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MSU News-Bulletin

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Michigan State University

April 26, 1973

Proposed A-P salary program outlined

MSU's new administrative and professional uniform salary program, formulated during the past eight months, is in its final phase. Information on the recommendations will be sent to A-P employees early next week.

The Board of Trustees heard a presentation of the proposed program at its executive session Thursday night, April 19, and the Administrative - Professional executive board at a meeting last Monday night. Final approval of the plan, however, will await action by the trustees at their next monthly meeting, May 25, at which time the University administration's response to the study will be given.

If the recommendations made by the consulting firm, Robert H. Hayes and Associates, are adopted by the trustees, 53 below - minimum staff members would be granted raises for an annualized total of \$37,000. None of the 709 employees involved will receive pay reductions.

Framework

The basic framework of the new system involves 22 grades which would replace the present grade system of A-P 1 through 10. Salary spreads of 40 percent would be established within each grade and a separation of 8.3 percent between grades.

For the present at least, no employees would be in the lowest six grades and none in the top three grades. Recommended salaries for grades 7 through 22 range from \$8,100 to \$39,100. Only one employee is now in suggested grade 19 and only two in 18. It is assumed that the system could later be expanded to include C-T classifications at the lower levels.

Early next week, each A-P employee will receive a letter from C. Keith Groty, assistant vice president for personnel and employee relations, enclosing the individual's proposed classification description and compensation grade level.

Also included will be a description of the entire plan, and illustration of promotional career paths at the University.

Background

The first moves to revamp the current A-P system were initiated early last year with the employment of the Hayes firm which previously had conducted surveys at seven major universities.

It had been recognized by University administrators and trustees that the system in effect since 1958 had declined in value both for employees and MSU. A proliferation of titles, covering a multitude of jobs, had become imbedded in the system, inequities in pay for similar work were evident, and there seemed to be a void in defined career ladders. University administrators were seeking a system that would correct these deficiencies and above all provide equal pay for equal work.

Many University people of all ranks were involved in the development of the program. From the beginning and throughout the several phases, the study was guided by a University - wide coordinating committee composed of 21 members including a dean, the director of personnel, a resident hall assignment office manager, an assistant provost, a department chairman, an administrative secretary and others representing a University cross section.

Later a "benchmark" committee was assembled to deal with positions commonly found in various sections of the University. Five other committees then conducted point count grading in specified position categories.

Study steps

Under the direction of Timothy Reilley, Hayes executive, the steering committee outlined and carried out steps that led to the final program structure. They included:

- * A series of detailed personal interviews with both A-P staff and the University's executive officers to help identify MSU's major compensation problems.

- * Filling out, by all A-P and selected C-T employees, of job questionnaires that were checked through supervisors, and studied by the project team.

- * The sorting of jobs into classifications involving highly similar responsibilities and work content, and the development of subsequent classification descriptions. Resulting was

a new title structure to fit 323 identified classifications.

- * Point count scoring of all classifications by evaluation committees of University staff members.

- * Review of each classification by a study team that resulted in the changing of some ratings to achieve consistency.

- * Establishment of 22 classification grades using a system of increasing point spreads, with all classifications placed in the appropriate grade based on point count scores.

- * Reviews of the placement of classifications in grade by University executive officers. Their recommendations resulted in the consultants moving 40 proposed classifications to higher grades and downgrading 7.

- * Study of outside salary levels. Based on this date plus MSU's existing salary curve, a recommended salary curve was constructed.

- * Developing a system of minimum and maximum salary levels constructed from the curve.

Outside Survey

Considered to be of special significance was the outside salary survey covering local and national educational and medical institutions, private industry and government agencies.

MSU compared favorably, according to the Hayes report, with the University salaries higher than comparable outside jobs in 27 positions and lower in 10 positions. On a weighted average basis, MSU salaries are 4.3 percent above comparable institutions.

The study was helpful in analyzing the treatment of women and minorities in job levels and salaries. Although some problems were identified that still need

to be solved, Robert Hayes told the trustees: "MSU had done more with regard to women and minorities than any other university we have studied."

It was found, however, that both minorities and women are concentrated in the lower A-P salary grades. The report recommended that one objective of MSU's promotion policies should be the elimination of these differences.

Minorities and women also are concentrated in the lower quartiles of the salary grades. It is expected that a problem of seniority will solve itself over time. Of the 53 persons below minimum recommended for raises, 33 were men and 20 were women.

Objectives

The Hayes Associates, in its report to the trustees, pointed to two objectives to be achieved by the new grade system. First, it would give sufficient movement in grade for yearly adjustments; second, control compensation within a specific range for the functions and responsibilities of each classification.

The minimum, maximum, midpoint and first and third quartiles of each grade have been identified. With few exceptions, it is expected that newly hired and promoted employees would be placed in the first quartile of the respective grade.

Most basic element in the establishment of the new program was the point count system devised by the Hayes firm. Designed to categorize each classified position in relation to level of responsibility, necessary training, difficulty of work, amount of supervision and other factors, the point counting focused on a number of specific questions.

(Continued on page 4)

Blood drive next week

The week - long spring blood drive sponsored by the Arnold Air Society and Angel Flight will be held from Monday, April 30, through Friday, May 4 in the lower lounge of West Shaw Hall.

A goal of 1,000 pints has been set for the drive, which marks the 25th anniversary of organized blood drives by the American Red Cross on campus.

Blood can be donated between noon and 6 p.m. on Monday, and between 10 a.m. and 4 p.m., Tuesday through Friday.

Appointments can be made for the convenience of the donor (but are not necessary) by calling 353-4369 during the week.

Faculty participants are

particularly sought. Arnold Air Society spokesman Douglas Eye said there has been a false impression in past years that the drive is aimed entirely at students.

Increasingly, blood donated to the Red Cross is being broken into its component factors in order to stretch amounts available by providing only those components to patients who need them.

Also, the organization is building a list of donors to be called in cases of emergency.

Potential donors are reminded that by giving blood as residents of the area, they are eligible for free blood for themselves and their families if necessary.



— Photo by Dick Wesley

The Board recap

Women faculty promotions spark discussion

Queries on affirmative action for women were made Friday (April 20) when the Board of Trustees approved academic appointments.

Trustee Patricia Carrigan asked why only 16 of the 151 appointments are women. "In terms of promotions for women, this is very disappointing," she said. "Only 10 per cent of those promoted are women."

Provost John Cantlon and President Clifton R. Wharton Jr. said that many women were promoted last year due to the affirmative action program. "This decreases the number of available individuals for promotions this year," Wharton said.

Robert Perrin, vice president for University relations, said this was not the total promotion list for this year. "Thus far, 13 per cent of the promotions this year have been women. This compares to 13.7 per cent promoted for all of last year" he said.

Cantlon said that "we can ask that a special look be made in this area."

Trustee Don Stevens added that several units on campus have only tokens instead of affirmative action. "Several units are lily-white with one woman token and others have one minority with no women" he said.

Cantlon said that areas are annually screened for this. "In cases of vacancies all departments must make a good faith search for women and minorities or we won't approve the appointment," he said.

"In many areas this is difficult today, because many universities are competing for women. There is a lack of supply."

Cantlon added that "Perrin and I put pressure on campus units."

Trustee Warren Huff said that this pressure "doesn't come out in the results."

Mrs. Carrigan added that there are "no negative consequences with those who don't show an effort."

President Wharton said that "not only are we looking at the overall goals of affirmative action, but at the pockets of resistance."

He added that "we have to monitor these areas" under federal guidelines.

Trustee Blanche Martin said that he hoped that the University's commitment to minorities isn't lost all to women.

When the vote came to approve the academic promotions, Trustees Carrigan, Stevens, and Huff abstained.

In other Board action, the trustees approved a formal agreement affiliating Garden City Osteopathic Hospital with MSU.

The contract between the hospital and the College of Osteopathic Medicine facilitates clinical training of osteopathic medical students in a community setting, and provides for a residency training program from men and women who have completed their internships.

Several amendments to the Bylaws for Academic Governance were approved by the Board. The amendments, which have been approved by the Academic Council and the Academic Senate, include librarians in academic governance; the addition of the faculty grievance officer as an ex officio member of the Academic Council; the composition of the Appeals Panel for faculty grievances; and recognition of the elected Student Council.

The Board accepted gifts and grants and scholarship funds totaling \$1,803,272.

Scholarship funds and other financial aid for students included \$226,240 from the U.S. Department of Justice for continued support in the Law Enforcement Education Program (LEEP).

The National Science Foundation led major donors with grants totaling \$211,600. Additionally, a \$115,616 grant from the U.S. Office of Education was received to test, revise, produce and disseminate a new physical education program for the trainable mentally retarded.

Work to restore a portion of the lower west stands of Spartan Stadium is scheduled to begin about May 1. A contract for the first phase of the \$100,000 project was awarded by the Board. The contract was awarded to the low bidder, the Wm H. Kelly Co., for \$94,718.

The Board awarded other contracts for remodeling of office and conference rooms for the football coaching staff in Jenison Field House; for alterations and renovation of some administrative areas in Agriculture Hall; and for lighting

improvements in Erickson Hall.

The Board approved additions and amendments to the MSU Ordinances.

One ordinance prohibits persons entering steam tunnels, mechanical rooms or boiler rooms; another outlines metered parking zones; and one amends a public safety ordinance to correspond to Michigan practice and reduces the investigative time needed to record information that has little or no value in very minor situations.

Promotions

Promotions for 151 faculty members were approved Friday by the University's Board of Trustees. The promotions are effective July 1.

Promoted to the rank of professor were: George K. Dike, agricultural economics; John T. Huber, dairy science; John A. Speicher, dairy science; Alan W. Sliker, forestry; H. Paul Rasmussen, horticulture; Ethel J. Armeling, music; Robert G. Sidnell, music; Joseph F. Hanna, philosophy; Ann T. Harrison, Romance Languages; Laurence M. Porter, Romance Languages; Gary Stone, accounting and financial administration; Henry L. Tosi, management; Frank R. Bacon, marketing and transportation administration; Randall P. Harrison, communication; George A. Hough, journalism; Harvey F. Clarizio, counseling, personnel services and educational psychology; and Keith P. Anderson, secondary education and curriculum.

Other promotions to full professor included: Robert Summit, metallurgy, mechanics and materials science; Thomas W. Jenkins, anatomy; W. Donald Weston, Office of the Dean of Human Medicine, psychiatry and Office of Health Services Education and Research; Ray E. Helfer, human development; Ching-chung Chou, physiology and human medicine; Thomas E. Emerson, physiology; Horacio Fabrega, Jr., psychiatry and anthropology; W. Fred Graham, Justin Morrill College; Gabor Kemeny, biophysics; Frederick H. Horne, chemistry; Dean L. Haynes, entomology; Ronald E. Monroe, entomology; Maris A. Abolins, physics; Jack Bass, physics; Walter Benenson, physics; George F. Bertsch, physics; and Philip Filner, MSU/AEC Plant Research Laboratory and biochemistry.

Other promoted to the professorial rank were: Alfred Haug, MSU/AEC Plant Research Laboratory and biophysics; Derek T. Lamport, MSU/AEC Plant Research Laboratory; Glenn D. Berkheimer, Science and Mathematics Teaching Center; James Stapleton, statistics and probability; Samuel H. Black, microbiology and public health; Ellen Mickiewicz, political science; Glenn I. Hatton, psychology; Theodore R. Chavis, social work; Joseph T. Cox, urban planning and landscape architecture and Cooperative Extension Service; Mary E. Tompkins, American Thought and Language; Alain F. Corcos, natural science; and Lois J. Zimring, natural science; Al W. Stinson, anatomy; Hiram Kitchen, Center for Laboratory Animal Resources and biochemistry; Wilfred Veenendaal, Instructional Media Center and secondary education and curriculum; and Charles E. Cleland, Museum and anthropology.

Promoted to associate professor were: Kelley M. Harrison, agricultural economics; Allen E. Shapley, agricultural economics; Larry J. Segerlind, agricultural engineering; Steven D. Aust, biochemistry; Donald R. Christenson, crop and soil sciences; James M. Tiedje, crop and soil sciences and microbiology and public health; Maurice L. Vitosh, crop and soil sciences; Edward M. Convey, dairy science and physiology; Julian J. Kielbaso, forestry; Robert L. Andersen, horticulture; Robert C. Herner, horticulture; Gordon S. Howell, horticulture; Richard J. Aulerich, poultry science; Eckhart Dersch, resource development; Melvin Leiserowitz, art; Stacy Proffitt, art; Richard E. Benvenuto, English; Douglas Lawder, English; and Jay B. Ludwig, English.

Also named associate professor were: Victor N. Paananen, English; Kurt W. Schild, German and Russian; Munir Sendich, German and Russian; William O. McCagg, Jr., history; Gordon T. Stewart, history; James P. Wang,

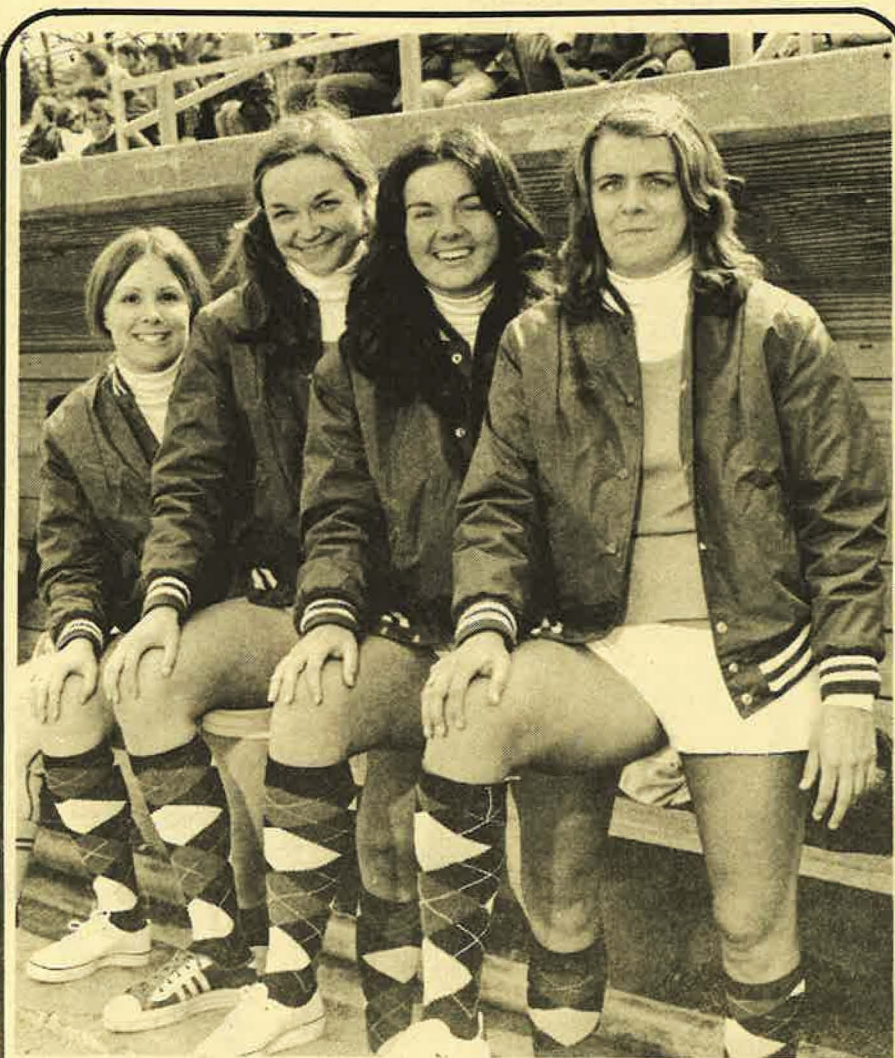
Linguistics and Oriental and African Languages, Dennis Burk, music; Jere T. Hutcheson, music; Donald F. Koch, philosophy; Daniel S. Beasley, audiology and speech sciences; Patricia S. Walsh, audiology and speech sciences; Philip A. Cusick, administration and higher education; Frederick Ignatovich, administration and higher education; Walter G. Hapkiwicz, counseling, personnel services and educational psychology; James Anderson, elementary and special education; William L. Cole, elementary and special education; George V. Gore, elementary and special education; John J. Cragun, teacher education; and B. Bradley West, teacher education.

Other promotions to associate professor were: Robert F. Blanks, chemical engineering; Hans E. Lee, computer science and sociology; Morteza A. Rahimi, computer science and computer laboratory; George M. VanDusen, Office of the Dean of Engineering and administration and higher education; Peter D. Fisher, electrical engineering and systems science; Ronald L. Kerber, mechanical engineering; Mary E. Zabik, food science and human nutrition; Richard L. Graham, human environment and design; Michael D. Bailie, human development and physiology; Roger K. Ferguson, human medicine and pharmacology; Lubomir J. Valenta, human medicine; Cyril A. Akpom, health services education and research; Joseph A. Papsidero, health services education and research; Sui-Wah Chan, medical education research and development; Margaret Z. Jones, pathology; Joan C. Mattson, pathology; Lionel W. Rosen, psychiatry and Olin Health Center; Dan C. English, surgery; and Robert E. Snow, Lyman Briggs College.

Additional promotions to associate professor included: Thomas R. Stoeckley, astronomy; William G. Fields, botany and plant pathology; Alan L. Jones, botany and plant pathology; Robert H. Grubbs, chemistry; James F. Harrison, chemistry; Michael W. Rathke, chemistry; Wellington H. Ow, mathematics; Robert R. Brubaker, microbiology and public health; Billie D. Gamble, nursing; Ruth Johnston, nursing; Robert G. Staudte, statistics and probability; Burnell H. Selleck, physiology; William Derman, anthropology; Jay R. Harman, geography; Michael L. Moore, labor and industrial relations; David W. Rohde, political science; Frank L. Schmidt, psychology; and Phillis P. Evans, social work.

Other promoted to associate professor were: William L. Ewens, sociology; Bernard M. Finifter, sociology; William Chamberlain, American Thought and Language; William Kilbourne, humanities, Ronald R. Nelson, humanities; Einar S. Nisula, humanities; R. Craig Phillips, humanities; James W. Atkinson, natural science; Edward Duane, social science; Barry N. Stein, social science; Mary M. Zaenglein, social science; Albert W. Dade, pathology; George E. Eyster, small animal surgery and medicine; Kenneth VerBurg, Institute for Community Development; Louis Tornatzky, urban and metropolitan studies and psychology; Thomas G. Bahr, Institute of Water Research and fisheries and wildlife; and Arnold Berkman, Counseling Center.

Promoted to the rank of assistant professor were: Daniel H. Saks, economics and urban and metropolitan studies; Floyd E. LeCureux, computer science and engineering instructional services; Lillian D. Greene, human environment and design; Thomas R. A. Kuester, human environment and design; Brigid A. Warren, nursing; Martha T. Thomas, pathology; Ralph M. McGovney, small animal surgery and medicine; and Maxie C. Jackson, Center for Urban Affairs and urban and metropolitan studies.



For the second straight season, MSU's baseball team features one of the best innovations in the diamond sport since the hot dog-batgirls. Adding some refreshing pulchritude to the Spartan dugout are, left to right, Maureen Mallone, Julie Klee, Ann LeWando, and Theresa Denbrock.

Around the campus: A summary

Council agenda set

A review of academic governance will be more a reality after Tuesday's (May 1) meeting of the Academic Council.

The Council is expected to accept a Steering Committee recommendation that calls for establishing an Ad Hoc Committee to Review Academic Governance.

The proposed committee consists of two students - one undergraduate and one graduate - and four faculty members, including one current or recent chairman or director and one line administrator from the level of dean or higher.

The entire academic community is urged to recommend nominations for the committee by May 14. All nominations must be forwarded to President Wharton by May 21.

The Academic Council is also expected to approve the charge to the committee at its meeting which will be held at 3:15 p.m. in the Con Con Room of the International Bldg.

The Council will also receive a Graduate Council recommendation relating to MSU faculty obtaining advanced degrees.

Courses listed

The publication of a brochure listing women's studies courses which are offered at the University was recommended by the Women's Advisory Council at its regular meeting Monday.

In a unanimous vote, the eight members present urged that the brochure list courses which will be available beginning fall term, and be published by the Office of Women's Programs.

Mary Rothman, director of women's programs, said that a survey of the faculty has resulted in a list of approximately 30 courses in women's studies either being offered or being considered.

She was asked by the council to investigate the possibility of including a women's studies section in each term's schedule book.

Absent from Monday's meeting were Julia Gill (Local 1585 of AFSCME) and Vicki Martin (married students).

The next meeting of the council will be May 7. All of its regular meetings are open to the public.

Physicists visit D. C.

In pursuit of the structure of matter, some 20 University members of the American Physical Society are meeting this week (April 23 - 26) in Washington to report their research findings.

They are presenting 35 papers to other physicists of the society on topics ranging from discoveries about a previously unexplored isotope to computerized methods of studying nuclear structure.

Most of the MSU scientists, primarily nuclear, high-energy, and solid-state physicists, teamed up on their research. One paper, for instance, was by six University physicists.

The researchers did the investigations on the MSU campus, at the National Accelerator Laboratory at Batavia, Ill., and the Argonne National Laboratory at Argonne, Ill., in cooperation with scientists from other research centers throughout the nation.

U help needed

The leader of a noted Latin American agricultural assistance agency paid a recent visit to MSU to thank the University for past help and to outline areas where University-based help is still needed.

Emilio Araujo, director general of the Inter-American Institute of Agricultural Sciences (IICA), spent two days on campus conferring with faculty, researchers and administrators.

He was accompanied by his principal adviser, Jose Marrull.

IICA was formed in 1942 and is an agency of the Organization of American States.

The agency has good credibility in Latin America, Marrull said, but its resources are limited.

"So our strategy is to work through institutions to help nations discover weaknesses in their systems and to overcome those weaknesses."

Marrull recalled that his first visit to MSU was more than 20 years ago, when he asked some basic questions - "But I got a lot of very good answers." MSU now has projects coordinated with IICA.

The need for continuing assistance to Latin American nations is high, Araujo told his MSU hosts. Some 70 per cent of the population is in the rural areas, and about 40 per cent have incomes of less than \$100 a year.

"Our aim is to try to support and appeal to the institutions that can provide the help necessary to change these conditions."

Mrs. Wharton honored

Mrs. Clifton R. Wharton, Jr. will be one of three honorary degree recipients at Central Michigan University's commencement ceremonies May 12.

She will receive a doctor of humane letters degree for her encouragement and patronage of the arts, including her service on the Michigan Council of the Arts, the Governor's Special Commission on Architecture, and the Michigan Bicentennial Commission.

Also receiving honorary degrees will be Barbara Warne Newell, president and professor of economics at Wellesley College, who will also deliver the commencement address, and Samuel DeWitt Proctor, pastor of Manhattan's Abyssinian Baptist Church and professor of higher education in the Graduate School of Education at Rutgers University.

New library section

Information on the lives and loves of artists like Pablo Picasso, Vincent Van Gogh, and Leonardo da Vinci can now be found in the new Art / Maps / Microforms section of the MSU Library.

Shirlee Studt, head librarian for the section says most major universities have separate art books sections because of the special care these collections require. MSU has approximately 25,000 art books.

Mrs. Studt and her assistants have been organizing the section which serves undergraduates and graduate students, since her appointment became effective February 1.

Once the collection of approximately 25,000 books is organized, a large share of Mrs. Studt's duties will involve book selection. Current and antiquarian catalogues, Publisher's Weekly, a desiderata file, and a list of book requests aid her in making selections.

Keeping up with current demands for information on artists also makes book reviews and periodicals useful, according to Mrs. Studt.

"General interest and research on certain artists may be stimulated by sales of their works, exhibitions, other research projects and publications," said Mrs. Studt.

Overseeing the library's art books collection is only part of her job, she is also responsible for maps and microfilm, microfiche, microcard, or microprint," explained Mrs. Studt. Everything from 17th Century newspapers to important historical documents are stored on microforms because they save money and space.

Mrs. Studt comes fully equipped to handle the wide variety of information in her area with a bachelor's in humanities and a master's in library science. She is currently working on a master's in art history.



MSU juniors and seniors place chickenwire inside the plaster mold for the concrete canoe they plan to enter in the annual concrete canoe race to be staged Saturday (April 28) by Purdue University at Eagle Creek Park in Indianapolis. Working on the canoe, left to right, are Timothy Fox, junior from Detroit; Gary L. Boersen, junior from Jenison; Peter R. Wagoner, senior from Evart; and Robert W. Zuhl, junior from East Lansing. In the background is Michael B. LaFrance, junior from Lansing.

... A-P employees to receive proposed classification

ON AN OVERALL BASIS, MSU'S DISTRIBUTION OF POSITIONS WITHIN GRADE IS QUITE GOOD. WOMEN AND ESPECIALLY MINORITIES TEND TO BE IN THE LOWER QUANTILES OF THEIR GRADES.

POSITION IN GRADE	TOTAL			WOMEN			MINORITIES		
	NUMBER	PERCENT	CUMULATIVE PERCENT	NUMBER	PERCENT	CUMULATIVE PERCENT	NUMBER	PERCENT	CUMULATIVE PERCENT
Above Grade	31	4.4%	4.4%	3	1.2	1.2%	2	5%	5%
Top Quartile	65	9.2	13.6	17	7.1	8.3%	2	5	10%
Thlrd Quartile	157	22.1	35.7	39	16.2	24.5%	6	15	25%
Second Quartile	257	36.2	71.9	109	45.2	69.7%	11	27	52%
Bottom Quartile	146	20.6	92.5	53	22.0	91.7%	17	41	93%
Below Grade	53	7.5	100.0%	26	8.3	100.0%	3	7	100%
Total	709	100.0%		241	100.0%		41	100%	

(Concluded from page 1)

Illustrative of the questions asked was: "How important is the impact of this position on the end results of the University?" Another under the same general heading: "How influential is the position within the University based on the importance of the decisions rendered?"

Although the point - count system was used as a basic yardstick in placing employees in the proposed structure, positions also were received for more subjective factors which would not necessarily be reflected by points.

Typical of these were those revolving about entry level qualifications, job content, personal interaction, and responsibility and impact on end results.

Still to be developed as integral elements of the new system are details of a merit salary plan.

Provisions have been made for

Three campus copy centers known for reproductive powers

There are three offices on the MSU campus whose reproductive powers put even the most ambitious gerbils to shame. Using tons of paper and gallons of ink in a year, the women who run the three university copy centers have produced more than 4,146,000 copies from 47,906 plates since last July. The presses are run by Julia Seger in 46 Agriculture Hall, Gail Stardevant in 116 Anthony Hall and Brenda Koenigsknecht in 5 Eppley Center as divisions of University Printing. A fourth center will open in 489-490 Fee Hall in early May with temporary equipment, later to be replaced with a fully automated system. The copy centers, which provide printing and collating services, operate entirely on a first-come, first-served basis, and are capable of same-day service on most jobs, according to Dave Marquette, manager of University Printing.

Marquette said that though the equipment now available is capable of 20,000 to 30,000 impressions daily on a straight run, he stressed the importance of personnel getting material to the centers early, especially if the job is big. From July through February, the copy center in Eppley handled the most material, with 1,857,134 impressions from 20,073 plates, followed closely by Agriculture Hall, with 1,719,962 impressions from 22,615 plates. The center in Anthony, which had opened after the beginning of the fiscal year,

had handled 569,254 impressions from 5,218 plates. All work must be charged to departmental accounts, as University Printing has no provision for cash transactions. Marquette said that originals should be printed or typewritten on white paper 8½ by 11 inches or smaller. Ink line drawings will reproduce if they are dark. The copy centers provide white, pink, blue, green, canary or goldenrod 20-pound mimeo paper. Services not available through the copy centers - such as paper punching, binding, large volume printing or larger plates - are available through University Printing.

-PATRICIA GRAUER

SACK Litter!


KEEP AMERICA BEAUTIFUL

OWENS-ILLINOIS

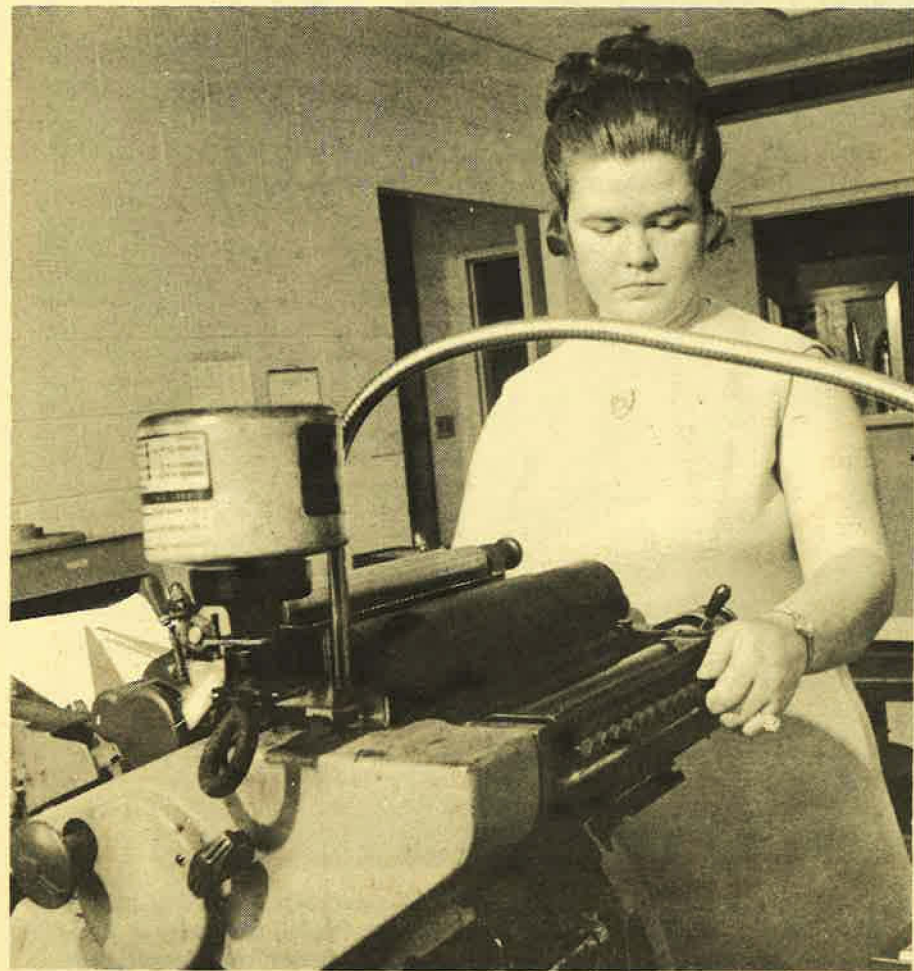
Litter campaign sweeps campus

MSU's Waste Control Authority is commemorating Earth Week with its own all-out assault on litter. In cooperation with Owens - Illinois, Inc., the MSU agency will place specially marked litter boxes in every residence hall and classroom on the campus Friday (April 27). In addition, Owens - Illinois has provided litter bags that will be distributed at the MSU Bookstore, and "Litter is Ugly" bumper stickers to be given out Friday on the campus. "We feel that this area of pollution is just as vital as air or water pollution, and it is therefore appropriate to take these actions in accordance with Earth Week," says Mark Rosenhaft, director of the Waste Control Authority. He said the "Fight Litter" campaign is prelude to the authority's major spring event - a massive cleanup of the Red Cedar River set for Saturday, May 12.

MSU News - Bulletin

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Brenda Koenigsknecht operates the copy center in Eppley Center.

Speaker defends newsmen's rights

An "absolute and unqualified" right for newsmen to protect their information sources from forced disclosure was demanded by the president of the American Newspaper Guild in a speech on campus last weekend. Charles Perlik Jr., in a presentation sponsored by the College of Communication Arts, denounced the jailing of reporters in the United States "for exercising their constitutional right to protect the sources of their information. "When news personnel state a good story in the face and turn it aside totally out of concern for the personal safety and liberty of themselves or their news sources, that's not free," he said. "I've lost my smugness," he said, "that in the United States newsgatherers operate under the protection of the First Amendment and really do not need to be concerned about the consequences of refusing to tailor their activity to what officialdom decides is best. "Instead, I'm convinced that the U.S. citizenry need be concerned that fear of government reaction will deprive them of information or comment about events, actions or inactions that may effect them."

Classifications and compensation levels next week

PROPOSED SALARY GRADES AND RANGES - ANNUAL SALARIES IN DOLLARS

	SALARY GRADE	MINIMUM	1ST QUARTILE	MID POINT	3RD QUARTILE	MAXIMUM
appeals by individuals unsatisfied with classification assignments. It was recommended that all appeals would be made in writing through normal departmental, administrative channels starting with the employee's immediate supervisor.	7	\$ 8,100	\$ 8,900	\$ 9,700	\$10,500	\$11,300
	8	\$ 8,700	\$ 9,600	\$10,500	\$11,400	\$12,300
	9	\$ 9,500	\$10,450	\$11,400	\$12,350	\$13,300
	10	\$10,300	\$11,350	\$12,400	\$13,450	\$14,500
If each successive level of administration found merit in the appeal, it would be channeled to the respective vice president. Those that are determined to have merit at this level would be forwarded to the president.	11	\$11,200	\$12,350	\$13,500	\$14,600	\$15,700
	12	\$12,200	\$13,450	\$14,700	\$15,850	\$17,100
	13	\$13,300	\$14,625	\$15,950	\$17,275	\$18,600
	14	\$14,400	\$15,850	\$17,300	\$18,750	\$20,200
Upon recommendation of the president, the Compensation Section would re-evaluate the position and classification and advise the president on his final decision.	15	\$15,600	\$17,200	\$18,800	\$20,400	\$22,000
	16	\$17,000	\$18,700	\$20,400	\$22,100	\$23,800
	17	\$18,500	\$20,350	\$22,200	\$24,050	\$25,900
	18	\$20,100	\$22,100	\$24,100	\$26,100	\$28,100
A recommended part of the new system provides for a formal performance review of each employee by his supervisor. It is intended that salary increases would be tied directly into the performance rating.	19	\$21,800	\$24,000	\$26,200	\$28,400	\$30,600
	20	\$23,700	\$26,050	\$28,400	\$30,750	\$33,100
	21	\$25,700	\$28,275	\$30,850	\$33,425	\$36,000
	22	\$27,900	\$30,700	\$33,500	\$36,300	\$39,100

—LOWELL TREASTER



MIKLES



BAIN

Appointments



ENZER



ADNEY

An acting department chairman for the new College of Urban Development and appointments of chairmen for the Departments of Health, Physical Education and Recreation, Psychiatry and Mathematics, and an assistant dean in the College of Human Medicine were approved Friday (April 20) by the Board of Trustees.

Jack M. Bain, communications professor and former dean of the College of Communication Arts, was named temporary acting chairman of the Department of Racial and Ethnic Studies. His appointment is retroactive to April 1, and will end June 30, 1974.

Additionally, the Board approved the appointment of 21 faculty members for

the new college. Of the 21, 17 are currently with the Center for Urban Affairs.

Bain came to MSU in 1954 as an assistant professor of communications. He earned bachelor's and master's degrees from the University of South Dakota and a Ph.D. from the University of Minnesota.

The College of Urban Development, approved by the trustees last May, will begin offering courses this fall.

The interdisciplinary nature of the college is reflected by its new faculty, 18 of whom hold joint appointments with other University departments such as sociology, human medicine and geography.

Gale E. Mikles was appointed chairman of the Department of Health, Physical Education and Recreation. He has been acting chairman of the department since November 1971. His appointment is effective May 1.

Mikles was originally appointed to the MSU staff in 1950 as a graduate assistant in physical education, and in 1951 became assistant wrestling coach.

From 1962 to 1965 he was an assistant to the athletic director, handling the athletic aid program.

Mikles received his bachelor's and master's degrees from MSU, and his doctorate from Peabody College in Nashville, Tenn. As an MSU wrestler,

he won National AUU and NCAA championships.

Norbert B. Enzer, M.D., professor and chairman of psychiatry and biobehavioral sciences at Louisiana State University School of Medicine, has been named professor and chairman of the Department of Psychiatry, effective June 1.

Enzer received his B.A. degree at Yale University and his M.D. degree from the McGill University Faculty of Medicine. His professional affiliations include: the American Psychiatric Association, American Academy of Child Psychiatry, American Academy of Pediatrics, American College of Psychiatry, Society for Research in Child Development and Southern Psychiatric Association.

Joseph E. Adney, a member of the mathematics faculty since 1960, will become chairman of the department in September.

Adney received a B.S. degree from Stetson University and M.A. and Ph.D. degrees from Ohio State University.

Before joining the MSU faculty in 1960 as an assistant professor, he was assistant professor of mathematics at Purdue University.

In 1961 he was promoted to associate professor and in 1965 was named full professor. He holds membership in the American Mathematical Society and the London Mathematical Society.

Charles Sweeley, professor of biochemistry, has been named to the newly established position of assistant dean for research at the College of Human Medicine.

Sweeley, a 1970 winner of a Guggenheim Fellowship Award, will coordinate the research efforts of the college. He will continue his teaching and research in the Department of Biochemistry where he directs the mass spectrometry facility.

Before coming to MSU in 1968, Sweeley was professor of biochemistry at the University of Pittsburgh and previously had been with the National Institutes of Health.

Retirements

George S. McIntyre, director of the Cooperative Extension Service since 1967, will retire July 1.

Director of the Michigan Department of Agriculture from 1953 to 1965, McIntyre was first appointed to the Cooperative Extension Service in 1932 as Cass County agricultural agent. Before his appointment as professor and director of extension, he was acting director and associate director in charge of field operations. He also served as livestock specialist at Chatham from 1941 to 1946, when he was appointed deputy director of the Michigan Department of Agriculture.

As MSU extension director, he is responsible for a staff of campus specialists and field agents with offices in 80 counties.

McIntyre, who received a B.S. degree in agriculture from MSU, served as secretary of the North Central Directors of Extension in 1968 and chairman in 1969. He is chairman of the legislative subcommittee of the national Extension Committee on Organization and Policy, chairman of the state Rural Development Committee of the U.S. Department of Agriculture and a member of the Governor's Rural



GEORGE S. MCINTYRE

Development Council.

Other retirements accepted by the MSU Board of Trustees Friday were:

MARIE FROSCHER, food service supervisor, Kellogg Center, retroactive to Feb. 1. Mrs. Froscher has been employed by the University since 1951.

CARL S. GERLACH, professor of urban planning and landscape

architecture, as Professor Emeritus, effective July 1. Gerlach has been a member of the faculty since 1937.

BEATRICE F. LEONARDSON, assistant professor and coordinator for Continuing Education, as Assistant Professor Emeritus, July 1, 1974, following a one-year consultantship. Mrs. Leonardson has been on the faculty since 1943.

WILLIAM F. McILRATH, lecturer, Department of Journalism, and director of student publications, Office of the Dean, College of Communication Arts, as Lecturer Emeritus, July 1, 1974, following a one-year consultantship. McIlrath has been on the faculty since 1950.

ELIZABETH E. NICKELL, extension home economist, Cooperative Extension Service, effective May 1. Mrs. Nickell has been a member of the faculty since 1956.

MERLE SPANGLER, maintenance mechanic, Physical Plant Division, effective July 1. Spangler has been employed by the University since 1953.

ANTONIJA W. STRAUTS, housekeeper, Williams Dormitory, effective May 1. Mrs. Strauts has been employed by the University since 1951.

ARNOLD WILLIAMS, professor of English, as Professor Emeritus, July 1, 1974, following a one-year consultantship. Williams has been a member of the faculty since 1939.



BY FRED BRUFLODT

Student show opens for three weeks; Carillon music, a daily treat

Did you ever wonder what kinds of work are created by art students at MSU?

Tomorrow at 7:30 p.m. you can find out when MSU's "Student Art Exhibition" opens its three - week run at Kresge Art Center Gallery.

Both the Entrance Gallery and the larger North Gallery will be used to hold the works of approximately 150 undergraduate art students, according to Jens Plum, associate professor of art and faculty coordinator of the exhibit.

The exhibit will present a variety of media including painting, drawing, sculpture, industrial design, graphic design, jewelry, ceramics, printmaking and photography. A special display of work by freshmen art students will also be included.

Merit awards for the various

categories will be awarded for the first time in the history of the exhibit, says Plum. Stuart Hodge, director of the Flint Institute of Art, will select the recipients, and Gerhard Magnus, chairman of the MSU art department, will make the presentations at the opening.

Plum also reports that many of the works will be for sale.

Refreshments will be served at the opening.

Carillon music

As much a part of the campus as the buildings and landscape are a variety of sounds - the sound of the Red Cedar as it rushes over rocks or the sound of the bells of Beaumont Tower.

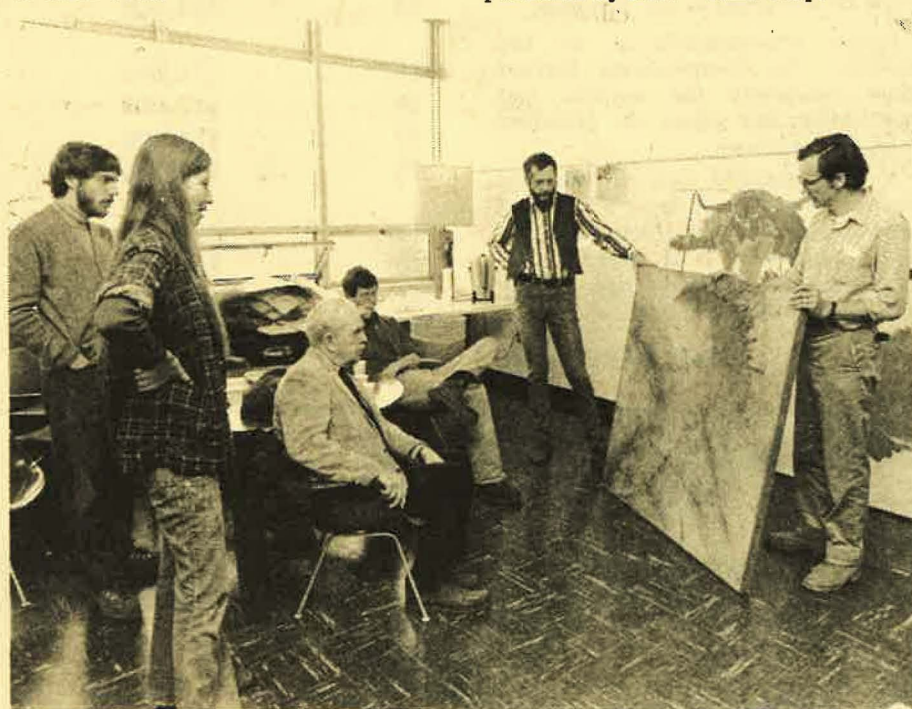
Wendell Westcott, MSU carillonneur and associate professor of music, faithfully provides a musical opening to each day as he performs a 10 - minute concert from 7:50 to 8 a.m.

Again at 5 p.m. he returns to the 47 - bell Beaumont Tower carillon to play until 5:15.

This long - standing campus tradition, which also includes a 45 - minute concert each Sunday afternoon at 2 p.m., continues throughout fall, winter and spring terms until the start of exam week.

Each summer, Westcott presents a series of concerts especially for evening and Sunday afternoon campus visitors.

Much of the music Westcott performs he has arranged for the carillon himself. Also an expert on handbell music, he has just had a two - part "Treasury of Handbell Music" published by Belw' Mills Corp.



Students and faculty who selected paintings for the Student Exhibition were left to right, Scott English, Virginia Jenkins, Prof. Ralf Henriksen, Terry Walsh, Prof. Clifton McChesney, Prof. Jens Plum.

Achievements

Two faculty members and two graduate students in the Department of Linguistics and Oriental and African Languages recently presented papers at the Fourth Annual Conference on African Linguistics held at Queens College of the City University of New York. IRVINE RICHARDSON, professor, delivered a paper entitled "The Role of Tone in Negative Tenses in Sulama"; JOHN B. EULENBERG, visiting assistant professor, "I - Dropping in Hausa and Afro - Asiatic"; ERNEST DUNN, Ph.D. candidate, "The Historical Development of the Southwestern Mande Consonants."

SEOK C. SONG, assistant professor of linguistics and Oriental and African languages, presented a paper entitled "Some Negative Remarks on Negation in Korean" at the annual meeting of the Association for Asian Studies in Chicago.

RONALD H. NELSON, chairman of the Department of Animal Husbandry, has been honored by the Michigan Angus Association for his "devotion to improving the Michigan beef cattle industry" over the last 27 years. The association dedicated their new directory to him and presented him with a citation and a painting.

ROBERT F. CARLSON, professor of horticulture, and STEVEN DOUD, research assistant, have been presented the Paul Shepard Award of the American Pomological Society for the best research paper of 1972. Their paper reported how they put roots on peach cuttings, a technique many considered nearly impossible until this time.

DONALD J. WARD, co - director of United Ministries in Higher Education, has been awarded an Underwood Fellowship for 1974 - 75 by the Danforth Foundation. Ward will conduct a review and evaluation of the Center for Alternatives In/To Higher Education at MSU.

JOHN FERRES, associate professor of American Thought and Language and Lyman Briggs College, recently gave a paper on "New Perspectives in Canadian Literary Criticism" at the Second Biennial Conference of the Association for Canadian Studies in the United States at John Hopkins University, Baltimore.

JOHN R. WINCHESTER, coordinator of American Indian programs, was one of 11 Michigan Indians recently named to the state

Indian Education Advisory Council. The newly created council will work with the State Board of Education and the new state Indian education coordinator to improve the education of the approximately 10,000 Indian students in public schools in Michigan.

BRUCE FOSSUM, MSU golf coach, has been named an area consultant of the National Golf Foundation and will conduct teacher education workshops in golf for schools, colleges and universities in the Michigan and the surrounding area.

MRS. CLIFTON R. WHARTON, JR. was named an honorary member of the College of Human Ecology Alumni Association at the organization's recent 24th annual reunion.

DAVID D. ANDERSON, professor of American Thought and Language has been invited to give a paper on "Linguism, National Identity and National Purpose in Pakistan" before the International Congress of Orientalists, meeting at the Sorbonne in Paris in July.

Books

CORLISS R. ARNOLD, associate professor of music, is the author of "Organ Literature: A Comprehensive Survey," recently published by Scarecrow Press, Inc.

One recent spinoff of medical education innovations in the College of Human Medicine is a new book, "Interviewing and Patient Care," written by ALLEN J. ENELow, former chairman of the Department of Psychiatry and now on the staff of the Pacific Medical Center, and SCOTT N. SWISHER, chairman of the Department of Medicine. The book emphasizes "how" to get information rather than the more traditional approach of telling medical students "what" information to get from patients.

JOHN J. APPEL, professor of American Thought and Language, and his wife, SELMA, are authors of "The Distorted Image: Ethnic Stereotypes in American Popular Graphics," recently published by the Anti-Defamation League of B'nai B'rith. It consists of a 60-slide presentation, a cassette recorded text, and a teachers' manual and discussion guide.

MSU Positions Available

IMPORTANT: Administrative - Professional and Clerical - Technical applicants should contact the Employment Office at 353-4334 by May 1, 1973 and refer to the vacancy by the position number. Fuller descriptions of positions are available in departmental postings. Instructional staff applicants should contact departments noted.

FACULTY

Instr. or Asst. Prof. in Criminal Justice. (M.A.) Specialization required in the area of law enforcement segment of criminal justice system.

Contact: A.F. Brandstatter, Director School of Criminal Justice
Asst. Dean in College of Agriculture and Natural Resources (Ph.D. desired) Administrative experience; effective skills in human relations, communications and leadership. Understanding of Cooperative Extension goals, programs and philosophy is desirable.

Contact: Dean L.L. Boger, College of Agriculture & Natural Resources

ADMINISTRATIVE - PROFESSIONAL

346. Asst. Director III (B.A. and extensive volunteer experience required) Knowledge of the greater Lansing community necessary. Will assist in the planning, implementation and evaluation of the goals and objectives of volunteer programs at MSU. \$10,370 - 13,630

CLERICAL - TECHNICAL

347. Research Associate XI - Electronic training; duties will include repair, calibration, modification and instructing in use of departmental electronic equipment. The position will require capable assistance in

planning experiments, collecting and analyzing data, & writing results. \$4.63 - 5.64/hour

348. Editor VII (part - time) (M.A. in English, Journalism and/or related field) Direct the publishing process of program guide including editing, writing, planning of each issue, proofing and liaison with typesetter. Work 25 hours/week. \$3.20 - 3.98/hour

349. Laboratory Technician VII (part - time) (Laboratory Medical Technician) Work night shift 20 hours per week. Basic medical technical course work necessary. Will accept extensive military medical training and experience. \$3.20 - 3.98/hour

350. Sound Recording Technicians VII - Must have two years experience; assist with high - speed tape duplication, location and studio sound recording, and remote recording systems and other duties as needed. Willing to work some evenings & weekends as necessary. \$3.20 - 3.98/hour

351 - 354. Sr. Dept. Secretary VII (4 positions) Various skills for each position some of which are: typing, shorthand, good voice for short - wave radio communication, able to supervise and work independently. \$6,600 - 8,272

355. Principal Clerk VI - Typing, shorthand, good bookkeeping since job requires cash flow, bank deposits, and cheese inventory. \$6,436 - 8,048

356. & 257. Dept. Secretary (2 positions) - Typing, shorthand, bookkeeping. \$6,367 - 7,389 or \$3.01 - 3.55/hour

358. & 359. Sr. Clerk - Stenographer V (2 positions) Typing one requires shorthand. \$6,267 - 7,389

360. Date Preparation Operator V - Reasonable experience on an IBM 029 or 129 Key punch. Punching both alpha and numeric. Must have experience in setting up own program and in verifying. \$6,267 - 7,389

361. & 362. Sr. Clerk VI (2 positions) One position is receptionist and other is a statistical typist to take minutes and transcribe. \$5,735 - 6,926

363. Clerk - Typist II - Process books and materials in the library. \$5,440 - 6,422

MICHIGAN STATE UNIVERSITY IS AN EQUAL OPPORTUNITY EMPLOYER.

Deaths

Lawrence Jennings, 31, an assistant budget officer in the provosts office, died April 19. He had been an employee of the University since 1964.

Bruce Fineout, 87, a retiree from University Farms, died on April 16.

EXHIBITIONS

Kresge Art Gallery

Undergraduates and M.A. students will participate in the Student Exhibition, which will have examples of work from all of the various sections of the art department. It will offer a comprehensive view of the varied activities that take place in the department at different levels. Jens Plum is the coordinator this year.

Library

"Trollope" includes a comprehensive display of this author's works.

Museum

A sparkling display of more than 50 glass pitchers is featured from the collection of the late Gladys Ferden of Chesaning.

CONFERENCES

- April 27-28 Career Education Facilities Conf., Gull Lake
 April 27-29 Michigan Area of the National Association of the Physically Handicapped
 April 27-29 Symposium on Teaching Undergraduate Urological Education
 April 29 Great Lakes District Rose Society
 April 29 Team Leaders for Community Relations and Administration of Justice
 April 30 Governmental Accounting Conference

- May 2-3 Equine Surgery & Anesthesia Short Course II, Clinic
 April 30 Governmental Accounting Conference
 May 2-3 Equine Surgery & Anesthesia Short Course II, Clinic
 May 3-5 Ethiopian Studies Conference

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.

SEMINARS

THURSDAY, APRIL 26, 1973

Computer assisted instruction in the classroom. Wayne Myers, Don Ricks and John Ferris. 3:30 p.m., 312 Agriculture. **Agricultural Economics.**

Hormonal interaction on the adenyl cyclase system in the uterus. R.C. Bhalla, Depts. of Medicine and Biochemistry, U. of Iowa. 8:30 a.m., 101 Giltner. **Anatomy.**

Variability in the tertiary structure of alpha-chymotrypsin at 2.8 angstrom resolution. Alexander Tulinsky, 4:10 p.m., 101 Biochemistry. **Biochemistry.**

Herbicide research. D. Penner, 4 p.m., 301 Agriculture. **Crop and Soil Sciences.**

United Nations technical assistance: approaches and problems in the '70s. Myer Cohen, senior advisor, UN Development Program, 3:30 p.m., 107 Berkey. **Economics.**

The TIE workshop on tropical ecology in primary productivity in the terrestrial tropics. Peter G. Murphy, 1:30 p.m., 223 Natural Resources. Fisheries and Wildlife.

Field experimental studies of Soviet and American personality. Timothy Brock, professor of psychology, Ohio State U. 4 p.m., 304 Olds. **Psychology.**

The problem-oriented medical record in veterinary teaching. Robert Schirmer, 12:10 p.m., 149 Veterinary Clinic. **Veterinary Medicine.**

FRIDAY, APRIL 27, 1973

UNDP programs in rural development and university research programs in rural development. Myer Cohen, senior advisor, UN Development Program, 3:30 p.m., 310 Agriculture. **Agricultural Economics.**

Selected topics in quantum mechanics. Oktay Sinanoglu, Yale U., 4 p.m., 136 Chemistry. **Chemistry.**

Neo-classical and neo-Keynesian theories of distribution. Edward J. Nell, 3:30 p.m., 312 Agriculture. **Economics.**

The energetics of lust and lethargy in reptiles. William R. Dawson, Dept. of Zoology, U. of Michigan, 3 p.m., 140 Natural Science. **Zoology.**

MONDAY, APRIL 30, 1973

Applications of the Linnett electronic theory to organic chemistry. R.A. Firestone, Merck, Sharp and Dohne Co., 4 p.m., 138 Chemistry. **Chemistry.**

Cortisol binding in lactating bovine mammary gland slices. Ronald C. Gorewit, 4 p.m., 216 Giltner. **Physiology.**

TUESDAY, MAY 1, 1973

Suspension phase polymerization of vinyl chloride. Paul Dittmar, 4 p.m., 284 Engineering. **Chemical Engineering.**

ESR relaxation in liquids. J.H. Freed, Cornell U., 4 p.m., 136 Chemistry. **Chemistry.**

High-temperature long-time strain measurement. W.N. Sharpe, 4:10 p.m., 312 Engineering. **Metallurgy, Mechanics and Materials Science.**

Extraterrestrial life—analogs with terrestrial models. W. Vishniac, Dept. of Biology, U. of Rochester, 4:10 p.m., 146 Giltner. **Microbiology and Public Health.**

Drugs and hepatic heme synthesis. Thomas Tephly, professor, Dept. of Pharmacology, U. of Iowa, 4 p.m., 449B Life Sciences. **Pharmacology.**

Estimating a linear function of parameters from two linear models. K. Shah, Dept. of Statistics, U. of Waterloo, Ontario, 4:10 p.m., 405A Wells. **Statistics and Probability.**

WEDNESDAY, MAY 2, 1973

The impact of demand on labor absorption and earnings distribution: the case of Brazil. Jeffrey G. Williamson, U. of Wisconsin. 3 p.m., 108 Berkey. **Economic Development.**

Standard Optical Scanning Services now available from the MSU Scoring Office. Evaluation Services Staff, 4 p.m., 105 S. Kedzie. **Evaluation Services.**

The use of translocation in the mapping of genes in molds, mice and man. Etta Kafer, 4 p.m., 103 Anthony. **Genetics.**

Direct observation of *Fusarium solani* f. pisi chlamydospore germination in the spermosphere of pea. Gerald Short, 4:10 p.m., 168 Plant Biology Lab. **Plant Pathology.**

Testing of a hypothesis about the localization of nitrogenase in blue-green algae. C. Peter Wolk, 4:10 p.m., 101 Biochemistry. **Plant Research Laboratory.**

THURSDAY, MAY 3, 1973

Dietary regulation of protein metabolism in the whole animal. Hamish H. Munro, professor of physiological chemistry, Massachusetts Institute of Technology. 10 a.m., 158 Natural Resources. **Agriculture and Natural Resources.**

Protein requirements of man during growth, maturity and old age. Hamish N. Munro, professor of physiological chemistry, MIT, 8 p.m., Engineering Auditorium. **Agriculture and Natural Resources.**

The three-dimensional structure of yeast phenylalanine transfer RNA by x-ray crystallographic method and implications on its functions. Sung-hou Kim, Dept. of Biochemistry, Duke U., 4:10 p.m., 101 Biochemistry. **Biochemistry.**

Effect of temperature on the intermediary metabolism of Merion Kentucky bluegrass. John Kaufmann, 4 p.m., 301 Agriculture. **Crop and Soil Sciences.**

Simulation of phylogeny by stochastic models. David M. Raup, Dept. of Geology, U. of Rochester, 3:30 p.m., 204 Natural Science. **Geology Club.**

Chopping trees with an axiom. J. Plotkin, 4:10 p.m., 304A Wells. **Mathematics.**

FRIDAY, MAY 4, 1973

Ferritin: its function in iron metabolism and its structural forms in normal and malignant tissues. Hamish N. Munro, MIT, 10 a.m., 158 Natural Resources. **Agriculture and Natural Resources.**

Rawls' conception of the basic question of morals: its difficulties and an alternative. Richard B. Brandt, U. of Michigan, 8 p.m., 109 S. Kedzie. **Philosophy.**

The morphological structural of biological membranes, as revealed by electron microscopy. Kurt Muhlethaler, Federal Institute of Technology, Zurich, Switzerland. 4:10 p.m., 101 Biochemistry. **Plant Research Laboratory.**

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, APRIL 27, 1973

- 3:30 p.m. Women's softball—MSU vs. Grand Valley State College. Demonstration Hall softball field.
- 7:30 p.m. Eisenstein Film Festival—Under the sponsorship of the Russian and East European Studies Program, "Potemkin," a 1925 silent film, will be presented without charge. 102B Wells.
- 8 p.m. "The New World" is an original science fiction program with an underlying ecological theme. Skywatching sessions follow the 8 p.m. performances. Tickets are sold at the door. Abrams Planetarium.
- 8 p.m. Mariah—Bonnie Raitt and Little Feat, Warner Brothers recording artists, will perform. Tickets are \$2 in advance and \$2.50 at the door, and may be purchased at the Union, Marshall Music, and Elderly Instruments. Erickson Kiva.
- 8:15 p.m. Performing Arts Company will present "A Funny Thing Happened on the Way to the Forum." Fairchild Theatre.
- 10 p.m. "The New World" (see above). Abrams Planetarium.
- 10:30 p.m. Mariah (see above). Erickson Kiva.

SATURDAY, APRIL 28, 1973

- 1 p.m. Women's softball—Doubleheader with Calvin College. Second game begins at 3 p.m. Demonstration Hall softball field.
- 2 p.m. Eisenstein Film Festival (see April 27). 102B Wells.
- 2 p.m. Lacrosse—MSU vs. Ohio State. Practice field south of stadium.
- 2:30 p.m. "The New World" (see April 27). Abrams Planetarium.
- 8 p.m. "The New World" (see April 27). Abrams Planetarium.
- 8:15 p.m. Performing Arts Company (see April 27). Fairchild Theatre.
- 10 p.m. "The New World" (see April 27). Abrams Planetarium.

SUNDAY, APRIL 29, 1973

- 4 p.m. "The New World" (see April 27). Abrams Planetarium.
- 8:15 p.m. Performing Arts Company (see April 27). Fairchild Theatre.

MONDAY, APRIL 30, 1973

- 8:15 p.m. Graduate recital—Howard Niblock, oboist. Music Auditorium.

TUESDAY, MAY 1, 1973

- 12 p.m. University Club luncheon—Denison Rusinow, American Universities Field Staff, will speak on "Nationalism and National Minorities: Case Studies from Central Europe."
- 8:15 p.m. Graduate recital—Carl Saloga, tenor. Music Auditorium.

WEDNESDAY, MAY 2, 1973

- 3:30 p.m. Lacrosse—MSU vs. Notre Dame. Football practice field south of stadium.
- 7:15 p.m. Duplicate bridge—Faculty and staff are welcome to participate as individuals or couples. For information, contact Raymond F. Johnston, 5-6483. Second floor Union.

THURSDAY, MAY 3, 1973

- 8:15 p.m. Orchesis modern dance group will perform under the auspices of the Performing Arts Company. Fairchild Theatre.

FRIDAY, MAY 4, 1973

- 8 p.m. "The New World" (see April 27). Abrams Planetarium.
- 8:15 p.m. Orchesis Dance Concert. Fairchild Theatre.
- 10 p.m. "The New World" (see April 27). Abrams Planetarium.

SATURDAY, MAY 5, 1973

- Small Animals Day.
- 1 p.m. Baseball—MSU vs. University of Michigan. John Kobs Field.
- 2 p.m. Track—MSU vs. Notre Dame. Ralph Young Field.
- 2:30 p.m. "The New World" (see April 27). Abrams Planetarium.
- 8 p.m. "The New World" (see April 27). Abrams Planetarium.
- 8:15 p.m. Orchesis Dance Concert. Fairchild Theatre.
- 8:15 p.m. Concert—Pianists Ralph and Albertine Votapek will perform. Music Auditorium.
- 10 p.m. "The New World" (see April 27). Abrams Planetarium.

BULLETINS

ACADEMIC COUNCIL

Room, International Center.

The Academic Council will meet at 3:15 p.m., Tuesday, May 1, in the Con Con.

FOOTBALL TICKETS

Information for 1973 football season ticket orders for faculty and staff is being made available. Applications can now be obtained from department chairmen.

ICE CREAM SALE

The Food Science Club will sell deluxe chocolate ice cream from 12 to 5 p.m. Friday, April 27, in the Dairy Plant basement. Advanced orders can be placed by calling 3-0764.

RETIREES RESERVATIONS

Reservations for the annual Retirees' Club Ladies Day Luncheon May 14 should be made with Merrill Pierson, 666 Butterfield Dr., East Lansing, by Monday, May 7.

OPEN HOUSE

The Institute of Family and Child Development will hold an open house from 2 to 4 p.m. Sunday, April 29 in home management units 3 and 4. Anyone interested in enrolling his child for the next school year and all faculty members are invited.

SWIM EARLY!

An early bird club for length swimmers will begin Monday, April 30, at the Women's IM Bldg. if 25 swimmers call Carol Harding or Carol Wainwright, 5-4710, and express interest. The pool would be open to men and women from 6:30 to 7:50 a.m., Monday through Friday. Swimmers should bring their own locks and towels will be provided on deck.

POETRY

Donald Hall, University of Michigan poet, will speak on the "Continuity of T.S. Eliot" at 8:30 p.m., Thursday, May 3 in Kellogg Auditorium. At 4 p.m., Friday, May 4, Robert Creeley, SUNY at Buffalo, and John Unterecker, Columbia University, will give poetry readings in Kellogg Auditorium. There is no charge for admission to either event. Both are sponsored by the Department of English.

EXHIBIT OPENING

The public is invited to the opening of the student exhibition from 7 to 10 p.m. Friday, April 27, at Kresge Art Gallery. Refreshments will be served.

FACULTY FOLK

Faculty Folk—Newcomers will tour Meadowbrook Hall, Oakland University, from 9 a.m. to 4 p.m. Friday, May 11. Participants will board buses at Federals in Frandor. Tickets are \$10.50 and may be obtained by calling Mrs. Robert O. Barr, 351-1205 or Mrs. Edward C. Miller, 349-9513.

DOUBLE BASS

On Saturday, April 28, the Midwestern Double Bass Symposium will be held in the Music Practice Bldg. Student recitals will begin at 9 a.m. in Room 103. Orchestral excerpt sessions will start at 1:30 p.m. and a panel discussion will be held at 3:15 p.m. For information, call Virginia Bodman, 3-9121.

POTTERY SALE

The Potters' Guild and MSU graduate students in ceramics will hold their annual spring pottery sale from 10 a.m. to 6 p.m. Friday, May 4, and from 9 a.m. to 5 p.m. Saturday, May 5 in the Union. Items will include handmade stoneware and porcelain such as casseroles, pitchers, hanging pots and planters, windchimes, etc.

MID-TERM GRADES

Special mid-term grade cards will be delivered to departmental offices on Friday, April 27. The grading system is printed on the face of each class card. The Office of the Registrar will make a pickup on Friday, May 4, after 9 a.m. Otherwise, cards must be returned to 150 Administration Bldg. no later than 11 a.m., May 4. The returned cards will be redistributed on Monday, May 7, to those who requested them. For information, call 5-9596.

WITHHOLDING DEADLINE

Previously filed W-4E forms expire April 30. Students will need to file new forms if they wish their wages to be exempt from federal tax withholding. To qualify, a student must not have owed any income tax last year and expects not to owe any this year. April 30 is the deadline for students on the student payroll to file exemption certificates with the Payroll Division, 350 Administration, in time for the May 4 payroll. May 7 is the deadline for graduate assistants to file for the May 15 payroll.