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MSU News-Bulletin

Vol. 4, No. 22

Michigan State University

March 29, 1973

Framework approved for Urban College

"A unique aspect of the new College of Urban Development," according to Robert L. Green, acting dean of the college, "will be its interdisciplinary approach."

"There are nine other colleges that will interface with urban development," he said.

The framework of the new college was officially created March 16 by the MSU Board of Trustees with the establishment of two academic departments and the naming of an acting department chairman.

The Board approved the creation of the Department of Urban and Metropolitan Studies and the Department of Racial and Ethnic Studies, retroactive to March 1. The latter department will be jointly administered by the College of Social Science.

In addition, the trustees named Wilbur B. Brookover acting chairman and professor of the Department of Urban and Metropolitan Studies, also effective March 1. An acting chairman for the Department of Racial and Ethnic Studies is yet to be named.

The new college was approved by the Board last May and the first courses in the college are expected to be offered this fall.

Green said that three college-wide courses have been proposed to the University Curriculum Committee, as have 15 departmental courses. These 15 include two in the Department of Racial and Ethnic Studies and 13 in the Department of Urban and Metropolitan Studies.

"Each student will be required, if the proposal is accepted, to take one cognate outside the college. These cognates are now being finalized with the various departments on campus," Green said.

According to Green, to insure that none of the new courses overlap or duplicate any existing courses, colleges with similar courses must "sign off" —

affirming that there is no duplication. "This is taking place primarily with James Madison, education, and arts and letters."

Because the sign-offs are proceeding with no delay, Green said this is a good indication there is no overlap "to any significant degree to other urban related courses."

He said he expects between 200 and 300 undergraduate students to be admitted as majors during the first year. Courses will also be open to students in other colleges at MSU. At this time, the college will offer only an undergraduate program.

According to Green, student applications for the new college will be formally accepted after the second acting department chairman is named at the next Board meeting and the faculty is appointed.

The bulk of appointment, Green said, will be persons already with the Center for Urban Affairs. "A few will be from other colleges on campus and there are a few new hires," he said.

"For the first year of operation there will be 12 or 13 faculty members in the Department of Urban and Metropolitan Studies and six or seven in the Department of Racial and Ethnic Studies." He added that the faculty may be expanded in the second year.

"By the end of spring term all the courses and the faculty will be ready to go," Green said.

The Department of Urban and Metropolitan Studies, which Brookover will chair, will focus on the factors that have created the present conditions in urban areas.

Brookover has been the associate director of the Center for Urban Affairs since 1969. He will continue to be professor of education and sociology.

He has held many posts at MSU since he joined the University in 1946, including director of the Bureau of Educational Research and later the Social Science Teaching Institute,

chairman of the Foundations of Education, coordinator of the Ford Foundation Pakistan Project at MSU, and associate director of Equal Opportunity Programs.

Brookover was also chairman of what came to be known as the Brookover Committee which developed an antidiscrimination policy and procedures for handling claims of alleged discrimination which were adopted in 1970 at MSU.

A search and selection committee to recommend a dean for the college is expected to be named by the Provost's Office in the near future.

* * *

The Board established the Martin Victor Brown Scholarship Fund in the College of Agriculture and Natural Resources as an expression of Board sympathy.

Brown, a junior from Midland, was fatally stabbed on campus March 11. Persons involved in the crime are still being sought by police. A \$5,000 reward for information leading to the arrest and conviction of the person or persons responsible for the death has been offered by an anonymous donor. Those with information should contact the Department of Public Safety.

In a statement, the Board "joins with the entire Michigan State University community in the expression of deep sorrow over the tragic death on the campus of a University student, Martin Victor Brown. The trustees, individually and as a Board, extend their heartfelt sympathy to Brown's family."

* * *

A \$1,163,000 grant from the U.S. Atomic Energy Commission to the MSU/AEC Plant Research Laboratory was among more than \$3 million in gifts and grants and scholarship funds accepted by the Board.

Major grant contributors were the AEC with a total of \$1,201,949; the National Institutes of Health (NIH), \$721,974; and the National Science

Foundation (NSF), \$62,178.

The major AEC grant is for continuing research and training at graduate and postdoctoral levels in experimental plant biology.

(Continued on page 2)

Professor awarded fellowship

Sandra A. Warden, associate professor in Justin Morrill College, has been selected as an ACE Fellow in the American Council on Education's Academic Administration Internship Program.



SANDRA WARDEN

The program is designed to strengthen leadership in American higher education by increasing the number and improving the preparation of persons available for positions in academic administration.

During the nine-month internship, the ACE fellow is assigned to a top administrative officer at his or her home campus or at a host campus. They also attend fall and spring seminars on the problems of academic administration, undertake certain assigned readings, and produce an analytical report.

Miss Warden said she is looking forward to the challenge offered through the program and is pleased to have been selected.

She added that she has not received notification of her assignment, but has requested placement at another campus. Her choices include four other Big Ten universities.

"The program is beneficial for persons such as myself who are interested in the administrative area of higher education but are unsure, at this point, of going into academic administration," she said.

The fellowship program has been in existence for nine years. A survey after its first six years showed that 85 per cent of the 238 participants had gone on to leadership positions in academic administration. Thirty one became college presidents, and 80 others became vice-presidents, vice-chancellors, provosts or deans.



Crisscrossing campus crossways

—Photo by Dick Wesley

Commission reaffirms importance of tenure

Tenure is indispensable to academic freedom and educational excellence, according to a national study commission sponsored by the Association of American Colleges and the American Association of University Professors.

The Commission on Academic Tenure in Higher Education, whose year-long project was supported by a \$125,000 grant from The Ford Foundation, said, "The commission affirms its conviction that academic tenure, rightly understood and properly administered, provides the most reliable means of assuring faculty quality and educational excellence, as well as the best guarantee of academic freedom."

"So central is academic freedom to the integrity of our educational institutions — and to their effectiveness in the discovery of new knowledge, in conservation of the values and wisdom of the past, and in the promotion of critical inquiry essential to self-renewal — that academic tenure should be retained as our most tested and reliable instrument for incorporating academic freedom into the heart of our institutions."

The commission reported that none of the alternatives proposed for tenure can be relied upon to protect academic freedom or eliminate the deficiencies now identified in the concept of tenure. It especially singled out the substituting of term contracts for tenure as not solving current deficiencies and presenting new and more serious problems.

The co chairmen of the eleven-member commission were Professor

William R. Keast, formerly president of Wayne State University and currently chairman of the department of English and director of the Center for Higher Education at the University of Texas at Austin, and John W. Macy, Jr., formerly chairman of the U. S. Civil Service Commission and until recently president of the Corporation for Public Broadcasting.

Commenting on the Commission's findings, Professor Keast said:

"In the judgment of this commission, the weaknesses that have brought academic tenure under needed scrutiny are not imperfections in the concept itself but serious deficiencies in its application and administration — deficiencies resulting in large measure from fundamental changes in American education during the last two decades. These deficiencies, we are convinced, are remediable, by reform in institutional policy and practice and professional standards and priorities."

Referring to the Commission's 47 recommendations for the reform and improvement of tenure, Keast said: "The fundamental task of improving tenure must be carried out within individual institutions, and, basically, by faculties themselves, in a new effort to express the real purpose of tenure: to create the most favorable institutional setting for professional teaching and scholarship, in freedom and responsibility."

Walter Adams, MSU distinguished professor of economics and president of the national AAUP, said "The academic profession owes a debt of gratitude to

the Commission for its reasoned reaffirmation of the principle of tenure in American higher education. We welcome the Commission's independent finding that academic tenure provides the most reliable means of assuring faculty quality and educational excellence."

A survey sponsored by the Commission revealed that tenure plans are in effect in all public and private universities and public four-year colleges; in 94 percent of private colleges and in more than two-thirds of the nation's two-year colleges, both public and private.

The Commission found also that the proportion of tenured faculty in 1972 (almost 50 percent) was approximately equal to the proportion in the 1960's. It noted, however, that prospects for the future are quite different.

"The relative youth of most present faculties means that retirements will occur at a slower rate and fewer tenure positions will open up. Budgets are expected to remain tight; and enrollments — although they will continue to grow — will grow at a sharply reduced rate."

Among the recommendations offered by the Commission are these:

* Students and non-tenured faculty should participate in a serious and significant way in developing and reviewing institutional tenure policies.

* Institutions should develop methods of evaluating teaching effectiveness of both their non-tenured and tenured faculty, and procedures for

reflecting these evaluations in pertinent personnel actions.

* Institutions should develop better means of assisting faculty members, especially younger ones, to improve their teaching, scholarship, and professional performance.

* Seven years should be retained as a maximum period of probationary service for nontenured faculty. The commission also recommended that institutions, as a matter of policy, not use probationary periods of less than five years before tenure decisions are made.

* Institutions should develop attractive options for early retirement or reduced service that will enable those who wish to do so to leave tenured positions before the mandatory age.

* Collective bargaining in colleges and universities should not extend to academic freedom and tenure.

... College

(Concluded from page 1)

* * *

The Board awarded a \$3,830,000 contract to Loren Company Inc., of Pontiac for construction of a building to house a new boiler addition to Power Plant 65. The contract also covers electrical and mechanical work for the facility.

The addition — part of a \$12 million power plant expansion — is expected to be completed by October of 1974.

Years of service receive recognition

The University honored 205 employees who have worked a total of 4,658 years at its 11th annual Retirement and Service Recognition Banquet March 21.

In addition, 57 persons who have retired from MSU since last May received certificates in recognition of their approximately 1,300 years of service to the University.

The 68 employees who have worked at MSU for 15 years and 45 employees who have worked 20 years received insignia pins or charms. Gold watches were presented to the 43 persons who have been employed at MSU for 25 years.

The 49 persons who have worked at the University for between 30 and 44 years, compiling 1,663 years of service, had their choice of jewelry, an MSU chair or an MSU blanket.

This is the first year the University has honored those with 30 or more years of service. There are 29 who have served between 30 and 34 years; 15 persons, 35 to 39 years; and 5 persons, 40 to 44 years.

In addition, 18 of the retirees also received service awards.

Those honored for 15 years of service were: Amy Addison, physical plant; Don L. Allen, electrical engineering; Robert Beatty, grounds maintenance; Norman Berg, physical plant; Robert Bickenbach, married housing; Oscar Boismier, health center; Genevieve Burke, health center; Donald Childs, engineering research; Leadelle Clark, Office of the Vice-President for Student Affairs;

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Downey, radio broadcasting; Beatrice Eichelberger, animal husbandry; Thelma Ellis, College of Human Medicine; Edward Farmer, continuing education; Robert Fox, messenger service; Joseph Frett, Kellogg Center; Glenn Giar, married housing; William Gunn, institutional research; Rose Hall, Holden Halls; Edna Hickmon, Union Building; Gerald Imhoff, resident halls; Randall Kaiser, married housing; Richard Kitchen, crop and soil sciences; Martha Klettke, civil and sanitary engineering; Ernest LaVictor, forestry; Gail Lindy, library; Elizabeth McClain, microbiology and public health; John McKay, grounds maintenance; Carnell Moore, laundry; Gerald O'Connor, personnel; George Parmelee, campus park and planning; Ruth Parrish, Brody Halls; Glenn Patrick, physical plant; Hazel Rather, continuing education; Fred Richey, horticulture; Gerda Rodahl, Union Building; Virginia Ross, poultry science; Margaret Shick, health center; Katie Sleet, Union Building; Merle Spangler, physical plant; Thomas Stanton, horticulture; Leota Steadman, mathematics; Alvin Thelen, dairy science; Robert Troub, Union Building; Ada M. Wilkes, Wilson Halls; and Glenn Wooten, physical plant.

Those honored for 25 years of service were:

Laurence Alchin, physical plant; Ward Alchin, physical plant; Howard V. Alexander, food stores; Marjorie L. Bacon, agricultural economics; Edward Beckhorn, large animal surgery and medicine; Mary Virginia Blair, Cowles House; Emil Broker, physical plant; Barbara Brown, information services; Robert B. Brown, information services; Mary Ann Cooper, religious studies; Kenneth Deitzen, physical plant; Lorraine E. Demorest, Office of the Comptroller; Clarence D. Eggleston, physical plant; Carl Farr, physical plant; Herman Feyerabend, grounds maintenance; Amos Fox, animal husbandry; Kenneth Green, physical plant; Edna I. Harton, Snyder - Phillips Hall; Marjorie L. Hetrick, cooperative extension; Robert Howe, physical plant; John Hubach Jr., grounds maintenance; Charlene Ingersoll, park and recreation resources; Frances Jane, inventory; Alfred Johnson, Union Building; Lucile Lillrose, Union Building; Hobert Losh, physical plant; Aime Martinat, Instructional Media Center; Jack L. Mick, physical plant; Orville Milliman, food stores; William Moening, physical plant; Herbert Moyer, grounds maintenance; L. Gale Partridge, physical plant; Orville Raettig, physical plant; Carl M. Redman, engineering research; Patricia Riley, Institute of

International Agriculture; Ernest Ryal, physical plant; Max R. Seeds, physical plant; Robert E. Shackleton, Alumni Association; Annie Springer, food science and human nutrition; Donald Starin, physical plant; Irene Strobel, Mason - Abbot Halls; Joseph Vecasey, physical plant; and Elmer Warner, physical plant.

Those honored for 30 - 34 years of service are:

Mildred Beach, laundry; Charles Branz, Office of the Comptroller; Donald Brooks, general stores; Leslie Chiesa, physical plant; Alonzo Cornell, Mason - Abbott Halls; Garnet Cross, physical plant; Robert Dow, general stores; Fremont Edwards, grounds maintenance; Evert Emery, physical plant; Helen Evans, Office of the Comptroller; Robert Gillespie, public safety; Barbara Hanna, University College, Catherine Keating, health center; Starr Kessler, Office of the Executive Vice-President; Frederick Kletke, general stores; Walter Lemmien, forestry; Francis Martin, data processing; Rene Naert, grounds maintenance; Clella Norris, Office of the Comptroller; Pauline Nowack, Office of the Comptroller; Frances Osborne, physical plant; Clayton Otis, physical plant; Robert Pease, physical plant; Walter Pease, physical plant; Donald Rogers, physical plant; Virginia Stewart, Office of the Vice-President for Business and Finance; Henry Venzke, general stores; J. Raymond Wilson, television broadcasting; and William Winters, radio broadcasting.

Those honored for 30 - 34 years of service are:

Robert Angell, purchasing; William Cameron, forestry; Lawrence Cramer, University Farms; Robert Herron, food stores; Warren Hutchinson, University Farms; Ray Lamphear, married housing; Mabel Petersen, Office of the Vice-President for Student Affairs; Harold Redman, veterinary medicine; Kenneth Richards, physical plant; Paul Rumpsa, Office of the Comptroller; Donald Seble, engineering research; Gerald Shoemaker, physical plant; Helen Stophlet, cooperative extension; Frank Stuer, Agricultural Experiment Station; and Linn Towsley, television broadcasting.

Those honored for 30 - 34 years of service are:

Those honored for 40 - 44 years of service are:

Glady's Boyer, University Farms; Russell Davis, inventory; Marguerite Grabow, education; Allene Grimes, Office of the Vice-President for Student Affairs; and Bernadette Henderson, zoology.

MSU News-Bulletin

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Editorial offices: Rooms 314 and 315, Linton Hall, Michigan State University, East Lansing 48823. Phone: 355-2285.

Published weekly during the academic year by the Department of Information Services. Second-class postage paid at East Lansing, Mich. 48823.

Those honored for 20 years of service were:

Nona Alexander, Holden Halls; Catherine Anderson, food stores; Lillian Anderson, Snyder - Phillips Halls; Eva Beckley, physical plant; Nolan Bishop, Kellogg Center; Scott Buckley, Kellogg Center; Raymond Campeau, physical plant; Mary Colenburg, Kellogg Center; Darrel DeFay, physical plant; Burleigh

Around the campus: A summary

Council agenda set

The second part of a report on the procedures for selection of the University's principal academic officers and administrators will be presented to members of the Academic Council at 3 p.m., Tuesday, April 3, in the Con Con Room of the International Center.

John F. A. Taylor, professor of philosophy and chairman of the ad hoc committee charged to recommend the procedures, will present the report. The first part, dealing with the selection process for president of the University, was approved by the council in February, 1969.

The report lists the principal academic officers and administrators as those whose decisions "significantly affect the academic program of the University."

Special committees advisory to the president are recommended in the report with composition drawn from various segments of the University.

FGO approved

The faculty grievance officer (FGO) has been approved as an ex officio member of the Academic Council.

The Academic Senate approved the inclusion of the FGO on the Council at its March 13 meeting.

The inclusion ranks the FGO with the ombudsman on the Council. These are non-voting memberships.

In other senate action, a change in the Interim Faculty Grievance Procedure was approved regarding the appeals panels for grievances concerning non-reappointment of non-tenured faculty in the tenure system.

Previously, the appeals panel consisted of three tenured faculty selected by the University Tenure Committee from its membership and two non-tenured members selected randomly by the FGO from the eight non-tenured members of the University Appeals Board.

The change allows that three faculty members be selected from the tenure committee and two faculty members selected at random from the University Appeals Board, regardless of tenure status. However, the resulting appeals board shall consist of three tenured and two non-tenured faculty members.

The Senate also approved changes in the Bylaws allowing the inclusion of librarians in the academic governance system, creating an Elected Student Council; establishing operating procedures for student elections to the Council; and providing protest and appeals procedures for student elections.

Extension names two

Two men have been appointed to key posts in the University's Cooperative Extension Service to direct programs aimed at Spanish-speaking Americans and the Chicano community.

Juan Martinez has been named program leader for a special programs division of the Extension Service, and John F. Lopez has been named extension 4-H youth assistant.

Martinez, who received his B.A. in social work from MSU in December, 1972, will help extension staff across the state to tailor education programs to the needs of Chicanos and other minority communities.

Lopez, a graduate of MSU in criminal justice, will assist the state 4-H program staff in developing programs for Michigan's 20,000 volunteer leaders and 118,000 4-H members.

Grads hear Hanks

Americans have done well in pursuing their rights to life and liberty, but "very poorly" in their pursuit of happiness — even though the latter was "given equal billing by our founding fathers."

That was the contention of Nancy Hanks, chairman of the National Endowment for the Arts, who addressed winter term graduates on March 11.

"As we look forward to an era of peace," she said, "let us also look forward to a civilization in which the arts contribute full measure to our lives. Perhaps only now are we beginning to keep faith with the promise and vision our forefathers had for us."

"We might call what we are doing a step backward in the right direction."

Miss Hanks said that Americans "seem to reflect

a long-standing inferiority complex about our cultural heritage."

"We think of it as being characterized by the rough values of the frontier, where there was little time or interest for the arts. Or else we recall the dour Puritan heritage of New England, which looked upon most forms of entertainment as contrary to decency and morality and as distractions from productive labor..."

But Miss Hanks noted that today — through increased emphasis by universities, more support from the government, and heightened interest among the people themselves — the arts are becoming more important to American life.

The arts are central to such issues as communication, the environment, education and constructive change, she said.

Miss Hanks also stated:

"There is a growing realization that there will be no end to material poverty until there is an end to spiritual poverty; that we will not clear and cleanse our congested slums until we all lift up our eyes and consciousness to beauty and the necessity for it in our lives; that we will be slow to root out prejudice and injustice from our society until our minds are opened by the humanizing power of literature and great drama and music and art."

She noted that some Americans, especially young people, lost faith in the country during the 1960's. But she said their faith "is now being reborn out of the knowledge that our country is moving toward an era of lasting peace in the world, toward a healthier environment, and toward a new era of progress and equality of opportunity for all our people."

A total of 1,677 students received degrees at the MSU commencement.

Miss Hanks was awarded an honorary doctor's degree as were Peter B. Clark, publisher of the Detroit News; William Mann, dean of the School of Dentistry at the University of Michigan; and William Sewell, Vilas professor of sociology at the University of Wisconsin.

Museum seeks crafts

Macrame, decoupage, pottery, weaving, needlepoint and other examples of contemporary arts and crafts done by students, faculty and community residents are wanted by the MSU museum.

The handiworks will be used in the museum's "Artisans Old World and New" exhibit which traces arts and crafts from colonial times to the present.

"It is interesting to note that many of the old crafts like macrame and needlepoint have become extremely popular today," said Dirk Gringhuis, curator of the Museum. "We think that by including contemporary works in our exhibit it will be more appealing and complete," he added.

According to Gringhuis, each of the works displayed will feature the artist's name and whether or not it is for sale.

Applications sought

The Office of the Provost is accepting applications for a new administrative internship program for faculty women.

The program is an outgrowth of one of 21 affirmative action recommendations made by the administration last July to improve the status of women on campus. The successful candidate will spend a year beginning Sept. 1 attached to the office of Dean Lois A. Lund, dean of the College of Human Ecology. (See News Bulletin, Feb. 15, 1973).

Candidates should hold the rank of associate professor, professor, or the equivalent.

Completed application forms (available from the Office of the Provost), including at least three letters of recommendation, must be received by Apr. 13. Provost John Cantlon will announce the name of the successful candidate on May 21.

Group files law suit

A local Chicano group has filed suit against the University, alleging that MSU's agricultural programs have emphasized support for agribusinessmen and neglected those who work the land. Representatives of Sol de Aztlan filed the suit last week in Federal District Court in Grand Rapids. Among other things, it requests the court to force the University to create programs for the resettlement and retraining of farm workers.

Firm retained

The firm of Brakeley, John Prince Jones, Inc., New York based fund raising counsel, has been retained by MSU to evaluate the University's ability to undertake a major, long-term fund raising program.

According to Vice President for Development Leslie W. Scott, the retention of the firm is a key step in the University's plans to build a wider, more flexible development program to raise funds for such projects at the Performing Arts Center.

The firm will have representatives on campus in April to begin a six-month evaluation of such areas as the University's existing fund raising efforts, present resources that might contribute to an intensive capital campaign, the role of the MSU Foundation, and the feasible financial goals the University might set.

Scott said the Brakeley firm was selected from among eleven such firms that he has visited, four of whom submitted proposals. Institutions that are current or recent clients of the company include Yale University, Stanford University, the University of California, Colgate University, Johns Hopkins University, the University of Michigan, and Syracuse University.

Dressel begins study

Paul L. Dressel, director of institutional research, will undertake a year-long study of growing American methods of offering university degrees based on nontraditional systems of learning.

Under an \$8,000 grant from the Danforth Foundation, Dressel will visit a number of nonformal educational institutions across the nation which function as "universities without walls," "open universities," and "free universities," and give academic credit for nonacademic learning and experience.

"In terms of MSU," Dressel said, "the study is in line with the declared concern for lifelong education, and the long-term history of this University as a land grant university providing off-campus educational opportunities through extension courses."

"I think it fits too," he continued, "with the growing national concern for recognition of individuals regardless of how they achieve their education over time. There is a growing awareness that adjustments must be made in measuring learning accomplishments and experience in those circumstances which lack university course and residency requirements, or libraries, faculties and other university features."

Digressions

THREE YEARS AGO

The Board of Trustees approved three benefit improvements for the administrative-professional staff: Immediate participation in the TIAA-CREF Retirement Program with University contribution; reimbursement of tuition charged by MSU to an A-P staff member who has successfully completed a course for a maximum of five credits per term which relates to his work or professional development; a new pay schedule to include a general increase for all A-P's each July 1, providing University funds are available, plus consideration for an individual merit increase on the anniversary date of employment.

TWO YEARS AGO

This issue marks the first publication of a new Michigan State University newspaper: the MSU News - Bulletin. It combines the Faculty News and the MSU Bulletin, otherwise known as the "Blue Sheet."

ONE YEAR AGO

A special joint committee of the Legislature recently called for the establishment of Michigan's third state-supported law school at MSU. The committee recommended that the legislature appropriate \$796,114 to start the law school here.

Federal budget axe may fall on many campus pro

While the full financial implications to MSU of President Nixon's proposed cutbacks and eliminations of federally funded education programs are difficult to predict, it is clear that the dollar loss would be substantial and the effect on a number of programs chilling if not fatal. Members of the central administration of MSU have looked at their own areas and come up with the following composit assessment of the major effects of the proposed budget cuts.

Michigan State University derives approximately 15.5 per cent of its total annual budget from federal sources. More than half of the anticipated 1972-73 Federal revenues of about \$30 million is in sponsored research. Other funds are for programmatic improvement. These funds are exclusive of federal programs providing student financial aid of about \$12.1 million.

While the complexities involved in President Nixon's proposed cutbacks or eliminations of federal programs make precise measurement difficult at this time, it is apparent that there will be serious repercussions on MSU, its programs, faculty, students and service to the state and nation. One of the principal immediate short-range effects is on programs which were built up at

the request of federal legislation, particularly when the Congressional actions contained expectations of continued support. For example, specific language accompanying the Comprehensive Health Manpower Training Act of 1971 states that it was Congressional intent that there be a "dependable base of support for health professions schools." Yet, less than three years later, the President proposes to phase out much of this "dependable support" with resulting serious impact on MSU's extensive medical programs.

A further difficulty, of course, is the slim prospect of replacing federal funds from other sources. MSU has been operating under tight fiscal constraints for several years, and the flexibility and potential for significant improvement next year, in view of commitments and priorities already set, are exceedingly dim. The revenue sharing picture also remains cloudy, particularly since the President is proposing specific cutbacks in the education area without corresponding specificity in his "education revenue sharing" proposal. At the same time, he has refused to request funds to implement the institutional support section of the Higher Education Amendments of 1972. Therefore, making up the federal losses would result in serious dislocation of the University's entire budgetary picture.

Specific Cutbacks

A review of the effects of proposed federal cutbacks reveals a number of

real and potentially serious situations. Several of these are briefly cited below as illustrative of the problem, but the list is by no means all-inclusive.

*The Cooperative Extension Service would lose about \$114,000, of which \$33,000 is in the Expanded Nutrition Program. This cutback would mean a reduction of five or six professionals (probably 4-H and extension home economists) and loss of nutrition assistance to 200 low-income families.

*The College of Veterinary Medicine is receiving \$446,000 this fiscal year in capitation grants under the Comprehensive Health Manpower Training Program. The President's budget calls for half this amount (\$223,000) for the next fiscal year, and nothing for 1974-75. On the basis of the federal commitment, the college expanded enrollment and staff to meet a national shortage. If the program is eliminated as the President proposes, the college would need to reduce its enrollment by 15 per cent and eliminate approximately 13 staff positions.

*The Audiology and Speech Sciences department stands to lose support provided by the Rehabilitation Services Administration (currently \$47,289). With this program, the school now provides testing for about 650-700 children and adults and treats about 275 language and speech disorder cases each quarter. The proposed elimination of funds would reduce the testing program by more than half, and the treatment program by more than one-fourth. A

particular problem is that the school has a state commitment to provide these services to a six-county area around MSU, a commitment which could not be kept unless other funds are found to replace the federal dollars. Furthermore, the training of students in this important area would be seriously curtailed.

*The proposed Federal budget would result in a 26.6 per cent reduction in federal funds for the Michigan Agricultural Experiment Station, totaling \$391,149. Reductions would be absorbed by cutbacks in several newly-initiated but inadequately-funded research programs, including environmental impacts assessments, utilization and recycling of agricultural byproducts, human nutrition, mycotoxins in beans and corn, land use evaluation, and beef forage in the Upper Peninsula.

*As a result of cutbacks in federal manpower training programs, the School of Labor and Industrial Relations has terminated its program to train U.S. Labor Department employment service personnel. The total dollar amount involved was \$41,500, or the equivalent of 3.5 staff persons.

*Reductions of funds under NDEA Title VI will seriously affect the University's African and Asian Study Centers. The African center would lose \$54,400, or 31 per cent of its total budget, while the Asian center would lose \$35,000 or 41 per cent. Approximately nine graduate student positions would be eliminated as a result.

*The President for several years has sought to eliminate the institutional support provided Land-Grant schools under the Bankhead-Jones Act. Congress, while reducing the amount somewhat, nevertheless has refused to eliminate the support entirely. However, even though Congress appropriated the funds for the current fiscal year, the President has impounded the money. MSU's share of the already-appropriated funds, but which it has not received, is \$200,000.

*The School of Social Work is receiving \$213,902, or 36 per cent of its budget, from Federal sources. Proposed cutbacks threaten at least \$91,165, or 18 per cent of the school's budget. If the minimum reduction is made the alternative in lieu of replacement funds from other sources, would be serious curtailment of either the undergraduate or graduate programs. Loss of the entire amount of federal support would indeed totally cripple the school.

Medical Programs

*The School of Nursing would lose \$55,600 under elimination of the capitation grants. Unless the funds could be replaced from other sources, this could result in a 20 per cent reduction in student enrollment and a loss of four faculty positions.

*The College of Human Medicine would stand to lose a \$65,000 General Research Grant program. (The college actually was eligible for a \$258,640 grant this year.) These research support dollars have been the means of initiating the research program for new medical faculty. Its loss would result in a several year delay in moving faculty of this new medical school to their maximum effectiveness and will lower recruiting success of good medical faculty. Additionally, training grants in pharmacology, physiology, biochemistry, and microbiology, apparently are being phased out.

*The demise of Regional Medical Programs, projected for June 30 of this year, while not having a significant impact on faculty support for intrinsic educational efforts of units in the college, will seriously jeopardize important projects such as that supported by MSU in Dowagiac, Michigan, in which a very important

... on financial aids recipients ...

MSU, with more than 41,000 students, has one of the most extensive programs of student financial aid of any university in the nation.

Approximately 22,500 students, both undergraduate and graduate, receive financial assistance from all sources totaling \$33.5 million annually. Particular attention is given those students who require financial aid to carry on their education. To help meet this need, federal assistance programs (both direct aid and loans), provide \$12.1 million from which 7,000 students benefit. MSU, itself, contributes about \$13.5 million for the financial aid of needy students, as well as supplying student employment on campus with an annual payroll of \$7.3 million.

The MSU procedure in assisting students with financial need is to analyze the circumstances of applicants, considering such factors as family income, family contribution, and student income. Eligible students then are provided a financial assistance "package" made up of funds from one or more of the federal programs, MSU or other sources of aid. Generally speaking, the maximum amount for a student requiring 100% assistance would be \$2,600 per academic year. The average financial aid package, however, is \$1,050.

The federal aid programs have been the keystone of the University's financial aid system for students with economic need. For the current fiscal year, the federal programs show this breakdown: Educational Opportunity Grants (EOG), 2,410 students, \$1,264,208; College Work Study, 2,380 students, \$1,600,000; National Direct Student Loans (NDSL), 5,700 students, \$3,500,000; Federally Insured Loans, 3,900 students, \$4,000,000.

Impact of Current Federal Proposals

The Higher Education Amendments of 1972 call for the funding of these current student aid programs before the new Basic Educational Opportunity Grant (BEOG) Program is implemented. However, the budget as submitted by the President, calls for funds to be

appropriated only for BEOG and the College Work-Study Program. This would affect MSU students in the following ways.

National Direct Student Loan Program

Unless this program is funded, MSU will have approximately \$2.5 million less next year than was available for this year. Currently, we are lending \$3.5 million under this program, which would thus fall to an anticipated \$1 million next year. Much has been said about the delinquency rate for NDSL loans - the delinquency rate for MSU students is less than 3 per cent.

Federally Insured Loan Program

Currently, MSU students are borrowing between \$3.5 and \$4 million annually under the Federally Insured Loan Program. The director of the Michigan Higher Education Assistance Authority has indicated that in his opinion the banks and other lending institutions of Michigan will not increase their participation in the program because the Student Loan Marketing Association is not yet operative, and the prime interest rate is going up, making student loans less profitable. The \$2.5 million loss in NDSL funds thus will not be absorbed by the banks and other lending agencies. In any event, students using this loan source must face paying about 7 per cent interest, compared with 3 per cent under NDSL.

It is anticipated that MSU will receive less Work-Study funds next year because \$20 million less would be appropriated, and more proprietary schools will be eligible to participate in the program. In addition, more students will be eligible to participate in the program than before (such as half-time students). Because we anticipate receiving less money and more students will be eligible, it will probably become necessary to eliminate or drastically curtail our Summer Work-Study Program. Last summer, 600 students who were unable to find regular

employment obtained full-time Work-Study jobs through MSU.

Basic Educational Opportunity Grant Program

On the basis of our sampling, it would appear that more students would receive a grant under the proposed BEOG Program than under the current Educational Opportunity Grant (EOG) Program. However, some students who are currently receiving EOG's will receive less under BEOG, and some will receive no grant at all. This is due to the treatments of family assets and the manner in which social security and veterans benefits are handled.

If it becomes necessary to place the reduction formulas into effect, practically all students now receiving EOG's would receive less grant money next year than this year.

Conclusion

From the above, it is apparent that Educational Opportunity Grant funds are urgently needed to enable us to correct inequities and to guard against the adverse effects of inadequate funding of BEOG until the BEOG program can be properly funded and phased-in.

It is a matter of grave concern that the BEOG Program will not be completely operative in time for the opening of school in the fall. This fact, coupled with the uncertainty of funding for the current programs, will make it impossible to start informing students as to their financial aid package until late in the summer and perhaps not until after school starts in September.

It is our hope and recommendation that the provisions of the law be carried out and that the current financial aid programs be funded. In addition, the appropriation for the BEOG Program should be such as to insure full funding of the program; it should become operative only after guidelines have been carefully drawn and understood, and it should be phased in at a later date when it can be certain that serious dislocation to students can be avoided.

programs . . .

demonstration program in rural medical care is underway. The abrupt cutting off of funds to the Regional Medical Programs, without giving ample time to find other suitable sources is, in our minds, destructive and in the best interest neither of the state of Michigan nor the United States in general.

*The College of Osteopathic Medicine will lose a Special Projects Grant of \$98,500. The primary focus of this grant was augmentation of enrollment. Secondary objectives included attaining more diverse societal mix by drawing students from segments of the population poorly represented previously or not represented at all. The College in support of this increased enrollment, hired the equivalent of three full-time faculty members who must look elsewhere for support, thus limiting the original objectives of the grant.

*A Regional Medical Programs Grant of \$150,000 assists the College of Osteopathic medicine in administering the Lakeside Community Health Center in Pontiac. The center represents an organized effort to develop a comprehensive health service delivery system with an ambulatory base. A by-product of the program is a substantial community medicine experience provided to our students. One of the objectives of this project is to develop a mechanism for the ultimate self-support of the Health Delivery System. The effect of the cutback will seriously threaten the viability of our Lakeside Clinic.

*The Department of Psychology is slated to lose approximately \$151,000 over the next three years in the phase-out of training grants. This sum represents 11 per cent of the department budget. In addition to 51 graduate support positions, the department will lose four faculty positions, and a likely outcome would be the closing of the Psychological Clinic.

... and vets' efforts

Returning veterans could also be victim of the budget axe if federal cuts reach a MSU program.

The program is "Veterans Outreach," designed to help the returning veteran become acquainted with educational opportunities and benefits not only at MSU, but elsewhere.

Donald S. Svoren, veterans coordinator, dean of students office, said the fate of the program will be determined by the end of April. "While the federal government is not cutting benefits to individuals, there is a possibility that veterans programs administered by institutions will be cut. The Outreach program, which was organized last June has received \$15,000 in funding through an Emergency Employment Assistance (EEA) grant."

"The program has allowed specialized counseling for not only veterans on campus but also returning veterans unsure of future plans," he said.

According to Svoren, the advantage of the program is that the counselors, called veterans assistants, are full-time students who are veterans. "They can assist veterans because of their personal knowledge of the problems faced by this subgroup," he said. "The program assures the veterans that somebody cares about them."

There is hope for the continuance of the program, Svoren said. "We have received an \$800 grant from the United Ministries of Higher Education for work/study students to continue the counseling," he said.

Svoren explained that since the program has been in operation, 244 veterans have used the counseling

Now that you have gotten used to hearing about female engineers, truck drivers, scientists, miners, business executives, and construction workers, here's another one to add to your list — television camerawoman.

Cecilia Lovette, a native Detroit, is MSU's first full-time female television camera operator.

She works for MSU's Instructional Television Services division which is the world's largest closed circuit television network, bringing 210 courses to 138 classrooms in 25 buildings. Mrs. Lovette "shoots" instructional television shows and also "rides" audio.

"Shooting" involves the actual operation of the television camera during a program and "riding" audio is technical jargon for monitoring audio inputs from microphones and turntables," she explained.

The job also calls for building, repairing and moving program sets, which presented a unique problem. "No one knew how much weight was appropriate for a woman to lift, so I struggle a lot," she said with a wink.

Erling S. Jorgensen, director of Instructional Television, prefers to call Mrs. Lovette a camera operator. "We don't use male chauvinistic terms like camerawoman around here," he said jokingly.

According to Jorgensen, Mrs. Lovette is working out quite well just as he anticipated she would.

"Her extensive photographic experience has been a definite asset on this job because she has a working knowledge of visual composition," he said.

"There is nothing about this job that a woman can't do just as well as a man," he added. "In the past, we have had female student operators, but Mrs. Lovette is the first full-time female camera operator," said Jorgensen.

Mrs. Lovette, who plans to become a network television producer, has no qualms about working on the technical end of the media field. She recommends

service. Additionally, 657 requests were made for assistance and 681 veterans were contacted about the service.

He said that the four veterans assistants sought out returning veterans in the greater Lansing area from lists provided from the American Legion through the Department of Defense.

A further aid to veterans, established through the Outreach program, has been the formation of a Veterans Task Force in the Lansing area.

Svoren said the task force is composed of such groups as the American Red Cross, the Department of Social Services, Michigan Employment Security Commission and the Veterans Administration.

"This group has been invaluable in assisting with the problems of veterans within the Lansing area," he said.

Svoren explained that cuts in federal funds would not only harm what has become a worthwhile program for veterans, but would also eliminate expansion of the program.

"We had hoped to establish rap sessions for veterans and also start contacting those persons who became veterans before the program started. At present we have only contacted those veterans who returned after June, 1972."

Svoren stressed that there should be no cuts in individual veterans benefits. "In fact this past fall benefits were increased for veterans and their dependents," he said.

Currently there are approximately 2,700 students on campus taking advantage of veterans educational benefits. "This includes 166 dependent children, seven widows and seven female veterans," he said.

Some people believe that the retirement years can be a very productive time of life. Randolph W. "Dan" Webster is one of those believers.



Webster, professor emeritus of health, physical education and recreation, retired from MSU in 1970 after serving the University for 25 years. "I haven't been bored since I have retired," he said.

One reason is that Webster has been serving as the first executive of the Michigan Association for Health, Physical Education and Recreation (MAHPER) since his retirement.

Other reasons include membership in the Kiwanis Club, golfing, belonging to square, ballroom and folk dancing clubs, helping officiate at University sports events, active membership in the University Club and playing squash every chance he gets.

Being MAHPER's executive secretary has turned out to be a full-time position. "This has involved setting up a new office and working with the national office," he said.

Assisting him in this task has been his wife, Leone, as secretary. Mrs. Webster also works part-time on the conference desk at Kellogg Center. Both Websters are

retiring July 1 from the MAHPER positions.

"This will give us an opportunity to do things we haven't done before," Webster said. "This is so we can devote more time to travel, family and friends, and pursuing our hobbies. Mrs. Webster said she isn't holding her breath. "This retirement will probably last until Dan gets another 'part-time' job," she said.

One of the things Webster is considering is getting involved in hospital therapy work. "I did physical therapy when I was in the service and find this work fulfilling," he said.

Mrs. Webster has also had a busy schedule since her husband "retired" from MSU. In addition to her two part-time posts, she is a member of the East Lansing Women's Club, Reserve Officers Wives Club, a bridge club, Eastern Star and two golf leagues during the summer.

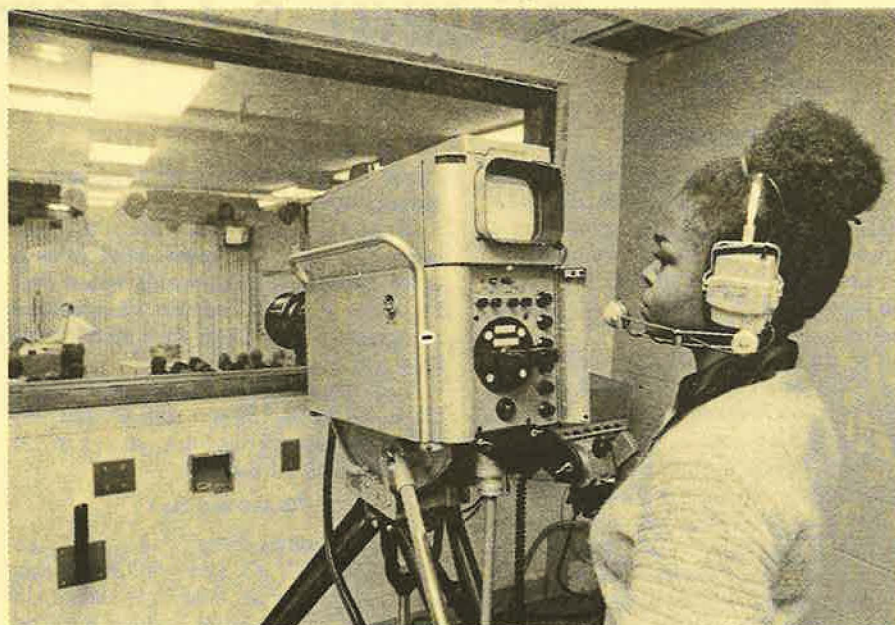
Being avid sports fans, the Websters also attend MSU's football, basketball, hockey and baseball games.

Webster said he doesn't believe that retirement is just staying at home. "It can be a great opportunity to use your expertise and available time on worthwhile projects," he said.

It is this philosophy which Webster labels his "social security."



Camerawoman: new role at MSU



CECILIA LOVETTE

this area to other women because it is a marketable skill and helps provide valuable learning experiences and information to large numbers of people.

Media runs in the Lovette family. Mrs. Lovette's husband, Jason, is in charge of the media component at MSU's Center for Urban Affairs and was responsible for developing the "Perspectives in Black" television program.

Both Lovettes are accomplished freelance photographers. Mrs. Lovette

had her works on display at the Lansing Art Gallery in 1972 and will have another showing in May. She has also done photographic work for "El Renacimiento," a Spanish newspaper, "Urban Affairs Today" and the Michigan State Housing Authority.

She is a 1969 graduate of MSU with a B. A. in home economics and is currently working on a master's degree in television and radio.

—CYNTHIA STANTON

Retiring again

The arts



BY FRED BRUFLODT

The arts scene at MSU will display unusual diversity this weekend with local and visiting groups presenting a mime show, an opera and two concerts. In addition, two exhibits will open Sunday at the Kresge Art Center Gallery.

Tonight in the Music Auditorium, the "Beggar's Opera," performed by MSU's Opera Workshop, opens its four-day run at 8:15 p.m.

"The Beggar's Opera" was the first "ballad opera" to achieve notable success in England," explains Gean Greenwell, associate professor of music and director of MSU's Opera Workshop. "It is credited with knocking the props from under the Italian opera rage in England."

When the "Beggar's Opera" came along with its thieves, beggars, fences, madams and prostitutes and its music adapted from folk songs and popular pieces, it was an immediate hit with those who scorned Italian opera.

The central character in "The Beggar's Opera" is the highwayman, Macheath, who hobnobs with royalty but is unwise enough to marry the daughters of two men who fence stolen goods.

Although the two fathers decide to get rid of Macheath, he is saved at the last minute "to provide a happy ending to the opera" says Greenwell.

The "Beggar's Opera" was the basis for Kurtweil's famous "Three Penny Opera."

Mime Show

Tomorrow, the Ann Arbor Mime Troupe will present "Alice's Adventures Under Ground." Clive Sykes, director of the troupe, describes this new staging of the Lewis Carroll classic as "the dream of a small girl who is stretched and squeezed through the clutches of that frightening swarm of lunatics whom

every child instinctively mistrusts — grown-ups."

Donna Kost, one of the cast members, says, "we believe that mime is more expressive than words could ever be. Once an audience can be educated to forget words, their imagination can go anywhere."

For those who want to know more about mime technique, the troupe will offer a workshop Sunday at 2 p.m. in the Women's IM Building.

Father and Son

Pianist Joseph Evans, MSU professor of music, and his son, violinist Ralph Evans, a junior at Yale University, will appear in a duo recital Sunday evening.

The concert will include works by Beethoven, Bach and Sibelius.

Ralph, now 20, began his violin studies at the Vienna Academy when he was five and since age seven studied with Prof. Romeo Tata at MSU until his graduation from East Lansing High School in 1970.

Since then, he has studied with Ivan Galamian in New York and is presently working with Prof. Broadus Erle at Yale University. He has received the Zerounian string award, scholarships to the Congress of Strings in Cincinnati and the Lennox Quartet Seminar in San Francisco, and a Yale University Chamber Music grant for the 1973 Summer Session at Norfolk, Conn.

Professor Evans is widely known as a piano soloist, chamber music performer, artist - teacher and lecturer. He has studied in New York, Salzburg, Vienna and at the Paris Conservatory, where he received an artist diploma. He is a past president of the Michigan Music Teachers Association, and in 1969 the Music Teachers National Association named him "Music Teacher of the Year."

Bach Mass

The Berlin Concert Choir and Orchestra, directed by Fritz Weisse, which has a reputation of finely polished performances, will perform Bach's "Mass in B Minor" Monday evening.

Four soloists, including the American tenor, Sidney Johnson, will be featured with the 70 singers and 50 instrumentalists. The group, on its American debut tour, is on Series "A" of the Lecture - Concert Series.



FRITZ WEISSE

Critics have praised the group with such phrases as "splendidly trained singers" and "choir, orchestra and soloists are a perfect ensemble."

Exhibit

A special exhibition of 80 paintings and drawings by the late American painter, Earl Kerkam, will open at the Kresge Art Center Gallery Sunday.

Along with the Kerkam exhibit, will be a "retrospective show" of 25 paintings by Ralf Henrikson, MSU

professor of art, who will retire this year.

Kerkam, says Paul Love, gallery director, is one of many artists who has been relegated to a secondary position during his lifetime because he has not been an exponent of the current style. He retained his own distinctive style and remained untouched by the art that was being created around him.

Earl Kerkam, who gave up his family and a highly lucrative commercial art career to devote his life to painting and drawing, died in 1965 at the age of 73. Earlier in his career, he had painted and studied in Paris.

Esteban Vicente, one of Kerkam's colleagues, regarded him as a significant artist. "He's a minor painter," said Vicente, "but that doesn't make any difference. One can be minor and also significant, and he certainly is the latter."

Retirements

MUNNS A. CALDWELL, extension horticultural agent, Cooperative Extension Service, effective June 1. Caldwell, age 63, has been a member of the staff since 1958.

ROBERT L. CAROLUS, professor of horticulture, effective Oct. 1, 1974. Carolus, age 66, is currently serving a one - year consultantship and has been a member of the faculty since 1945.

MARY K. CROSS, senior departmental secretary, psychology, effective July 1. Mrs. Cross, age 63, has been employed by the University since 1955.

KENNETH L. DEITZEN, painter, physical plant, effective March 1. Deitzen, age 52, has been employed by the University since 1947.

BERYL H. DICKINSON, professor of physics, effective July 1, 1974. Dickinson, age 66, will serve a one - year consultantship prior to retirement. He has been a member of the faculty since 1946.

WILLA NORRIS, professor of counseling, personnel services and educational psychology, effective July 1, 1974. Miss Norris, age 61, will serve a one - year consultantship prior to retirement. She has been a member of the faculty since 1952.

FRANCES OSBORNE, custodian, physical plant, effective June 1. Mrs. Osborne, age 64, has been a member of the staff since 1940.

BEULAH E. POLLARD, custodian, physical plant, effective June 1. Mrs. Pollard, age 62, has been employed by the University since 1955.

E. PAUL REINEKE, professor of physiology, effective July 1, 1974. Reineke, age 64, will serve a one - year consultantship prior to retirement. He joined the faculty in 1945.

Promotions

GEORGE P. STEINMETZ, from assistant professor to associate professor, German and Russian.

MARY R. JOSEPHS from instructor to assistant professor, Justin Morrill College.

Deaths

AGNES SEVER, retiree of foods and nutrition, died March 3 at the age of 89. Mrs. Sever was employed by the University from 1918 to 1944.

ROBERT TROJANEK, assistant land planner, campus park and planning, died March 9 at the age of 48. He has been employed by the University since 1957.

MSU Positions Available

IMPORTANT Administrative - Professional and Clerical - Technical Applicants should contact the Employment Office at 353 - 4334 by April 3, 1973 and refer to the vacancy by the position number. Instructional staff applicants should contact departments noted. Fuller descriptions of positions are available in departmental postings.

FACULTY

Director, Office of Overseas Study. Doctorate with administrative and/or teaching experience in overseas study programs.

Contact: Floyd Parker, Continuing Education Service

Asst. Prof., Office of Institutional Research (Ph.D. or very near completion) Degree work in education, business or public administration, data processing, statistics and institutional research.

Contact: William Gunn, Institutional Research

Director of Information Services (M.A. in Communications preferred, 8 years experience, proven writing ability) Manages the information program of the Univ. Supervises the organization and staff of the Univ. News Bureau, Univ. Editor, MSU News - Bulletin, Photo Laboratory, Continuing Education, Extension and Research Information, Biology and Medicine, and Sports Information.

Contact: Robert Perrin, Vice President for University Relations

Reference Librarian (M.A.)

Contact: Richard E. Chapin, Director of Libraries

Instr. or Asst. Prof. of Human Medicine (M.A.) Combination of experience in health

field and in education desired; specifically instructional development.

Contact: Joseph Papsidero, College of Human Medicine

Asst. Prof in Dept. of Civil Engineering (Ph.D. to be completed before Sept. 1973) Specialization in transportation and teach undergraduate and graduate courses in transportation planning and operations.

Contact: William C. Taylor, Chairman, Department of Civil Engineering

CLERICAL - TECHNICAL

268. Television Engineer X (Assoc. degree from an accredited electronics school or an equivalent combination of education & experience) Must have ability to operate, maintain and install independent helical scan recorders and associate production equipment. \$8,973 - 11,147.

269. Systems Programmer X (B. X. in Computer Science or related field) Systems programming experience on a CDC 6000; familiar with PP programming. A good working knowledge of at least one high level, general purpose language (FTN, COBOL, PL/I, ALGOL, etc.) Temporary position until Dec. 1973. \$4,32 - 5,36/hour

270. Principal Medical Technologist IX (A.S.C.P. registered or eligible) Work in comparative hematology laboratory with opportunity to develop animal research related skills and techniques. Specific duties include operation of HYCEL Mark X analyzer, and performance of a variety of electrophoretic techniques and diagnostic hematology. \$8,484 - 10,418.

271. Television Design and Graphic Asst. IX (successful completion of courses in fine art, commercial art, and photography is necessary) One to three years experience in producing graphic materials. Ability to design and create graphic materials and assist in

construction of models, sets, set - pieces and displays. \$8,384 - 10,418.

272. Audio Visual Technician VIII (prefer graduate of technical school in electronics) Minimum of 2 years practical experience. Will be responsible for the maintenance, repair and operation of audiovisual and sound reinforcement equipment. \$3,59 - 4,60/hour.

273. Executive Secretary VIII (2 positions) Typing, shorthand, organizational ability. Must have good knowledge of the University and able to handle confidential information. \$7,473 - 9,576.

275. Sr. Dept. Secretary VII - three years responsible experience in supervisory capacity. typing at 60 wpm and take dictation. Should be able to read and understand Spanish language. \$6,660 - 8,272.

276. Office Asst VII - Typing, work with office machines, ability to work under pressure and as a part of an office team. Follow through in detailed work. \$6,660 - 8,272.

277. Sr. Research Aide VI (part time) typing minimum of 60 wpm. Library research, preparation and processing of data related to project. Skill in the display of data and manuscript preparation. Approximately 10 hours per week. \$3.09 - 3.87/hour.

278 & 279. Dept. Secretary (2 positions) Typing and shorthand. \$6,267 - 7,389.

280. Sr. Clerk IV - Type 60 wpm. Bookkeeping aptitude. \$2,76 - 3,33/hour.

281. Laboratory Research Aide IV - Experience with laboratory animals in a biochemical research laboratory. Former biochemistry student desirable. \$2,76 - 3,33/hour.

282. Sr. Clerk IV - Excellent typist, must take shorthand. \$5,735 - 6,926.

283 - 287. Clerk - Typist II - (4 full time and 1 at 1/2 time) General office duties. Certain positions need math or work on centre switchboard. \$5,440 - 6,442 for full time and \$2,720 - 3,211 for 1/2 time.

MICHIGAN STATE UNIVERSITY IS AN EQUAL OPPORTUNITY EMPLOYER

BULLETINS

ACADEMIC COUNCIL The Academic Council will meet at 3 p.m. Tuesday, April 3, in the Con Room, Center for International Programs.

SCHEDULE OF COURSES The 1973 summer term Schedule of Courses and Academic Handbook is now available for departmental use. Departmental representatives may pick up a supply in 64 Administration.

HANDIWORKS NEEDED The Museum is collecting contemporary handicrafts from MSU and community residents for its "Artisans: Old World and New" exhibition. The works displayed will feature the artist's name and whether or not the article is for sale.

EAR ORIENTATION The Listening Ear crisis intervention center will hold orientation programs for new volunteers from 7 to 10 p.m. Thursday, April 5, and from 1 to 4 p.m. Saturday, April 7, both in 304 Olds. Application forms for training will be taken at this time. For information, call 337-1717.

OPENING EXHIBIT The public is invited to the opening of two exhibitions at Kresge Art Gallery—the Earl Kerkam show and the Ralf Henricksen retrospective. Refreshments will be served and the gallery will be open from 1 to 4 p.m. on Sunday, April 1.

LABORATORY PRESCHOOL Application for places in the Laboratory Preschool summer session must be made by May 1. Children born between Dec. 1, 1966 and Nov. 30, 1970, are eligible. The session will include groups that meet from 8:30 to 11 a.m. and 1 to 3:30 p.m. For further information and application forms, call the MSU Institute for Family and Child Study, 3-6617 or 3-7999.

AUFS LECTURER Marcus F. Franda, a member of the American Universities Field Staff on India and Bengal will be on campus April 9-20. His seminar on "Recent Developments in South Asia: India and Bangladesh," sponsored by the Asian Studies Center and the Dept. of Political Science, will be given in 106 International Center from 3 to 5 p.m. For information call Charles Gliozzo, Dept. of Humanities, 3-5242.

EVERYWOMAN'S CONF. An "Everywoman's Conference" for all persons will be held at the United Ministries in Higher Education, 1118 S. Harrison, March 30, 31 and April 1. Included will be 16 workshops on topics ranging from the politics of marriage to male consciousness-raising, plus speakers, a coffeehouse, and films. The conference will be held from noon to midnight Friday, 9 a.m. to midnight Saturday, and 12:15 to 11 p.m. Sunday. Cost is \$1.50. Child care and transportation can be provided. For information contact Diane Deutsch or Marsha Orr, 351-0206 or 332-0861.

SEMINARS

THURSDAY, MARCH 29, 1973

Synthesis of mitochondrial DNA associated with the specific differentiation of spermatocyte mitochondria in *Rhynchosciara* larvae. John Papaconstantinou, Oak Ridge National Laboratory, Oak Ridge, Tenn., 4:10 p.m., 101 Biochemistry. **Biochemistry.**

Studies of medical problem solving. Lee Shulman, 4:15 p.m., 126 Psychology Research. **Psychology.**

MONDAY, APRIL 2, 1973

Isopin dependent portion of nucleon—nucleus optical model. C. Zafiratos, U. of Colorado, 4:10 p.m., Cyclotron Lab Seminar Room. **Cyclotron.**

The control of simple motor behaviors. Lester F. Wolterink, 4 p.m., 216 Giltner. **Physiology.**

A model and computer simulation of plasma LH levels in the ovariectomized rhesus monkey. T.H. Kuehl, 7:30 p.m., 216 Giltner. **Physiology.**

TUESDAY, APRIL 3, 1973

The Korean agricultural sector analysis and simulation model. Tom Manetsch, 3 p.m., 310 Agriculture. **Agricultural Economics.**

Microscopic anti-symmetrized DW analyses with direct and exchange core polarization corrections. H.V. vonGeramb, Julich, Germany, 4:10 p.m., Cyclotron Lab Seminar Room. **Cyclotron.**

Smoothing Wald's test. Raoul LePage, 4:10 p.m., 405A Wells. **Statistics and Probability.**

WEDNESDAY, APRIL 4, 1973

Restitution of order in Greek Tragedy. Andreas Spira, professor of classics, U. of Mainz, West Germany. 8 p.m., Union Gold Room. **College of Arts and Letters.**

High lysine maize eight years later. Dale Harpstead, 4 p.m., 103 Anthony. **Genetics.**

Influence of breed, sex and age on ovine subcutaneous fat cellularity. R.A. Merkel, 4 p.m., 131 Anthony. **Institute of Nutrition.**

ICE ARENA HOURS

The Ice Arena will remain open until April 30 from 8:30 to 10 p.m. every night except Sundays and Thursdays, from 3:30 to 5 p.m. Saturdays and Sundays, and from 12:30 to 1:30 p.m. Mondays through Fridays.

QUESTIONNAIRE

Faculty are urged to complete and return the questionnaire sent to them regarding the relationship of the Office of Volunteer Programs to academic units on campus.

COOP NURSERY

There will be an MSU Community Cooperative Nursery parent education meeting at 8 p.m. Tuesday, April 3, at the MEA Building, 1216 Kendale, East Lansing. Vern Seefeldt will speak on "Motor Development in Preschool Children." The meeting is open to the public.

STORES CLOSED

General Stores will be closed April 23-27 for the taking of the annual stock inventory. Requests for supplies received by Wednesday, April 18 will be delivered April 30-May 4. Please plan and order sufficient supplies to carry through this period. The receiving, redelivery, open order and shipping functions located in the General Stores Bldg. will remain open. This April closing will allow Stores to better serve at fiscal year end by remaining open during June.

BUDGET SYMPOSIUM

A symposium on Program Budget Eval- (PBES) and higher education will be held Saturday, March 31, in Kellogg Center. The role of PBES in developing the governor's budget for state operations and its impact on higher education will be explored. Registration begins at 8:45 a.m. and the fee is \$5. The program is sponsored by the Association of Michigan Collegiate Faculties and the Michigan Conference of AAUP.

EVENING COLLEGE

Registration is underway for spring Evening College courses ranging from culture and contemporary studies to arts and crafts. Most of the noncredit courses meet for two hours once a week for six to eight weeks. Fees vary. Registration is conducted from 8 a.m. to 7:30 p.m. Monday through Thursday and 8 a.m. to 5 p.m. Friday at the conference registration desk, Kellogg Center.

HUMAN ECOLOGY

The College of Human Ecology will hold a professional development seminar in connection with the third annual child development conference at Kellogg Center. Seminar participants are to hear the two April 5 keynote speeches of the conference—"Inequality and Early Childhood Education" by Barbara Heyns of the U. of California at Berkley, at 10 a.m. in Kellogg Auditorium, and "Child and Family Advocacy" by Marian Wright Edelman of the Harvard Dept. of Law and Education, at 1:45 p.m. in the Big 10 Room. The followup period will be held at 8:30 a.m., April 6, in Union Parlors A and B.

Fun with a fungus: the perspective of a squirt-gun botanist. James G. Horsfall, Connecticut Agricultural Experiment Station, New Haven. 4:10 p.m., 168 Plant Biology. **Plant Pathology Graduate Student Club.**

On the trail of the microtubule: adventures of a plant biologist in animal land. Philip Filner, 4:10 p.m., 101 Biochemistry. **Plant Research Laboratory.**

Notes on the making of a philosophe. Ira O. Wade, Princeton U., 8 p.m., 38, 39 Union. **Romance Languages.**

THURSDAY, APRIL 5, 1973

Employment and growth. Gustav Ranis, director, Economic Growth Center, Yale U. 3:30 p.m., 312 Agriculture. **Agricultural Economics.**

L-threonine dehydrase, a ligand-oligomerizing system. W.A. Wood, 4:10 p.m., 101 Biochemistry. **Biochemistry.**

An integrated graduate program in soil fertility with La Molina, Peru, and MSU. E.C. Doll, 4 p.m., 301 Agriculture. **Crop and Soil Sciences.**

Causation and the concept of event. Jaegwon Kim, U. of Michigan, 8 p.m., 102B Wells. **Philosophy.**

FRIDAY, APRIL 6, 1973

The role of technology in economic growth. Gustav Ranis, director, Economic Growth Center, Yale U., 2 p.m., 109 S. Kedzie. **Agricultural Economics.**

The future of single atom microscopy. Albert V. Crewe, dean, Division of Physical Sciences, U. of Chicago. 9:10 a.m., Kellogg Auditorium. **Biophysics.**

Molecular events in the replication of animal cells. Gerald Mueller, McArdle Laboratories, U. of Wisconsin. 9 a.m., Kellogg Auditorium. **Physiology.**

Intracellular transport of proteins. James Jamieson, Rockefeller U., New York, 1:30 p.m., Kellogg Auditorium. **School for Advanced Graduate Studies.**

Information on MSU events may be submitted for possible inclusion in the bulletins to Patricia Grauer, Dept. of Information Services, 109 Agriculture Hall, (517) 353-8819. Deadline for submitting information is noon Tuesday preceding the Thursday publication.

FRIDAY, MARCH 30, 1973

- 12 p.m. Society for International Development luncheon—Kelly Harrison, codirector of MSU's Latin American Market Planning Project, will speak. Room C, Crossroads Cafeteria.
- 8 p.m. "The New World"—An original science fiction program with an underlying ecological theme, this show in the sky theatre incorporates multi-media visions, periods of total darkness, and stereo sound. Skywatching sessions follow the 8 p.m. performances, with outdoor observation if weather permits. Tickets are sold at the door. Abrams Planetarium.
- 8 p.m. World Travel Series—Stan Midgley will present a "chucklelogue" of a bicycle trip on the Banff-Jasper Highway through the spectacular Canadian Rockies. Auditorium.
- 8:15 p.m. "The Beggar's Opera"—First produced in 1728, this famous show is credited with knocking the props from under the Italian opera rage in England. "The Beggar's Opera," which will be presented by the MSU Opera Workshop in the Gay-Austin version, was the basis for Kurt Weil's famous adaptation "Three Penny Opera." Tickets may be purchased at the door. Music Auditorium.
- 8:15 p.m. "Alice's Adventures Under Ground"—Presented by the Ann Arbor Mime Troupe, this performance is a new staging of the Lewis Carroll classic as "the dream of a small girl who is stretched and squeezed through the clutches of that frightening swarm of lunatics whom every child instinctively mistrusts: grown-ups." Wonders Kiva.
- 10 p.m. "The New World" (see above). Abrams Planetarium.

SATURDAY, MARCH 31, 1973

- 2:30 p.m. "The New World" (see March 30). Abrams Planetarium.
- 8 p.m. "The New World" (see March 30). Abrams Planetarium.
- 8 p.m. World Travel Series (see March 30). Auditorium.
- 8:15 p.m. "The Beggar's Opera" (see March 30). Music Auditorium.
- 8:15 p.m. "Alice's Adventures Under Ground" (see March 30). Wonders Kiva.
- 10 p.m. "The New World" (see March 30). Abrams Planetarium.
- 11 p.m. "Alice's Adventures Under Ground" (see March 30). Wonders Kiva.

SUNDAY, APRIL 1, 1973

- 2 p.m. "The Beggar's Opera" (see March 30). Music Auditorium.
- 2 p.m. The Ann Arbor Mime Troupe will offer a workshop on mime techniques. Women's IM Bldg.
- 4 p.m. "The New World" (see March 30). Abrams Planetarium.
- 8:15 p.m. "Alice's Adventures Under Ground" (see March 30). Wonders Kiva.
- 8:15 p.m. Recital—Pianist Joseph Evans, professor of music, will present a joint recital with his son, violinist Ralph Evans, a junior at Yale. Works to be performed include Beethoven's

"Sonata Op. 30 No. 2 in C Minor," Bach's "Sonata in A Minor," and Sibelius' "Concerto in D Minor." There is no charge for admission.

MONDAY, APRIL 2, 1973

- 8:15 p.m. Lecture-Concert Series—The Berlin Concert Choir and Orchestra will present Bach's "Mass in B Minor." The ensemble of 70 singers and 50 instrumentalists is under the direction of Fritz Weisse and will feature soloists, Ursula Farr, soprano; Ortrun Wenkel, mezzo-soprano; Sidney Johnson, tenor; and Marco Bakker, baritone. Auditorium.

TUESDAY, APRIL 3, 1973

- 12 p.m. University Club luncheon—Robert Ward, chairman of the Department of Family Medicine, will discuss "Family Medicine: The Osteopathic Physician's Outlook."

WEDNESDAY, APRIL 4, 1973

- 1:30 p.m. "From Montgomery to Memphis"—The film record of the life of Martin Luther King Jr., beginning with the Montgomery boycott of 1955, is shown on the fifth anniversary of his death. Auditorium.

THURSDAY, APRIL 5, 1973

- 7:30 p.m. Graduate recital—Fairya Mellado, violinist. Music Auditorium.
- 8 p.m. Maria—Buddy Guy and His Band will be featured. Tickets are \$1 in advance, \$1.50 at the door, and may be purchased at the Union, Marshall Music, and Elderly Instruments. McDonel Kiva.
- 8:15 p.m. Lively Arts Series—Prominent conductor Andre Previn will lead a performance by the London Symphony Orchestra, which is now on its tenth U.S. tour. The Orchestra has been internationally acclaimed as "generally one of the finest orchestras in Europe and certainly the finest in England." Ticket information is available at the Union Ticket Office. Auditorium.
- 10:30 p.m. Mariah (see above). McDonel Kiva.

FRIDAY, APRIL 6, 1973

- 8 p.m. "The New World" (see March 30). Abrams Planetarium.
- 8 p.m. Mariah (see April 5). Erickson Kiva.
- 8:15 p.m. Chamber Music Series—Paul Zukofsky, violin, and Gilbert Kalish, piano, will perform. Fairchild Theatre.
- 10 p.m. "The New World" (see March 30). Abrams Planetarium.
- 10:30 p.m. Mariah (see April 5). Erickson Kiva.

CONFERENCES

- March 29 Asphalt Paving Conference
- March 29-31 American Assembly Conference
- March 30-31 State Park Concessioners
- April 3-5 Conf. for North Central Clothing and Home Furnishing Extension Specialists
- April 5 Child Development

April 5-7 Workshop in Advanced Salesmanship

All conferences will be held in Kellogg Center unless otherwise noted. Students and faculty members are welcome to attend these continuing education programs. Those who are interested should make arrangements in advance with the Office of University Conferences, 5-4590.

EXHIBITIONS

Kresge Art Center

North Gallery: A special exhibition of 40 paintings and approximately 40 drawings by the American artist Earl Kerkam (1891-1965) has been drawn from Kerkam's estate and various galleries and collections from around the country.

Entrance Gallery: Exhibited is a small retrospective of 25 paintings of Ralf Henricksen, professor of arts, who will be retiring this year. Gallery hours are 9 a.m. to 5 p.m. Monday through Friday, 7 to 9 p.m. Tuesday, and 1 to 4 p.m. Saturday and Sunday.

Museum

A woman's dormitory room in Abbott Hall circa 1896 is the setting for crafts practiced during this early period of MAC history. Shown with the furniture and memorabilia of the period are crafts such as macrame, embroidery, wood burning, fan painting and others. Crafts' Hall

Hidden Lake Gardens, Tipton, Michigan

Five miles of marked hiking trails and more than six miles of paved drive provide access to both native and introduced plants. Open daily until sundown.

For general information about MSU, please call 353-8700.