has filed a formal grievance stating that he was not given adequate consideration by the selection committee for the post.

Bob Repas, professor of labor and industrial relations, filed the complaint last week with Michael Harrison, the Faculty Grievance Officer. Harrison was appointed to the position Aug. 1 after the Interim Faculty Grievance Procedure was approved by the Academic Council and the Board of Trustees.

Repas has met informally with Harrison to resolve the grievance. Under the Interim Faculty Grievance Procedure, if the complaint is not resolved informally, a formal hearing can be held with the provost. The process for resolving Repas' grievance could take as long as 10 weeks.

Ruckelshaus pledges 'visible evidence'
The nation finds itself in a gap between having made a commitment to do something about the environment and finding little visible evidence of progress.
So said William Ruckelshaus, director of the Environmental Protection Agency, (EPA), during his recent visit to the campus. He was invited here by the Michigan Student Environment Confederation.

"We have made a commitment in terms of governmental and private agencies," Ruckelshaus said, noting that EPA has grown from an agency of 6,000 people and a $1.3 billion budget in 1970 to its current 10,000 workers and $2.5 billion.

But results are not especially visible yet. "We spend a lot of money and time and thought to try to protect and improve the environment," he said. "A lot of the expenditures and efforts are going to become visible in the next three or four years - visible in the sense that there will be river basins cleaned up and lakes that are noticeable improved."

During Ruckelshaus' visit, Howard A. Tanner, director of natural resources, announced that construction is about to begin on MSU's $2 million campus wastewater recycling facility. The EPA will provide 55 per cent of the funds for the project.

The facility is expected to be in operation by Aug. 1, 1973.

Summer's last stand: The Horticulture Gardens. — Photo by Dick Wesley
A CHANGED 'PSYCHOLOGICAL MILIEU'

If collective bargaining comes, an "extensive alteration in the psychological milieu of the University" is likely to accompany it. "Whether the change will be for the better or not is, again, a matter of wide divergence of opinion. The changed psychological atmosphere will be due in part to the strict constructivist view of the faculty as 'employees.'" Faculty members traditionally see themselves not as employees in the business enterprise sense, but as professionals, "with a strong sense of independence, and a role in governance not usually vouchsafed to employees." But such an image may not always be a realistic one, depending upon the college or university involved and upon the character of its administration.

FACULTY-ADMINISTRATION RELATIONS

Collective bargaining creates a "greater distance between faculty and administration" at least at the University level, would be altered, perhaps drastically... but this is not to say that the faculty role in governance "necessarily be diminished" under collective bargaining.

UNIFORMITY AND DEMOCRACY

"There seems little doubt that collective bargaining tends to favor policies that treat all members of the faculty equally and give individual advantages of all kinds with suspicion." While individual excellence may be discouraged in favor of uniformity and equality, "these are already instances at higher education where the merit principle has been written into the collective bargaining contract.

Bargaining is also "apt to democratize by favoring common interests over special interests, i.e. by favoring overall university interests over particular programs, colleges and departments."

Some say that bargaining will "bring greater stability and dependability into university life" because a university and its faculty will "not be subject to different elements being injected frequently, and often in unexpected ways or at unexpected times and places."

But such stability can be detrimental, for over the past decade faculty have tended to be less "socialized into professorial professionalism" and to be content to gain personal ends through bargaining without any "deep concern for the well-being of the university itself."

COMPENSATION AND WORK LOAD

"Some indicators point toward higher yearly percentage increases in salaries under collective bargaining - at least for the short-run period of a few years after a first contract is signed."

Teachers in junior college and at the kindergarten-12 level have tended to make salary gains through unionism, but "it is difficult to assess the independent impact of unionism on salary increases," particularly in four-year institutions. It is also hard to measure the effects of bargaining on fringe benefits.

Some argue that "a salary appropriation request from a university to a legislature based on a collective bargaining agreement would be clearer, more understandable as an actual need, and more forcible as an expression of an organized body than is a request without a collective bargaining situation."

But in Michigan, according to other observers, "even with collective bargaining, competing needs for funds and non-union-oriented public attitudes toward higher education:

and the increasing number of arbitrations which affect the level of appropriations for universities and for faculty salaries in particular."

While it is likely that bargaining would "bring some significant movement toward salary equality within faculty ranks, interviews with personnel at MSU and at other universities indicate strong support for some factors that "would create or maintain salary differentials." Overall, salary determination under bargaining "would probably include merit and market considerations, but they would most likely be applied in such a way as to create smaller salary differentials than if collective bargaining did not exist."

No current contract at a major university mentions any specific requirement for hours that faculty must be on campus or hours they must teach. Three contracts specify maximum teaching loads, and one deals with faculty-student ratios.

Two other contracts (at Central Michigan and City University of New York) contain almost identical wording on workload: "Faculty shall not be required to attendance of classes for more than a total of 18 hours in an academic semester; assume an excessive student load, or be assigned an unreasonable schedule."

The contracts also outline faculty obligations to be available to students, accept normal committee assignments, serve at registration, and perform research and service.

EFFECTS ON ACADEMIC GOVERNANCE

Although the fact has not penetrated the awareness of many faculty members, the faculty role in academic governance has been "greatly enhanced" over the past decade at MSU. But, overall impact of this participation is hard to measure, "but it is clear that the University administration has greatly increased its sensitivity to the wishes of the faculty. However, most significant policy-making decisions are ultimately made by the Board of Trustees; therefore, the actual effectiveness of faculty advice is controlled by the makeup of the Board and the persuasive talents of the administration."

While the effects of bargaining on governance are hard to specify, it is quite possible that shorter term relationships, the present system of academic governance, particularly at the University level, would be altered, perhaps drastically.

Here are some possible results of bargaining:

* Faculty might be more effective in influencing trustees' decisions and in helping eliminate "arbitrary and capricious actions" by individual trustees.
* Communications about decision-making might improve as administrators seek to avoid confrontations arising out of misunderstandings with faculty.
* Faculty could gain an increased role in setting working conditions, although it might be accompanied by some standardization impinging on freedoms that "faculty presently take for granted."
* Faculty can expect less role in University business affairs, and in setting the direction of present programs and creating new ones, although the latter role might be retained through bargaining.

"Managerial accountability is likely to increase, with the result that personnel policies will become more uniform. Faculty may have more voice in setting such policies, but less voice in making and carrying out decisions once policies are set."

* Faculty, particularly those with expertise in specific areas of collective bargaining, would have to accept increased participation in the bargaining process.

EFFECTS ON GRIEVANCE

Most existing collective bargaining contracts contain grievance procedures that specify attempts to informally resolve disputes. Faculty bargaining was to be initiated, "the present system of academic governance, particularly at the University level, would be altered, perhaps drastically."

The committee's report also contains outlines and assessments of three bargaining models in higher education; An advisory structure to the administration, and to be content to gain personal ends through bargaining without any "deep concern for the well-being of the university itself."
The election: Some questions and answers

Following is a list of answers to frequently asked questions about collective bargaining. They have been provided by President Bernhard Koeppl, assistant vice president for personnel and employee relations, and sent to faculty on Oct. 23 and 24.

Q. If the MSU-Faculty Associates or the AAPP is selected, how would the employment relationship between the faculty and the University change?
A. Currently, the employment relationship is a direct one which exists between each faculty member and the University. If a collective bargaining agent is chosen by the faculty, future changes in wages, staff benefits, hours, and other conditions of employment must be negotiated between the University and the third party agent.

Q. If the majority of those voting do not vote for a collective bargaining agent at this time, can such an agent be elected at a later time?
A. If a non-negotiating agent is not selected by the election process, then another petition for an election could be made at any time in the future.

Q. Is there a percentage who must vote to decide the election?
A. There is no minimum percentage of the group which must vote to give the result any validity. A simple majority of the votes cast, by those who do vote, will decide the election. This decision will affect those faculty who were eligible to vote whether they voted or not and whether they were currently affiliated with either of the contending agents.

Q. Is the choice between agents, or between agent and no labor organization?
A. You will have one of three choices on the ballot. A selection can be made between one of two agents or no collective bargaining agent. The choice receiving a simple majority of the votes cast will decide the election. This decision will affect those faculty who were eligible to vote whether they voted or not and whether they were currently affiliated with either of the contending agents.

Q. Is the choice between agents, or between agent and no labor organization?
A. Yes, you will have the opportunity to choose among one of two agents or no agent. A vote cast will decide the election. Should no agent receive a simple majority of votes cast, a run-off election would be held. A selection can be made by those who were eligible to vote in order to cast their ballot on Oct. 23 or 24.

Q. Who will pay the cost of the election?
A. This election is conducted by the Michigan Employment Relations Commission. There is no fee charge for this election.

Q. Is membership in either the MSU Faculty Association or AAPP required to vote in this election?
A. No.

Q. Must I vote for one of the contending agents? I want to be interested in the election, but I do not have an authorization card or because I am a member of that agent association?
A. No. The election is by secret ballot and stands on its own. It has nothing to do with signing or not signing an authorization card or being or not being a member. Those requesting an election by signing an authorization card may vote no, and vice versa.

Q. Assuming an agent is elected as the sole bargaining agent, will I be required to become a member of that association? Will I be required to pay dues?
A. In public employment in Michigan no agent is required to become a member of a labor organization that has been elected as the sole and exclusive bargaining agent and consequently no one is required to pay dues as such. But a subject for negotiations is the question of whether as a condition of continued employment an employee must pay a service charge to the labor organization in lieu of membership dues.

Q. How is the amount of dues established?
A. Does, if any, by agreement of the associated and are the internal affair of the association.

Q. Who pays for the cost of subsequent negotiations if the association is elected as exclusive bargaining agent?
A. The association pays its costs and the University pays its costs. Presumably, the association's members would be ultimately responsible as arranged within the association.

Q. What are some of the costs that may be involved?
A. It is difficult to project costs because there is no standard method of operations by a labor organization. Costs are those connected with any business operation, plus those that are peculiar to a labor organization. For example, if the association uses an attorney or other specialist, fees are involved. If the association uses one or more of its own members to negotiate, and negotiations take place at any time when the negotiator would otherwise be working, the association may wish to reimburse the negotiators for lost wages.

Q. Just what is collective bargaining?
A. Collective bargaining is a procedure or process, where the employer (University) and the labor organization (association) meet at reasonable times to negotiate in good faith wages, hours and other terms and conditions of employment. The process of collective bargaining, however, does not require either the University or the association to agree to a proposal or require the making of a concession.

Q. What happens if the association and the University cannot agree on wages, hours and other terms and conditions of employment?
A. The same law that provides for collective bargaining also provides for mediation and fact-finding to resolve impasses in negotiations.

Q. How long does it take to negotiate a labor contract?
A. There is no way to predict this. Some labor contracts have been negotiated by the University in a matter of weeks, others have taken as much as ten months.

Q. Will I as a member of the bargaining unit have an opportunity to express by votes what should be negotiated and will I have an opportunity to ratify what is in fact negotiated?
A. This depends upon the internal procedures and decision making process of the association and its officers. The Michigan Employment Relations Commission has ruled: "If the responsible leaders of the bargaining agent do not choose to pursue this sort of participatory democracy" the employees in the bargaining unit have no cause of action under PERA. The bargaining agent, like the legislature, holds an agency to make such decisions on behalf of its constituency.

Q. What happens to the established academic governance procedures and in particular the Faculty Affairs and Faculty Compensation Committee in the event one of the associations is elected the sole and exclusive bargaining agent?
A. Upon the election of a bargaining agent by the University's election, it is expected to negotiate with that agent exclusively on matters of wages, hours, and other conditions of employment. The collective bargaining process will replace many of the other procedures and processes of the University governance system.

Q. If a collective bargaining agent called a strike, would I be required to join it, even if I was not a member?
A. Section 2 of the Michigan Public Employment Relations Act specifically states that no public employee shall strike. Therefore, no public employee can be coerced into actions with others, without their willful and voluntary strikes or against the collective bargaining agent association.

Profiles

From piano lessons to a Chest role

If Bob Shackleton hadn't begun piano lessons at home when he was in the seventh grade, he might never have become chairman of the Government and Education Commission of the East Lansing Community Chest for Greater Lansing.

The Chest drive opens Oct. 19 and closes Oct. 27.

Two years ago, when the Community chest was holding its first report luncheon meeting, and Football Coach Dick Williams was talking about something, somebody was needed to play the piano, and Shackleton's name was suggested. He was then a member of the MSU Alumni Association, a run-off election would be held. A selection can be made by those who were eligible to vote in order to cast their ballot on Oct. 23 or 24.

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Two searches underway for candidates to fill minority, women's office jobs

Searches are underway to find candidates for the positions of director for women's programs and director for minority programs in the newly created Department of Human Relations.

Robert Perrin, vice president for University relations, said that the job of screening nominees and recommending a candidate for each position should be completed sometime next month.

Both are administrative positions, and both have an A - P VIII classification. Each will report to the assistant vice president and director of human relations.

The director of women's programs will be charged with developing and implementing programs related to affirmative action and equal employment opportunities for women, and will serve "as the focal point on campus for recruitment, consideration, reference, and redress of other issues of concern of women."

The director of minority programs will be responsible for developing and implementing programs of affirmative action and equal employment opportunities for minorities, and is to "be the focal point on campus for the initiation, consideration, reference, and redress of other issues of concern to minority employees and students."

Both positions include minimum qualifications of a bachelor's degree, five years' experience in personnel, employee relations, counseling, or civil rights activities; and knowledge of federal regulations regarding equal opportunity and affirmative action in higher education.

Inquiries about the jobs are being directed to Perrin's office or to the Personnel Center.

Task force meets next week

The first two public meetings of the Task Force on Lifelong Education will be held next week. The first meeting was conducted Tuesday (Oct. 17) at 7 p.m. in the McDonel Hall Kiva, and another session is set for Friday (Oct. 20) at 3 p.m. in the Erickson Hall Kiva.

Have a question or concern about your job? About personnel policies or practices? About receiving and interpreting a personnel notice? Ask "Personnel," 410 Administration Building. Those judged to be of general interest will answered through this column.

Q. When may I retire from MSU and what happens to my staff benefits?
   A. All employees are now or will eventually be covered by TIAA-CREF program and may draw a pension from TIAA-CREF at any age. But to be considered a "retiree" of MSU and remain entitled to staff benefits, all employees must meet one of the three two conditions: 1. Be 62 and have at least 15 years service; 2. Have completed 25 years' service, in which case you may retire at any age. By retiring from the University, you are eligible to continue in the group hospitalization programs and receive the full University contribution. At age 65, coverage becomes coordinated with Medicare and is fully paid for by MSU for life. If you are also in the Group Life Insurance program, you would continue to pay monthly premiums until the July following your 65th birthday. At that time your coverage would be adjusted, for those with Schedule A to $1,500 and to $2,500 for Schedule B. MSU will completely assume the cost of this paid-up policy for life.

Note to CTH and hourly employees: During the middle of this month you will receive complete information about the TIAA-CREF program. It warrants close study.
BULLETTINS

DANCE SERIES Tuesday, Oct. 17, is the final day for the season ticket sale for the new Art of Dance Series, which includes four international companies: Beryozka Dance Company, Oct. 17; Batsheva Dance Company, Nov. 3; Louis Falco Dance Company, Jan. 11; and Rudolf Nureyev and the National Ballet of Canada, Apr. 13. All seats are reserved. Michigan Bank/American and Master Charge are accepted for series purchases at the Union Ticket Office, 5:30 p.m. to 4:30 p.m. weekdays. Single tickets are now on sale for Beryozka, and begin Oct. 19 at Batsheva.

COMPUTING LAB The Statistical Computing Laboratory, 100C Wells, will be open for use by faculty and students from 1 to 5 p.m. Mondays, Wednesdays, and Thursdays, from 1 to 4 p.m. Tuesdays and Fridays, and from 7:30 to 9:30 p.m. Mondays through Thursdays. Two electronic calculators with small programming capabilities for repetitive computations and the rotary type Monroe calculator are available. A graduate student from the Dept. of Statistics and Probability is available to assist in use of the calculators and to give aid to students in beginning statistics courses. For information, call 5-9589.

EXHIBITIONS

Beal Garden The bedding annuals, spared from regional killing frosts by the slightly milder campus climate, continue their lavish color display.

Arenge Art Center Entrance Gallery: Recent paintings, silver work and ceramics by staff artists William Gamble, David Logan, and Louis Raynor. North Gallery: Exhibition of 34 paintings by Sao Paulo, Brazil painters.

Museum Main lobby: Brazilian folk art from primitive clay pieces from the Amazon to contemporary sculpture are on display for the Brazilian festival. Included are fascinating votive pieces of the Candoble sect, a blend of Indian and black religious practices prevalent in Brazil.

SEMINARS

THURSDAY, OCTOBER 12, 1972
Marketing programs as a part of Colombia's development strategy. Harold Riley, 3:30 p.m., 312 Agriculture Hall (Agricultural Economics).
Vector potentials versus electric field intensity in atomic physics problems. Zoltan Fried, Lowell Technological Institute, 4:10 p.m., 120 Physics-Astronomy (Physics).

MONDAY, OCTOBER 16, 1972
Diffusion of innovations. Everett Rogers, 12:30 p.m., 126 Anthony (Dairy Science).
To be announced. W. Bertozzi, MIT, 4:10 p.m., Cyclotron Seminar Room (Physics).
Nuclear resonance in magnetically ordered crystals. R.D. Spence, 4:30 p.m., 221 Physics-Astronomy (Physics).
Pulbery—steroid mechanism of control. Clifford L. Krag, Upjohn Company, Kalamazoo, 4 p.m., 216 Gillner (Physiology).

TUESDAY, OCTOBER 17, 1972
Numerical modeling of pulsatile blood flow. David Wiggett, 4:10 p.m., 284 Engineering (Chemical and Civil Engineering).
Some remarks on rheological constitutive equations in rock mechanics. George Mase, 4:10 p.m., 312 Engineering (Engineering).
UHT-AQ of food products. S.G. Heider, 4 p.m., 103 Food Science (Food Science & Human Nutrition).
Mycoxidas—how they affect us and their control. Steven Hueck, 4 p.m., 103 Food Science (Food Science & Human Nutrition).
Integrated pest management in Michigan fruit orchards. Brian Croft, 4 p.m., 209 Horticulture (Horticulture).
Influence of immunity on red cell penetration by plasmodial parasites. R.B. McFhee, Dept. of Zoology, U. of Georgia, 4:10 p.m., 146 Gillner (Microbiology & Public Health).
Transport of morphine in and out of the CSF. A.E. Takemori, U. of Minnesota, 4 p.m., 449B Life Sciences (Pharmacology).

FACULTY MEETING The fall meeting of the faculty of the College of Agriculture and Natural Resources will be held from 3:30 to 5 p.m., Monday, Oct. 16, in 106B Wells.

FACULTY FOLK A luncheon at Kellogg Center will be held at 12:30 p.m., Friday, Oct. 20, to celebrate the fifteenth anniversary of Faculty Folk. Tickets may be purchased by mail from Mrs. Norton Strommen, 2183 Donovan Place, Okemos, 48864, not later than Monday, Oct. 16. The program features "Highlights of 50 Years" by Mrs. John B. Harrison and piano selections by Ralph and Albertine Votapek.

NEWCOMERS The MSU Newcomers' Club will hold its annual interest group orientation night to introduce first- and second-year faculty wives to the Faculty Folk and Newcomers' interest groups at 8 p.m., Wednesday, Oct. 18. The meeting will be held in the Michigan Education Association building at 1216 Kendale, near the corner of Abbott and Saginaw, East Lansing. For information call Sherrie Wolthuis, 351-7981.

Campus Plantings For the next several days the vines on the west walls of Wells Hall will present a kaleidoscope of contrasting autumn hues.

Library Throughout October, the library will feature "Elections 1972," a look at candidates, issues, and political involvement, particularly of young voters on both the national and local levels.

Hidden Lake Gardens, Tipton, Michigan Fall color continues as the seasonal attraction along five miles of marked hiking trails and more than six miles of paved roads. Open daily 8 a.m. until sundown.

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WEDNESDAY, OCTOBER 18, 1972

Carrier proteins in fatty acid biosynthesis. P. Roy Vagelos, Washington U., 4 p.m., 101 Biochemistry (AEC Plant Research Laboratory).

Fungal propagule dispersal by water. Sister Mary Joy Haywood, 4:10 p.m., 168 Plant Biology (Botany & Plant Pathology).

Newer aspects of neurogenetics: clinical aspects. Janice Lindstrom, 12 p.m., 138 Fee (Medicine).

Newer aspects of neurogenetics: chromosomal diagnostic methods. James V. Higgins, 12 p.m., 138 Fee (Medicine).

Newer aspects of neurogenetics: biochemical variations in man. Emmanuel Hackel, 12 p.m., 138 Fee (Medicine).

THURSDAY, OCTOBER 19, 1972

The alpha-galactosidases of normal and Fabry plasma. Carol Maps, 10 a.m., 101 Biochemistry (Biochemistry).

Light-induced proton uptake in the retinal photoreceptor outer segment. David McConnell, Dept. of Biochemistry, Ohio State U., 4 p.m., 101 Biochemistry (Biochemistry).

A procedure for evaluating a plant's wildlife value. Dean P. Longrie, 1:30 p.m., 223 Natural Resources (Fisheries & Wildlife).

Lactose. Roger McFeters, 12:30 p.m., 206 Food Science (Food Science & Human Nutrition).

Existence theorems for problems of optimization. L. Cesari, U. of Michigan, 4:10 p.m., 304A Wells (Mathematics).

FRIDAY, OCTOBER 20, 1972

Isolation and characterization of a host mutant which inhibits phage lambda growth. D. Freedman, Dept. of Microbiology, U. of Michigan, 4:10 p.m., 146 Gillner (Microbiology & Public Health).

Muonic atoms and nuclear radii. Kenneth W. Ford, U. of Massachusetts, 4:10 p.m., 120 Physics-Astronomy (Physics).

For general information about MSU, please call 353-8700.
FRIDAY, OCTOBER 13, 1972
3:30 p.m. Soccer—MSU vs. University of Munich. Soccer Field.
7 p.m. 4-H Bonanza Banquet—Featuring encore Art Linkletter, singer Sue Anne Langdon, and Detroit's Conti family, the banquet is a benefit to raise money for Michigan 4-H Youth programs. One of the nation's top ten Arabian mares will be auctioned. Tickets may be purchased at the State 4-H Office, 175 S. Anthony, Jenison Fieldhouse.
8 p.m. "Cosmic Dimensions"—Both educational and entertaining, this presentation in the sky theatre provides a persuasive 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 predicting, telescopic viewing of the current sky. Abrams Planetarium.
8:15 p.m. Recital—Yara Ferras, a young guest pianist from Sao Paulo, Brazil, will perform works by Villa-Lobos, Mignone, Sepe, and Souza Lima. There is no charge for admission. Music Auditorium.
8:15 p.m. "Cabaret" is the first in a series of Performing Arts Company presentations. Tickets are sold at the Department of Theatre, 149 Auditorium, 5-0148. Fairchild Theatre.
8 p.m. ASMSU Pop Entertainment—Weather Report will spearhead a series of jazz concerts held in conjunction with the Union Board. Tickets are available at the Union Ticket Office. Union Ballroom.
9 p.m. "Water Whistle"—A to-say-the-least-unique underwater concert will be held for 15 hours in the Women's IM Pool, featuring Max Neuhass, a former percussionist, and his water whistle. No one will be admitted without a bathing suit. Snorkels and towels are optional. The concert will conclude at noon on Saturday. Tickets are available at the Union Ticket Office or at the door.
10 p.m. "Cosmic Dimensions" (see above). Abrams Planetarium.

SATURDAY, OCTOBER 14, 1972
10 a.m. 4-H Bonanza Auction—More than $120,000 worth of donated items, ranging from purebred livestock, household appliances, furniture, and flea market items, donated items, ranging from purebred livestock, household appliances, furniture, and flea market items, will be auctioned in support of Michigan 4-H youth. There is no charge for admission. Jenison Fieldhouse.
10 a.m. Cross Country—MSU vs. Minnesota. Forest Akers West Golf Course.
2:30 p.m. "Cosmic Dimensions" (see Oct. 13). Abrams Planetarium.
8 p.m. "Cosmic Dimensions" (see Oct. 13). This performance will be followed by a skywatching presentation. Abrams Planetarium.
8:15 p.m. "Cabaret" (see Oct. 13). Fairchild Theatre.
10 p.m. "Cosmic Dimensions" (see Oct. 13). Abrams Planetarium.

SUNDAY, OCTOBER 15, 1972
4 p.m. "Cosmic Dimensions" (see Oct. 13). Abrams Planetarium.
8 p.m. Recital—Ralph Votapek will repeat his recital of Oct. 9 for the Michigan Music Teachers Association. The program, which is open to the public without charge, includes virtuoso works by Beethoven, Chopin, Ginastera, Debussy and Brahms. Hospitality Motor Inn, Lansing.
8:15 p.m. "Cabaret" (see Oct. 13). Fairchild Theatre.

CONFERENCES
Oct. 13 Christian Broadcasters
Oct. 14-18 Executive Management Seminar for Certified Travel Counselors
Oct. 17-18 Child Care Workers Conference
Oct. 17-19 Flower Show Judges Symposium
Oct. 17-19 National Fire Weather Seminar
Oct. 19-20 Financial Aid
Oct. 19-20 Michigan Hospital Public Relations Committee

MONDAY, OCTOBER 16, 1972
8:15 p.m. Faculty recital—Theodore Johnson, violin, and Patricia Arden, piano, will perform works by Brahms, Bartok, and a premiere of "Sonatine" by John Podozo, composer-in-residence at the University of Kansas. There is no charge for admission. Music Auditorium.

TUESDAY, OCTOBER 17, 1972
12 p.m. University Club luncheon—William McLaughlin, chairman of state Republican Party, will discuss party functions in an election year.
8:15 p.m. Art of Dance Series—The famed Beryozka Dance Company from the Soviet Union, including 100 dancers, singers and musicians, performs not simply folk dances but choreographic stories. Tickets are on sale at the Union Ticket office. Auditorium.

WEDNESDAY, OCTOBER 18, 1972
4 p.m. ASMSU Great Issues—Chris Miller, associate editor of the National Lampoon, will speak. Admission is 50 cents. Auditorium.

THURSDAY, OCTOBER 19, 1972
8:45 p.m. Homecoming—Mooncall will perform at the annual bonfire and concert. East Complex 4M field.

FRIDAY, OCTOBER 20, 1972
5:30 p.m. Homecoming—The homecoming queen will be presented to alumni at a reception. Kellogg Center.
6:30 p.m. Homecoming—President Wharton will be the guest speaker at the annual alumni banquet. Tickets are $6.50 and may be purchased at the Alumni Relations Office, 5-8314. Kellogg Center.
8 p.m. "Cosmic Dimensions" (see Oct. 13). This performance will be followed by a skywatching presentation. Abrams Planetarium.
8:15 p.m. Recital—Rafael Sommer, cellist, and Ralph Votapek, pianist, will perform. Music Auditorium.
10 p.m. "Cosmic Dimensions" (see Oct. 13). Abrams Planetarium.

SATURDAY, OCTOBER 21, 1972
10:30 a.m. Cross Country—Spartan Invitational. Forest Akers West Golf Course.
1:30 p.m. Homecoming Football—MSU vs. Wisconsin. Pregame activities will include presentation of the queen and a banner parade. The 1952 national champion football team will be presented at halftime. Spartan Stadium.
8 p.m. "Cosmic Dimensions" (see Oct. 13). This performance will be followed by a skywatching presentation. Abrams Planetarium.
8 p.m. World Travel Series—Curt Nagel discusses "Portraits of Australia." Auditorium.
8 p.m. Homecoming soc hop—Following the homecoming theme of "Flashback Fifties: The Cool, Real Gone, Hip, Hang Loose, No Sweat, Spastic Years," a rock-around-the-clock soc hop will feature everything from a marathon dance to a trivia contest. Union Ballroom.
10 p.m. "Cosmic Dimensions" (see Oct. 13). Abrams Planetarium.

Information on MSU events may be submitted for possible inclusion in the bulletins to Patricia Graser, Dept. of Information Services, 109 Agriculture Hall, (517) 353-8819.

Deadline for submitting information in the Thrusday publication is noon Tuesday preceding the Thursday publication. The calendar of events will cover a 9-day period, Friday through Saturday.