The fifties recalled for Homecoming

"Flashback Fifties: The Cool, Real Gone, Hip, Hang Loose, No Sweat, Spastic Years" is the theme of this weekend's Homecoming festivities, which will feature everything from a rock - around - the - clock sock hop to nattily attired at the traditional bonfire and concert.

The fifties at Michigan State, when:

**"The girls," with short hair, bobby pins, mid - calf skirts and fur - trimmed polo coats, gazed on in doe - eyed admiration at "the boys," nattily attired in white bucks, charcoal ivies, and letter sweaters.

*Tradition dictated that girls could not attain full coedship until they had been soundly kissed under Beaumont Tower at the stroke of midnight.

*A record enrollment of 16,243 annual J-hops, orientation dances were reserved rigidly for engaged Spartans.

*Even students who were pinned with short hair, bobby pins, mid - calf skirts and fur - trimmed polo coats, gazed on in doe - eyed admiration at "the boys," nattily attired in white bucks, charcoal ivies, and letter sweaters.

*More than 3,000 attended the annual J-hops, orientation dances were reserved rigidly for engaged Spartans.

The faculty election: A profound decision

Following is a statement on the faculty collective bargaining issue prepared this week by President Wharton.

Members of the Michigan State University faculty will vote Monday and Tuesday in a election which may well have a greater impact on their day-to-day lives than the Presidential ballot they will cast two weeks hence.

Decisions out of Washington affect us all to varying degrees. But the faculty's determination of whether or not they wish to be represented by a labor organization for collective bargaining purposes will profoundly influence a set of relationships with which we must intimately live -- week - in, week - out -- for the foreseeable future.

As president of MSU, I have been reluctant to intrude my personal views into the collective bargaining discussion.

However, as the election date draws nearer, more and more faculty members have asked me for my views. I have come to the conclusion that I have a responsibility to state a position from the perspective of the chief executive officer of the University.

First, let me say that, as president, I would have no hesitancy in dealing formally and in good faith -- with faculty through collective bargaining, if that is to be their decision. In some ways, it might be argued that it could make our job easier, since many important matters would then be taken up with a union representative rather than with faculty committees or in individual discussions.

But this argument does little to assuage my sincere concern that collective bargaining ultimately would result in a serious deterioration of the academic relationships which I believe to be the heart and soul of this University.

Collective bargaining, I am afraid, would replace this mutually developed and supported association with an impersonal and adversary relationship.

In an earlier interview in the News-Bulletin, President Cantlon outlined some of his concerns about the changes which would ensue if a union is chosen by the faculty. (Continued on page 2)

C-T runoff needed

Technical - technical employees will have to vote again to determine a collective bargaining agent. As of Wednesday, a date had not yet been set for the runoff election.

The two organizations seeking to represent C-Ts -- the MSU Employees Association and the American Federation of State, County and Municipal Employees -- finished 1-2 in last week's voting, but neither was able to get the majority necessary for certification.

The MSUEA had 539 votes, AFSCME 460 votes, and "no agent" received 355. "No agent" will not be on the runoff ballot. About two - thirds of the eligible voters cast ballots.

Enrollment to begin for new retirement program

Letters and brochures have gone out to some 1,500 clerical - technical and hourly employees who will soon become eligible for the University's new retirement plan.

The University's new retirement plan appeared in the News-Bulletin issues of June 29, 1973, and will have an improved formula for figuring pensions.

Contribution levels in TIAA - CREF will begin at 3 percent from each employee and 6 percent from the University.

Gary J. Posner, director of employee compensation and benefits, says that the net effect of the new program is that each employee will be guaranteed a minimum pension. And in most cases, he adds, "employees will build up a substantially larger retirement pension through TIAA - CREF than would ever be possible by staying under the current pension system."

Posner reminds employees that they will need to furnish an application and proof of birth (such as birth certificate, baptismal certificate, passport, military discharge paper, or other documents listed in the application form) when they enroll in the program.

(Continued on page 2)
Profiles

'It takes courage to be an artist'

Gerhardt Magnus, new chairman of the art department, says that his formal education in English literature served him well in his role of engendering support for the faculty's bargaining position. His academic credentials are impressive, but his personal qualities are equally so. Magnus is an ardent believer in the idea that art is a vital component of the educational experience.

The evidence in support of this argument is at best highly ambiguous and mixed. The reaction of the Legislature to such pressures may well be negative. One can question the strength of a faculty union in this respect when its parent organization is in exercising some of the functions which faculty members heretofore have performed, primarily in the management of financial resources. The reaction of the Legislature to such pressures may well be negative. Indeed, these increases usually exceed by significant margins the funds actually appropriated by the Legislature for salary improvements.

However, there is vast difference between a systematic determination of priorities to permit maximum achievement of our educational responsibilities, and an arbitrary shifting of resources to achieve higher compensation for a particular group. If such demands are to be met, the answers are stark: Increase productivity, increase student fees and tuition, reduce or eliminate existing functions along with their faculty and staff.

To give some idea of the variables involved, this past year each one percentage point increase in faculty salaries and fringe benefits represented approximately $500,000. This equates nearly half the annual cost of the College of Humanities, or about the annual cost of James Madison College, or the annual cost of the computer laboratory.

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More on bargaining...


Therefore, while the Board determines which colleges or departments will exist— and thus which disciplines and professions will be taught—it is the faculty which decides how the field or subject matter will be taught and what the course content will be.

Faculty are also involved in such management functions as initiating new teaching appointments, approving reappointments and the granting of tenure. They play a major part in the selection of departmental chairmen, deans and certain other academic administrators.

The role of faculty in the academic Council and Academic Senate is additional testimony to the managerial function.

The elected faculty representatives on the various standing committees of the Academic Council have worked directly with the administration in determining policies ranging from educational curriculum to improved fringe benefits.

The administration needs faculty input in those matters which relate to the academic process of the University and the well-being of faculty itself.

We have worked valiantly to achieve this goal. In some years it has been possible to respond more closely to the wishes and advice of these committees than in others. But on the whole any review of the total experience during the past several years would reveal a substantial number of accomplishments where faculty input was made, respected and achieved.

This relationship—unique to an institution of higher education—is the antithesis of a union's usual collective bargaining role in a commercial or industrial setting, or even in education below the four-year university level.

There can be no question that this relationship must undergo profound changes if our faculty choose unionization. The long-run implications will be to eliminate or drastically alter the academic traditions which nurture any academically strong university.

POLITICAL INFLUENCE AND RESOURCE ALLOCATION

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Wharton outlines position on bargaining

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**Carrels need student users**

The second floor of the Library has 18 study carrels with audio - visual equipment for students. But there are no students. 

The reason for the lack of student use, according to Richard Chapin, director of libraries, "is that faculty aren't aware of the new facilities which became available in September.*

The facilities should be used by faculty, according to Richard Chapin, director of the Instructional Development Program, says that faculty are encouraged to use the carrels. "They are ideal for providing students with supplemental information, prerequisite materials, and reference purposes," he says.

The carrels were equipped with funds made available from the sale of educational materials developed through the University's Educational Development Program (EDP). They are maintained and operated by the Library.

*EDP has several requests for carrels from departments, but because of the budget squeeze," Chapin says, "a decision was made to centralize the carrel system in the Library.*

The carrels, designed by the Instructional Media Center, are equipped with slide projectors and screens, and cassette tape audio systems.

Chapin says that instructors who have used slides and tapes can make use of the system by contacting the Library's assigned reading desk. Chapin adds that instructors who wish to develop materials for the carrels should contact his office for assistance.

One audio - visual package currently available to students in the carrels is information on how to use the Library facilities.

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*Photo by Bob Brown.

Empty carrels: Al Abedor and Richard Chapin would like them filled.

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President Wharton has reported that the administration is in agreement with "at least 14" of the 23 recommendations submitted last summer by the University subcommittee of the Ad Hoc Committee on University and East Lansing Policies.

The committee, established following antiwar demonstrations here last May, studied policies relating mainly to the war effort in Southeast Asia. In a letter to Charles Poizel, chairman of the University subcommittee, Wharton said that while the administration agreed with 14 of the subcommittee's 23 recommendations, "there does not seem to be substantial differences of the recommendations," he said, "and they either require further study or action by a standing University committee."

Wharton noted that several recommendations affirm existing procedures:

*Investments should be based on probable yield for maximum return as one means to retard increased student fees.

*Cost - benefit criteriion for purchasing decisions should be publicized.

*The Placement Bureau should continue to provide a table for those who wish to distribute antiwar information.

*MSU should continue to exclude classified research projects.

*Sponsored research should continue to be scrutinized and approved at department, college, and University levels.

*Provide a list of sponsored research projects through the reference desk of the Library.

*Provide through the reference desk a periodic listing of MSU's overseas programs and projects.

A number of the recommendations have been referred to the Military Education Advisory Committee and the Advisory Committee on Public Safety.

A few copies of the University subcommittee's compiled documents and reports are available at the Library's reference desk, since there are not enough for distribution to individuals. Single copies are also available at residence halls and through student government.

**Symphony to begin festival**

The MSU Symphony Orchestra presents the opening concert in its International Festival at 8:15 p.m., Sunday, (Oct. 22) in the Auditorium.

The 80 - piece orchestra will perform under the baton of guest conductor Kamen Goleminov of Bulgaria who has been here since the opening of fall term. He is conductor of the State Philharmonic of Rousse and the Bulgarian Chamber Orchestra of Sofia.

The concert, open to the public without charge, is also one of several events presented as part of International Week, Oct. 22 - 27.

The year - long International Festival will include visits by two more guest conductors and several guest soloists from abroad.

Cello soloist Raphael Sommer of Israel will appear with the Symphony Orchestra Sunday to perform Saint - Saens' "Concerto for Cello and Orchestra, Opus 33, No. 1, A Minor."

Part of the purpose of the festival is to foster an international exchange of musical ideas. Under Goleminov, the orchestra will present the U.S. premieres of "Le Variazioni Sinfoniche," written by his father, Marin Goleminov, eminent Bulgarian composer and conductor.

The concert will also include the first campus performance of "Spectra" by William Penn, a recent MSU graduate who is now teaching at the Eastman School of Music, and Tchaikovsky's "Symphony No. 6 in B Minor, Opus 76," ("The Pathétique").

Only the second Bulgarian conductor to come to the U.S., Goleminov is the first to undertake a program as extensive as the MSU festival. While on campus, he will hold an advanced conducting seminar, and conduct the Symphony Orchestra and the Chamber Orchestra. An expert on Bulgarian contemporary music and folklore, he will also lecture on these subjects. The festival, with its residency for conductors, was developed by Dennis Burk, conductor of the orchestra, who came to know the guest conductors through his own work as a guest conductor in Europe. Burk is now on sabbatical leave.

Support for the festival program and the residency has come from the U.S. Department of State, the Department of Music, the College of Arts and Letters, President Wharton, and several foundations as well as business and private donors in the greater Lansing community.

Donations, which are tax deductible, are still welcomed. They should be made payable to "Michigan State University" and designated for the "MSU Orchestra's First International Festival. They may be sent to the Development Fund or the music department.

**Tentative labor agreement reached**

Tentative agreement has been reached between the University and Local 1585 of the American Federation of State, County and Municipal Employees (AFSCME). A ratification vote by 1585 membership is set for within three weeks.

Arthur Kieselbach, president of the local, says the conditions of the agreement could not be released until the membership vote. "We will be contacting members during the next couple of weeks and informing them of the agreement," he says.

The campus**/other AFSCME labor bargaining unit Local 999 has not yet reached an agreement with MSU negotiators. A meeting was scheduled last night for members to discuss the University's latest offer.

**C-T survey deadline extended**

The deadline for returning the clerical-technical employee questionnaires regarding women and minority training programs has been extended to Oct. 23. 

Mrs. Josephine Wharton, coordinator of women and minority training programs, said the extension is to allow employees time to express their needs for training programs.

"We have received 1,186 of the 2,531 questionnaires we sent out, and the returns indicate that many employees have valid criticisms," she says. "These include limited opportunities at the University for upward mobility and the unavailability of training programs."

According to Mrs. Wharton, the questionnaires also indicate a need for work release time and fee reimbursement for coursework.

She adds that the questionnaires will be analyzed to determine the types of training programs needed for employees.

The programs will be based on the goals established by her office.

These include: Systemized special training programs, in - service training and college credit and/or noncredit courses for improvement of skills; creation of upward job mobility through well - defined "career ladders," working to remove unrealistic requirements standing in the way of career advancement; encouraging efforts in and among all colleges, departments and units of the University to include career development plans for employees; and providing means, through cooperative efforts, to meet the needs of the whole person.

Currently questionnaires are being prepared for the 139 male minority nonacademic employees, food service personnel, housekeepers, technicians, skilled trades employees, middle management, professional and administrative professional staff.
Groups respond to provost's statement

THE MSU AAUP COUNCIL

In the Oct. 5 issue of the MSU News - Bulletin, Provost Canton answered a number of questions concerning the possible effects collective bargaining might have on Michigan State. It appears to us that many of his answers were based on misconceptions of collective bargaining at the university level. The tone of his discussion, as it has been of others opposed to collective bargaining, is that very little that is positive can be gained, and many of our hard-won gains will be lost. Let us try and look at some of the crucial areas in which he suggests that great loss might occur.

Q. What happens to tenure under collective bargaining?

The provost’s answers have tended to convey a distorted view of the facts. There is no collective bargaining contract of the AAUP which does not protect the traditional rights to tenure of faculty and which does not subscribe to the 1940 Statement of the AAUP on Academic Freedom. Uncertainty is more likely without collective bargaining than with it. The provost’s strange notion that our tenure equates with seniority suggests either a lack of knowledge of the technical differences between tenure and seniority, a conscious obfuscation of the issue in an attempt to arouse an emotional response by the faculty. Of course, what is involved here is the attempt to make a case for the leveling effects claimed by the opponents of collective bargaining in which all faculty are lumped together, not differentiated by ability or accomplishment, but merely differentiated by seniority. The current contracts of the AAUP refute this claim.

Q. What happens to faculty governance?

Nothing could be further from the truth than the provost’s statement concerning the role of faculty in academic governance under collective bargaining. There is nothing whatsoever in the law which limits the areas in which there may be participation by the faculty. The provost’s suggestion that we have gained in faculty governance is false if we as a faculty want to maintain the current system and this is agreed to by the Administration. Most of the contracts drawn up by the AAUP either maintain the current standards of faculty in academic governance or extend it.

Q. What would happen to the grievance process?

The grievance process would change in one significant way. The president or the Board of the University would not be the final judge in the case. Under a grievance procedure adopted under collective bargaining, there will be a fair system evolved under which a case can be expediently reviewed. But a party to the litigation will not be the final judge — the final judge is usually an impartial third person outside the system.

Q. What would happen to student participation?

It is hard to arrive at any conclusion but that the provost’s response is directed toward prejudicing the faculty and students against collective bargaining. It is certainly not based on fact. Very little is known and this much is correct. Student participation has not been generated by the administration but by faculty committees and faculty study groups and ultimately through the Academic Council and the Senate. If one indeed wishes to project the possible changes they would be in the direction which makes for greater democracy in university governance — how could students be denied by faculty? And why should they be?

Q. Would there be a change in sabbatical leaves?

The notion is conveyed that sabbaticals would be lost. This is far from the truth. At Rutgers University, it is only since the AAUP collective bargaining contract that sabbaticals have become available to the faculty.

Q. Would unionization have any particular beneficial effects for women or minority faculty?

The provost suggests that it is questionable. The fact of the matter is that in all collective bargaining contracts minimum standards are specified so that there is no possibility of discrimination against women or minority group. There is no such thing in a university as a seniority system, whereby, based on number of years of service, one individual has a prior right to a job, for example, or a teaching load, or a given course than does another. There is a tenure system which we shall preserve. This use of blue-collar union terms not only appeals to the emotions of the faculty, but misleads them!

Q. Student-faculty judiciary?

What management function is now involved in a student-faculty judiciary? And if it is so involved should it be? How can the rights of individuals be better protected if the same procedure used in a contract management and a rational grievance procedure which guarantees full rights to all?

Q. The recruitment of good faculty?

The provost’s discussion is a red herring. There is good reason to believe that where faculty rights are guaranteed and there is a community in which academic freedom is lauded and protected that able faculty and students would be attracted. It is interesting to see the use by the provost of the term “management’s role.” Does the provost believe that hiring appropriate faculty, dealing with curriculum, reviewing personnel for promotion and recruitment are management roles? We would like the provost to lay out what is his conception of the managerial role. This we are sure is not the real heart of “administrative” or “management” resistance to collective bargaining. The whole idea of a conflict of interest is not the provost referring to when he says “top faculty” will not come because we have collective bargaining? The only tradeoff which now takes place is made in the Administration Building without faculty consultation. These are many tradeoffs which take the faculty should be involved in the discussion of such changes and the manner in which they affect the academic process. The view that “good” universities do not have collective bargaining depends upon a definition of good conditioned under which collective bargaining emerges. The AAUP strongly believes that it can represent the faculty in making MSU an even better University.

THE MSU FACULTY ASSOCIATES

The response of Provost Canton to questions on faculty negotiations (News Bulletin, Oct. 5) was an unfortunate example of inaccuracy and innuendo, all of which had the net effect of implying that professional negotiations for our faculty have never been more well-meaning or well-conceived.

The provost states that collective bargaining "... has had a profound and constructive effect on the lives of millions of Americans and has contributed to a basically sound economy." Yet, if one examines the contents of the remainder of the article, the provost has not one good world for the potential effect of negotiations for the 2,400 members of the faculty of Michigan State.

The most pervasive inaccuracy in the provost’s paragraphs is the supposition that bargaining leads to “uniformity and rigidity.” It has been the common experience of those who know negotiations that the most salient aspect of bargaining is its enormous versatility. To presume that a higher education contract must resemble that of a plumber union (or even the contracts of public school teachers) is to reveal a remarkable lack of sophistication as to the nature of negotiations and its history.

Anyone who has taken the trouble to examine contracts given over the years for the vast variety of unions and associations in this nation can quickly see that the only common denominator is that they all seek to provide something for those represented. That is the reason bargaining came to exist, and it remains a valid reason for continuing and developing it today.

Therefore, to state that uniformity for all is a hallmark for educational contracts is to reveal a lack of knowledge of what has been accomplished at universities in this country. At this time, more than 80 colleges and universities are bargaining. Not only do the contracts at these institutions vary enormously in scope, but a critical component of the reflective of the need or situation of the faculty at those universities. It can be said that there are some areas of uniformity; the contracts do insist on strong academic freedom provisions, and on due process and impartiality in grievance procedures. We believe that most faculty members would consider such provisions essential to a meaningful contract.

We conclude, in the absence of any real understanding of the scope and dimension of bargaining in the provost’s article, that there must be another reason for the attitudes expressed.

It is inherent in the nature of negotiations that both sides come to the table as equals. At the present time, under the present structure, the faculty asks the administration to recognize the important function as a marked unequally part of our rights, our "privileges" (such as participation in governance and achievement of tenure) are available only because the administration has designed to give them to us. The provost talks of the possible "... faculty loss of management role." It is our understanding that a manager is one who controls events and has the power to make binding decisions. This does not describe the very limited advisory power the administration has extended to the faculty.

When negotiations becomes a part of our professional lives, this will change. The role we will achieve will be real, and binding, and representative of genuine strength. We will move from the area of noblesse oblige to the status of a faculty whose role in management functions will be — first, last and always — negotiable and binding.

Finally, it is unfortunate that MSU/FA must take such sharp issue with the presentation of a colleague. But it would be far more unfortunate for the members of this faculty if such misleading information were permitted to go unchallenged.

Letter

MSU-FA is not ‘outside b

To the editor:

In “The Forum” of the Oct. 12 issue of MSU News - Bulletin the Committee of Correspondence Faculty revealed a shocking lack of understanding of basic concepts on collective bargaining as presented by the MSU Faculty Associates. Four times the Committee referred to “an outside agency of nonuniversity scope” as “outside bargaining agent” and “nonacademic union representatives,” etc. Nothing could be further from the truth.

MSU - FA is an autonomous body of faculty members which only acts upon the considerable resources of the MUA and the MEA. Our decisions and contracts are made by us, the faculty, and not by our respective organs, MUA and MEA. Our platform, revealed in recent issues of Concerns, shows that a small negotiating committee for bargaining would be drawn from a 35-
The election nears: Faculty offer pros and cons on collective bargaining

Ex-AAUP president urges 'no' vote

To the Editor:

I oppose a faculty labor union at Michigan State for the following reasons:

(1) It will place the administration, as an adversary of the faculty, in a role which requires it to keep salary increases to a minimum. In a sense, it prevents the administration from working for the good of the University, defined to include a well-paid faculty. I thought we were all in this together and had a common goal.

(2) A union will favor mediocrity and militate against excellence. If you receive juicy offers elsewhere will leave, because attempts to match these offers will upset the union pay scale. If unions are good so for a university, why haven't faculties at the best universities in the country, who are usually the first to spot a good thing, been organizing? I haven't heard any talk of a union at Walter Adams' Ivy League alma mater. If MSU's faculty aspires to excellence, it will shun both unions.

(3) When appropriated resources are insufficient to meet a negotiated salary increase the money will have to come from somewhere. The alternatives are to reduce instructional quality, to cut faculty positions (and consequently increase teaching loads), to reduce course offerings, to raid monies sorely needed for the library, for equipment, for supplies, etc. All are unpleasant prospects, and will devastate the quality of education at MSU. (How the belt can we teach chemistry to the modern student if we need to buy chemicals has been used to lower Lash Larrow's salary?)

(4) The bargaining unit excludes the majority of our most talented faculty. The MEA (Faculty Associates) displayed its own weakness and its lack of concern for a genuinely strong bargaining unit. When I was a student, in 1968, the CCF, and instead assume an active role in establishing funding for the University. The faculty's role in the administration.

Though I am a former president of the MSU chapter of the AAUP, I intend to vote NO on Oct. 23/24. The AAUP has done a superb job of professionalizing and organizing. Let's keep it that way. If you believe as I do, that it is in our own self-interest to continue to build an MSU without a faculty labor union (but with a strong AAUP), I hope you will also vote NO. The only way not to have a union is to vote NO. Let us show that those who say a faculty union is inevitable are promulgating a myth.

Harold Hart
Professor of chemistry

How to vote

Faculty members who cast votes in next week's election are reminded that any mark on a ballot — other than the appropriate "X" — will make that ballot void.

Is a faculty union good for "U"?

To the editor:

Being the U's unofficial cryptographer is a demanding job, time-wise. Prof. in Epiphany has this letter in the Oct. 5 News-Bulletin putting down a faculty union, I can't count the number of calls I get to explain how to vote.

"What's he mean by this?" is a typical question. "He says here: 'It would add another administrative structure to existing organizations, one likely to be dominated by those whose professional performance makes them feel insecure.'"

"Simple," I say. "He's agreeing with what I've been saying all along. State's already top-heavy with VPs, assistant provosts, and coordinators, and he thinks most of 'em are turkeys."

"But what's he mean here? It would lessen if not eliminate the relationship between monetary and other compensation and incentives, and quality and quantity of performance which characterizes the present relationship.""

"Couldn't agree more," I say. "He's saying you want to preserve the high quality teaching State's renowned for, you gotta lay heavy bread on outstanding teachers. Time off for research, grad assistants to take over when they're away consulting, incentives like that."

"Hold on there, Lash," he butts in. "You defending those profs students never get to talk to, they've gone all the time, making the bucks on consulting jobs?"

"I can see you have a narrow view of what a university's all about," I tells him severely. "There's more to being a prof than just teaching. What you call consulting in your own way, us profs call 'service to the greater society.'"

"If you'd think about the U instead of your own belly," I goes on, "you'd see a union's put an end to all that. That's why our provost's agin it. He says collective bargaining for faculty members is a move toward uniformity and rigidity, which could lead to a tyranny of the mediocres."

"Gee," he says. "That's heavy. But why would that happen, Lash?"

"Inevitable," I explain. "Union raises salaries of low-paid profs, we don't have enough money left over to pay our great teachers what they're worth. They split for Harvard, Berkeley, places like that. All we'll have left is the profs whose idea of teaching is reading to the class out some dull textbook."

"I get it now," he says. "But I still don't know what he means by this: 'It would mean an exodus of the more innovative, entrepreneurial members who give the University and its colleges a reputation for excellence.'"

"What's an entrepreneurial prof, Lash? Is that one who goes to Thailand or Brazil for a couple years, comes back loaded with tax-free books, pays off his mortgage when he gets home?"

"Could be that," I says. "Or it could be a prof who doubles his salary by consulting with some of America's great corporations."

"But doesn't that trouble you, Lash?" he wonders. "Isn't there a danger those profs'll be corrupted by getting all that bread, lose interest in scholarship?"

"Works just the other way," I tell him. "You receive an innovative prof of his money worries, he's a more productive scholar. Lemme give you some example'll prove my point," I says, leafing through the Faculty Bibliography of the Business School.

"Dude wrote that letter to the News-Bulletin was getting 25 thousand last year, does a lot of consulting on top of that. But here's just a few of his publications: 'More Mileage from Meetings', 'What About Reader Service Cards?', and 'Seeing Marketing Like It Is.'"

"If he hadn't been relieved of his money worries, he wouldn't have been able to push back the frontiers of knowledge by sending seminal articles like those,"

C. Patric Larrow
Professor of economics
Photo Lab helps 'brighten' campus with new color ID process

Mitscham adds that if the pictures don't turn out the first time under the new system, it only requires an additional reprocessing - minute wait. The Photo Lab has the responsibility of buying, maintaining and setting up the new equipment. The scheduling and controlling of the operation is handled by Lorraine Demorest, office manager of the Photo Lab's student employment section. Faculty staff ID cards produced with the Polaroid color system are now necessary for all newcomers, and to those who need cards to replace ones that are lost or expired.

IDENTIFICATION CARDS aren't only the responsibility of the Photo Lab, which is in the Department of Information Services.

An 11-man staff, including five photographers, takes and processes thousands of photos, slides, and films. In addition, the lab purchases and sells developing equipment to students enrolled in United University photographic classes.

Applications are to be kept in each unit for two years, as are documents and records concerning each candidate. * Candidates selected for interviewing shall be given written descriptions of general expectations of them if they are selected for the position.*

Records of the screening process will be documented and kept for two years in each unit.

Those involved in the screening process will have access to all necessary information about each candidate; candidates will not have access to information about other candidates for the job.

Efforts will be made to get equivalent documents on each candidate, and to provide visual treatment at each stage of the screening.

New policy established for filling faculty vacancies

**Conditions qualifying a tentative offer of rank and salary (such as completion of a degree) shall be written on the offer letter in duplicate, identifying that the offer is not binding until approved by the Board of Trustees.**

**Applicants interviewed but not selected shall be notified in writing that they weren't selected.**

**Appointments under the tenure system must conform to all normal rules and procedures governing such appointments.**

The procedure for posting faculty vacancies specify that a request for candidates must be signed by the appropriate dean and by the provost before it is sent to the office of the assistant vice president for personnel and employee relations. **Editor: Gene Riefers
Associate editor: Sandra Dalka
Editorial offices: Rooms 332 and 324, Linton Hall, Michigan State University, East Lansing, Michigan 48824
Published weekly during the academic year by the Department of Information Services. Second-class postal rate paid at East Lansing, Mich. 48824.**

International Week opens Sunday

The cultures of the world explode on campus Oct. 22-29 as the University observes Michigan International Week.

To commemorate the week, many nationality clubs, various study centers, and other organizations on campus have scheduled special lectures, panel discussions, exhibits and performances.

The week will be launched at 8 p.m. Sunday (Oct. 22) with the "First International Festival of Music" in the MSU Auditorium. (See related story above.)

Other highlights of the week include:

* Khamis, Fullbright Visiting Scholar, University of Dar es Salem, Tanzania, "Zanzibar -- My Home" at 3 p.m., Oct. 25, Paris 1A, Union; Mrs. Schuman Yang, musicologist, in concert at 8:15 p.m., Oct. 27, in the Music Auditorium;
* "The Cultural Revolution: New Order in Asia: China, Japan and U.S." discussions by Richard Solomon, professor, University of Michigan, and James Morley, professor, East Asia Institute, Columbia University, at 8 p.m. in Room 108-B, Wege Hall.
* WKAR-TV will telecast "The World -- Our Neighborhood," a special on international programs and international week at 10 a.m., Oct. 23. The film will also be shown by the MSU foreign students' nationality clubs at 8 p.m. Oct. 29 in the Kellogg Center Auditorium.
* A special continental display will be set up in the Union Building, Student Services Building, Center for International Programs and Owens Graduate Center.

Further information on the week's activities is available from Mary Sawyer, International studies and programs.
BULLETINS

MID-TERM GRADES
Special midterm grade cards will be delivered to departmental offices on Friday, Oct. 20. The grading system is printed on the face of each class grade card. Grade cards will be due back in the Registrar's Office by Friday, Oct. 27. The Office of the Registrar will make a pickup on Friday morning, Oct. 27, after 9 a.m. Otherwise cards must be mailed to 150 Administration Building, so later than 11 a.m., Friday, Oct. 27. The returned cards will be redistributed to those who requested them on Monday, Oct. 30. For information call 5-9596.

ASIAN STUDIES
As part of its focus on Japan, the Asian Studies Center will sponsor a panel discussion on "The Revolutionary New Order in East Asia: China, Japan, and the United States," exploring the meaning of the recent changes in these countries' policies toward each other. The panel, featuring James W. Morley, professor of government and director of the East Asian Institute of Columbia University, and Richard Solomon, professor of political science at the University of Michigan, will be held at 8 p.m. Wednesday, Oct. 25, 1068 Wells.

CONFERENCES

Oct. 19–20 Financial Aids
Oct. 19–20 Michigan Hospital Public Relations Committee
Oct. 20–21 Social Work Curriculum Workshop
Oct. 20–22 Michigan Academy of Family Physicians Workshop, Gull Lake
Oct. 23–26 Cooperative Extension

EXHIBITIONS

Museum
Main lobby: "Violins to Dulcimers" includes a fascinating collection of stringed instruments handmade by Frank Culver of Grand Ledge. Featured are Appalachian dulcimers, a Savart type cello, a French dancing master's miniature violin, and others.

SEMINARS

MONDAY, OCTOBER 23, 1972
Ion adsorption studies on hydrous oxides and hydroxyapatite. A.M. Posner, U. of Western Australia, Nedlands, 4 p.m., 309 Agriculture (Crop & Soil Sciences).
Current programs in animal husbandry at Michigan State University. Ronald Nelson, 12:30 p.m., 126 Dairy Science.
To be announced. J. Hardy, Chalk River, 4:10 p.m., Cycoltron Seminar Room (Cycoltron).
The wave function properties of the conduction electrons in ferromagnetic iron. Kenneth Duff, Wayne State U., 4 p.m., 221 Physics-Astronomy (Physics).
The importance of adaptive changes in vascular design for establishment of primary hypertension. Bjorn Folkow, professor of physiology, U. of Goteborg, Sweden, 4 p.m., 146 Giltner (Physiology).

TUESDAY, OCTOBER 24, 1972
Use of the MiniTriga reactor in evaluating the role of metallic elements in spray irrigation with liquid wastes. Steven Ledewer, 4:10 p.m., 284 Engineering (Chemical Engineering).
Modern methods for determination of organic functional groups. Sidney Siggia, U. of Massachusetts, 4 p.m., 136 Chemistry (Chemistry).
Research activities in solid waste disposal. Robert B. Schomaker, U.S. Environmental Protection Agency, Office of Research and Monitoring, 4:10 p.m., 312 Engineering (Civil Engineering & Metallurgy-Mechanics & Materials Science).
Chicken lipid changes during deep fat frying in fresh and reused oil and during frozen storage. Woe Ta Lee, 4 p.m., 103 Food Science (Food Science & Human Nutrition).
A changing nursery industry. Roy Mecklenburg, 4 p.m., 209 Horticulture (Horticulture).
A new coenzyme associated with the pyruvic lyase reaction in Escherichia coli. Dr. L.O. Krampeitz, Dept. of Microbiology, Case Western Reserve Medical School, 4:10 p.m., 146 Giltner (Microbiology & Public Health).
Carcinogenesis in the rat. James Swenberg, Pathology Department, Upjohn Co., 4:10 p.m., 346 Giltner (Pathology).

FACULTY FOLK
The Faculty Folk International Interest Group will meet in the Con Cor Room of the Center for International Programs at 1 p.m. Monday, Oct. 23. Craig Halverson of TV Channel 23 will show the film entitled "Outposts of Assistance," which includes footage taken in Turkey, Indonesia and South Korea, three countries where the University is currently engaged in research and assistance work. For further information call Mrs. Ralph Smucker, 373-2500 or Mrs. George Petrides, 653-1022.

NAVAL RESERVE
Naval Reserve Research Company 9-16 in East Lansing has openings for reserve officers of all ranks who are engaged in or have training in scientific research, engineering, applied technology, biology, statistics, education, management, medicine, administration or legal work. Members earn retirement points through drill attendance, optional two weeks training duty with pay and correspondence courses. Army officers may participate in seminars either by joining the affiliated Research and Development Company or via interservice transfer of commission. For information, call Charles Cress, 3-8854.

Kresse Art Center
North Gallery (October 21 to November 12): Watercolors. 27 works, lent by the Detroit Institute of Arts, including Paul Signac, Max Pechstein, Lyonel Feininger, Pavel Tchelitchew, Morris Graves, Emil Nolde and John Marin.

PHYSICS SEMINAR

Oct. 25-26 Nursing Personnel-Ford Motor Company

All conferences will be held in Kellogg Center unless otherwise noted.

For general information about MSU, please call 353-8700.
**Calendar of Events**

**FRIDAY, OCTOBER 20, 1972**

10 a.m. Meeting of the Board of Trustees.
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 may be purchased at the Alumni Relations Office, S-8314. Kellogg Center.
8 p.m. "Cosmic Dimensions"—Both educational and entertaining, this presentation in the sky theatre provides a perspective of the seemingly infinite vastness of space. Tickets may be purchased at the door. Following the 8 p.m. performance, there will be a skysketching lecture, and, weather permitting, telescopic viewing of the current sky. Abrams Planetarium.
8 p.m. Pop Entertainment—ASMSU features West, Bruce, and Laing in the Auditorium.
8:15 p.m. Recital—Ralph Sommer, cellist, and Ralph Votapek, pianist, will perform. Music Auditorium.
9 p.m. Homecoming—The Ingham County Alumni Club is sponsoring a dance open to the public. University Club.
10 p.m. "Cosmic Dimensions" (see above). Abrams Planetarium.

**SATURDAY, OCTOBER 21, 1972**

10:30 a.m. Cross Country—Spartan Invitational. Football 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 1922 national champion football team will be presented at halftime. Spartan Stadium.
8 p.m. "Cosmic Dimensions" (see Oct. 20). Abrams Planetarium.
8 p.m. World Travel Series—Curt Nagel discusses "Portraits of Australia." Auditorium.
8 p.m. Homecoming sock hop—Following the homecoming theme of "Flashback Fifteens," a rock-around-the-clock sock hop will feature everything from a marathon dance to a trivia contest. Union Ballroom.
10 p.m. "Cosmic Dimensions" (see Oct. 20). Abrams Planetarium.

**SUNDAY, OCTOBER 22, 1972**

4 p.m. "Cosmic Dimensions" (see Oct. 20). This is the final performance. Abrams Planetarium.

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**BULLETINS**

**BOARD MATERIAL** Material for consideration at the Nov. 1 Board of Trustees meeting is due in the office of the Executive Vice President or the Provost by Thursday, Oct. 26.

**STEERING COMM.** The Steering Committee will meet at 3 p.m. Monday, Oct. 23, in 443 A Administration Bldg. to set the agenda for the Oct. 31 Academic Council meeting.

**BLACK WOMEN** The Black Women Employees Association will hold its election of officers at 5 p.m. Sunday, Oct. 22 in the Lebon Bldg., 1401 W. Main St., Lansing. All black women employees of the University are urged to be present.

**BOOK EXCHANGE** Any Faculty Folk Club member wishing to join the Faculty Folk book exchange should decide on first and second choice books which she would like to purchase and call Mrs. Donald Cress, 349-4959, by Friday, Oct. 27.

**OBSERVATORY** The MSU Observatory at College and Forest Roads will be open to the public from 8 to 10:30 p.m. Saturday, Oct. 21. Weather permitting, the 24-inch reflecting telescope will be used for observing celestial objects of current interest. Children under 13 should be accompanied by an adult.

**ART INSTRUCTION** Class instruction for Faculty Folk members interested in painting and art techniques will be held on Mondays from 1 to 3 p.m. at the home of Marilyn Davis, 940 Audubon Rd., East Lansing. Instructor is Mrs. David Bing. For further information, please call Mrs. Thomas Kirk, 349-1888, or Mrs. Alvin Arens, 349-0437.

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**HOURS CHANGE** Because of requests from staff, the Krege Art Center Gallery will remain open during the lunch hour. New hours will be from 9 a.m. to 5 p.m. weekdays, 7 to 9 p.m. Tuesdays, and 1 to 4 p.m. Saturdays and Sundays.

**FOOTBALL MUMS** Football mums will be on sale in 109 Horticulture Bldg. from 1 to 5 p.m. Friday, Oct. 20, at $1.25 each. A discount will be offered on quantities of ten or more. The sale is sponsored by the Floriculture Forum.

**FAST MEETING** Friday Afternoon with Science Teachers (FAST), a meeting for science educators from all school levels, will be conducted at 4 p.m. Friday, Oct. 27 in the McDonel Hall kiva. The meeting is sponsored by the Science and Mathematics Teaching Center.

**TRUSTEE CANDIDATES** The Faculty Women's Association will sponsor a panel discussion including all of the Board of Trustees candidates campaigning for the 1973-1981 term of office at 7:30 p.m. Thursday, Oct. 26 in the Union ballroom. Gwen Norrell will moderate the discussion. Candidates will meet informally after the panel at a coffee. The program is open to the public.

**LECTURE-CONCERT** Monday, Oct. 23, is the last day to purchase season tickets for the Broadway Theatre Series. The five professional New York productions include: "Sleuth" Oct. 23; "No Sex, Please, We're British" Nov. 29; "Godspell" Jan. 18; Paul Sills' "Story Theatre" Mar. 1; and "Applause" with Patrice Munsel Mar. 28. All seats are reserved. Michigan BankAmericard and Master Charge may be accepted for series purchases at the Union Ticket Office from 8:15 a.m. to 4:30 p.m. weekdays. For information, call 4-3361. Single tickets for "Sleuth" are now on sale.