

Budgetary pushes and tugs are expected

With the recent unveiling of Gov. William G. Milliken's state budget for fiscal year 1971 - 72, appropriations bills for Michigan higher education start their journey at a time when the state is still facing many economic hardships. Gov. Milliken's recommendations call for a \$4 million increase in MSU's appropriations from last year, \$5.8 million increase for Wayne State

University and \$1.9 million increase for the University of Michigan.

Already several members of the legislature have indicated that the Governor's budget places too much reliance on an expected upward move in the state's economy. They argue that such a trend is not clear at this time. This position by several legislators

would also indicate a possibility of a fight for increases in higher education.

In the past, the legislature generally developed appropriations bills which either closely followed the Governor's recommendations or went below the recommended figures.

* * *

AS THE SENATE and House

appropriation bills are started in the Legislature, there is developing a trend toward an emphasis on the promotion of shared programs among the state's institutions of higher learning. With the economic pinch on, many legislators are asking if academic programs as well as

Continued on page 3

A-P study is proposed

The executive board of the Administrative Professional Association has authorized reconstitution of the association's classification committee, and will ask the group to develop plans for making a campus-wide study of the A - P classification system.

William D. Kenney, association president, said the committee would be asked to continue its analysis of the A - P survey results (Faculty News, Feb. 2) and to consider the varying approaches to a classification study.

The committee has recommended that a study of the A - P system be done by the association in cooperation with the personnel office.

Kenney, an assistant director in financial aids, said that before such a study is launched it is important to determine the kind of structure that will be acceptable to all segments of the University.

And he pointed out that plans for such a study should not create "any false hopes or unnecessary fears among A - P employees."

The classification committee will continue to be chaired by J. Henry Backus, an employment specialist in the personnel office.

Data from the results of last month's A - P survey have been put on punched cards, and they will be further analyzed by computer.

MSU Faculty News

Vol. 2, No. 17

Michigan State University

Feb. 16, 1971

Senate to meet next week to consider bylaw changes

The Faculty Steering Committee has called a special session of the Academic Senate for next week (Feb. 23) at 4 p.m. in 108B Wells Hall to consider a bylaw amendment approved at the Feb. 9 meeting of the Academic Council.

The amendment, part of the bylaw package concerning student participation in student government (the Taylor Report) reinstates the right of the University Student Affairs Committee (USAC) to initiate amendments to policies relating to academic rights and responsibilities of students, "provided that any amendment affecting the professional rights and responsibilities of the faculty (as the Elected Faculty Council interprets these rights and responsibilities) must be approved by the Elected Faculty Council before consideration by the Academic Council."

The amendment as approved by the Senate last month excepted two

sections of the Academic Freedom Report from the initiatory prerogative of USAC. This action contradicted the amendment procedures as outlined in the freedom report itself.

An amendment to the freedom report clarifying those amendment procedures will be discussed at the March meeting of the Council.

The original bylaw amendment also said that the Council "shall refuse to consider any amendment or revision of

(the two sections of the Academic Freedom Report dealing with faculty rights and responsibilities) until the proposed change has received the endorsement of the University Committee on Faculty Affairs and Faculty Compensation, and the approval of the Elected Faculty Council."

The new amendment says that the Council shall not approve any amendment or revision of the two sections without prior review of the two above-mentioned bodies.

The Council chose to amend the bylaws in this way rather than deleting the two sections from the freedom report (as was proposed at the Feb. 9 Council meeting). E. Fred Carlisle, associate professor of English and chairman of the faculty affairs subcommittee studying faculty rights and responsibilities, said that the freedom report "speaks to mutual rights and responsibilities of students and faculty" and thus should remain intact.

Grad rights document

Copies of the Graduate Student Rights and Responsibilities document are available from either the Graduate Office (246 Administration Building) or the Council of Graduate Students (Room 4, Student Services Building). The document has been passed by both COGS and the Graduate Council.

Wharton cites 'continuity and change'

Citing a period of "academic greatness under stress," President Clifton R. Wharton Monday night said that the University needs to overcome three obstacles to attain leadership in excellence.

In his first "state of the University" address since assuming the presidency last year, Wharton emphasized a theme of "continuity and change" for MSU.

And he cited three challenges: "Financial stringency and the need to reorder our educational priorities;" the challenge of "external intrusions into the conduct of our academic affairs;"

and "internal imperfections in our relationships to each other."

-The Financial Challenge

"Michigan State is no newcomer to financial stringency. But there is something quite different in the present situation. It is not likely to pass away in a year or two. Our recent cut in appropriations of \$600,000 and the modest proposed increase of \$4 million for next year are mere symptoms of a more serious long-term illness. Thus, short-run palliatives will not suffice as a response.

"We have made modest gains on faculty salaries but still have far to go to reach even the average of the Big Ten. Our operating funds have been badly hit by cuts and by inflation. Even more serious for the long run is our capital-fund situation. We have for some time been postponing replacement and purchase of much new equipment, while the inflation has made catching up even more costly. The day of reckoning is coming and it will have to be faced.

"We have already lost our financial flexibility, and only major long-run adjustments in our financing and in our

commitments will suffice....

"The typical university of today is far too frequently a disorganized aggregation which reflects the impact of two sets of forces: First, the successful intervention of various special interest groups who promoted a particular school, college or program; and second, the imitative pressures wherein each university strives to imitate and excel another....

"In our planning effort, Michigan State, like all other universities, must begin to emphasize its areas of greatest comparative advantage, while simultaneously reaching out to sister institutions in an attempt to develop greater cooperation and coordination within a larger system of higher education....

"Educational reform and the setting of priorities is a most difficult task, one which cannot be done without the faculty - you who are at the heart of the university. But other members of the university community must also recognize the importance of self-analysis and setting coherent long-term goals. And in setting these plans, we all

must also recognize the need to say "no" to those suggestions and proposals which do not fit our plans and priorities. As a single institution with limited resources, we simply cannot be all things to all people.

External Intrusions

"A second major challenge which we face is external interference in the conduct of our academic affairs. One example of external intervention is the legislative effort to enforce uniform teaching loads in all institutions of higher education. Despite similarities, there are still great differences between Wayne State University, the University of Michigan, and Michigan State - and even greater variations within each institution. A prescription for uniform teaching loads fails to recognize the diverse requirements of different fields of study, the different distributions of functions within a department or college and the variety of non-teaching work time which contributes toward making each classroom contact maximally effective...."

(Continued on page 3)

Faculty Club today

Speakers at today's noon meeting at the Faculty Club will be Axel L. Anderson (of MSU) and Irving Sattinger (U of M), vice chairman and executive secretary, respectively, of the U of M - MSU Committee on Remote Sensing. Their topic: "Earth Resource Application of Remote Sensors from Space and Aircraft."

Elected Council to get trustee report

The Elected Faculty Council will meet this afternoon at 3:15 in the Con Con Room of the International Center to consider three items:

*A report from the ad hoc committee on procedures for selection of trustees.

*A report on the Association of Michigan Collegiate Faculties.

*A review of the status of collective bargaining for faculty.

The Elected Faculty Council includes the president, provost, elected faculty representatives to the Academic Council, and members of the steering committee.

THE REPORT on trustee selection procedures will come from a committee appointed in 1968. Their charge then was to "investigate means by which governing boards are chosen at other universities, to study how trustees of MSU are selected, and make recommendations to improve the selection procedures at MSU."

The report excerpts pertinent sections of the Michigan Constitution, discusses the role of the MSU Alumni Association (which has established a search committee to recommend candidates to the two major political

parties), and reviews data from 52 university governing boards.

On those 52 boards, membership ranges from seven to 108, though the mode is nine; methods of selection are by election, appointment and an ex officio basis, though most cases combine methods; term of office ranges from three to 16 years, though the mean is seven years and the mode is six years.

Legal qualifications most often cited, according to the report, are sex, age, occupation, residence and religion. Board members come from various "walks of life," the report says, though

blue collar workers, farmers, students, women and faculty are usually omitted.

The responsibility of boards is legislative, the report states, "and they are not an executive body."

"Imperatives for effective operation of the board of trustees," the report states, "are: frequent, regular and open meetings; careful organization and preparation of agenda items; continued distribution of reading materials; organized formal contact with faculty; and open and frequent discussions with students."

The report further discusses "in-service training" for trustees:

"Emergence of university boards of trustees as viable decision-making bodies requires that trustees be cognizant of all aspects of the university's goals and functions. Preparation for these responsibilities is best achieved through continuous in-service training programs.

"Internal orientation should meet the unique needs of the board and the campus. Workshops, trustee retreats, regional conferences, use of consultants, individual conferences, committee membership, rotation of committee members, newsletters and current exchange of materials are all essential procedures for continued in-depth training for trustees."

Committee develops seven areas for faculty rights, responsibilities

The Ad Hoc Committee to Study Faculty Rights, Responsibilities and Grievance Procedures has agreed upon a tentative outline of study, covering seven broad areas.

Those areas, according to E. Fred Carlisle, associate professor of English and chairman of the ad hoc committee, are:

* Definition of the major professional relationships of faculty, such as faculty-student, faculty-faculty, faculty-administrators, and faculty-community;

* Academic rights and responsibilities;

* Rights and responsibilities as an employee, including knowledge of working conditions in detail, clearly defined procedures for reappointment, teaching load, research time, fringe benefits, etc.;

* Economic rights and responsibilities, including salaries and participation in budget allocation;

* Political and public rights and responsibilities, including such topics as a faculty member's right to participate in partisan politics;

* Academic governance;

* Grievance and appeal procedures.

Subcommittees to study these areas will probably hold open hearings, Carlisle said, to which all members of the University community (including students and administrators) will be invited. He said he hopes the ad hoc committee will have a rough draft completed by the end of spring term.

THE AD HOC committee was established last October, originally as a subcommittee of the Faculty Affairs Committee, to study grievance procedures. But it since has expanded to include representatives from the Academic Council, Educational Policies Committee, Faculty Tenure Committee, Committee Against Discrimination, the provost's office, and the secretary of the faculty.

No single factor spurred the establishment of this ad hoc committee, Carlisle said, though contributing factors may have included the discussions on student participation in academic governance (and the three sections on faculty prerogatives in the Taylor Report) and the discussions on the proposed committee on faculty affairs and compensation.

Much of what the ad hoc committee will study will actually be drawn together from various existing University documents — such as the policy handbook, the Academic Freedom Report, the Code of Teaching Responsibility, the Board of Trustees' bylaws (which includes one long article

on faculty rights), and a document now being prepared on University statutes (which includes a chapter on faculty rights).

The intention, Carlisle said, is to incorporate all that the faculty has already agreed to for itself in these other reports and documents. Very few universities, he said, have a broad statement on faculty rights.

And, Carlisle said, wherever necessary or helpful, the committee may suggest revisions of some of these documents, or try to define areas which are still vague.

NONE OF the areas under study is "new," he said. "You can find something, somewhere, on most of these." But the committee may be putting it in writing for the first time, such as in the case of grievance procedures.

(The Faculty Tenure Committee does have some grievance procedures, but these are for questions of tenure or promotion only, and are for matters of procedure, not of substance.)

Discrimination still exists, women's group charges

Women are being discriminated against within some of the major academic and administrative units of the University. That was the contention of a group of about 20 female faculty, staff and students who met last week with representatives from the Committee Against Discrimination (CAD).

The occasion was a session centering on the question of "fair, just and equitable treatment for women at Michigan State."

The group of women working through CAD is primarily concerned with examining discriminatory practices apparent within the framework of University policy. Some of the concerns are salary inequities, status of part-time female employees, availability of fringe benefits, and policy governing female placement and promotion.

Mrs. Mary Sharp, assistant director of the Office of Equal Opportunity Programs and spokesman for CAD, commented that her office has had the opportunity to study the situation at the University of Michigan pertaining to sexual discrimination which, she added, has given impetus to CAD's efforts.

She said that MSU appeared to be in a better position to improve its treatment of females.

The ad hoc committee's work will not conflict with the bylaws (which are concerned with faculty organization and only briefly alludes to faculty rights, Carlisle said), nor will it change the Academic Freedom Report. The freedom report includes statements on grades and classroom procedures which may be elaborated on, he said, so the two documents may overlap.

The ad hoc committee's report on rights and responsibilities will "broadly, but hopefully not blandly" refer to other documents which provide details, Carlisle said, such as the policy handbook which outlines the faculty ranks and appointments pertaining to questions of tenure.

How does all of this relate to the current discussions on campus relating to collective bargaining?

"I think it is important for faculty to define, before it organizes, its sense of its rights and responsibilities," Carlisle said. "Then a union contract can endorse what the faculty has already decided for itself."

"We have made some great advances here," she said. "We know our statistics, we have done our research, and are now in the process of effecting change."

"We've also found," Mrs. Sharp added, "that what appeared to be discriminatory treatment of women may also apply to men, a fact which should not be overlooked."

Discussing the outlook for women in the job market, Leslie B. Rout, associate professor of history, and Alexander Martin, research associate in physics, the two male representatives at the meeting, commented that the employment situation is bleak for everyone.

"Although it may have been a particularly bad year for women, it's been a bad year for Blacks and Chicanos as well," Rout said.

But he added that "this in no way belittles your complaints. The fact is, we're all concerned about the prospective employment situation."

Women at the University were urged to file any complaint of possible discriminatory treatment in Room 312 of the Administration Building with the Committee Against Discrimination, part of the Office of Equal Opportunity.

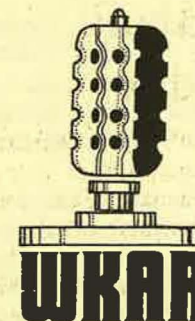
— REGINA SHERARD



Tuesday, Feb. 16 — 7 p.m.: "The differences between common and preferred stocks are discussed on "Investing in the Stock Market."

Friday, Feb. 19 — The communications gap between adults and youth in a community as they deal with drug-related problems is explored on "The Turned On Crisis."

Sunday, Feb. 21 — 11 a.m.: Fighting — from lovers' quarrels to wars among nations — is the topic on "San Francisco Mix." 12:30 p.m.: "Professional Theatre Goes West" is a discussion by U of M professors of Ann Arbor's rise as a theatre center. 1:30 p.m.: "The Great American Dream Machine." 4:30 p.m.: An intensive look at Bucks County Prison in Doylestown, Pa., is featured on "Realities." 10 p.m.: Drug prevention efforts across the nation are studied on part four of "The Turned On Crisis." 11 p.m.: Ralph Meeker stars in "Hard Travelin'," a drama set during the depression.



Tuesday, Feb. 16 — 1 p.m. (AM): Rev. Jesse Jackson and Jean Mayer discuss "Hunger in America: A Curse on an Affluent Nation." 7 p.m. (FM): "Future Shock" by Alvin Toffler is featured on "Bookbeat." 7:30 p.m. (FM) — MSU-Indiana basketball from Bloomington.

Wednesday, Feb. 17 — 1 p.m. (AM): James Bonnen, professor of agricultural economics, discusses "Progress and Poverty: The People Left Behind."

Thursday, Feb. 18 — 11:30 a.m. (AM): Washington society writers Maxine Cheshire (Washington Post), Betty Beale (Evening Star) and Kandy Stroud (Women's Wear Daily) are interviewed on "A Federal Case."

Saturday, Feb. 19 — 2 p.m. (FM): Rossini's "The Barber of Seville" is broadcast from the Metropolitan Opera.

Sunday, Feb. 21 — 2 p.m.: The Cleveland Orchestra performs "Musique Funebre" by Lutoslawski; Concerto for Violin and Orchestra, No. 4, by Mozart; Symphony No. 2 by Scriabin.

Budget begins its legislative trip . . .

Concluded from page 1

proposed buildings are duplications of already existing programs and facilities. Or if the State will be better served by a cooperative venture.

There also exists a strong possibility that higher education will be asked to take another cut from current operating

budgets. Although there has been hope that higher education would be spared further cuts, pressures are currently at work to see that universities and colleges are included with the cuts being asked of the rest of education. Indications are that the cut would be around the one percent level.

Among recent bills introduced in the new session of the Legislature are: A proposal for an amendment to the State Constitution which would abolish elected governing boards at the "big three" universities, introduced by Sen. Robert W. Davis of St. Ignace; a bill to allow additional amounts to be disbursed and credited for eligible higher education employees participating in optional retirement programs, introduced by Rep. James H. Heinze of Battle Creek; and a bill to create a state - supported school of optometry, establish an advisory board and assign the institution to a four - year state institution of higher learning, introduced by Rep. Roy Smith of Ypsilanti.

* * *

AS THE UNIVERSITY begins its trip down the appropriations road in the

Legislature this year, MSU is faced with dealing with three agencies.

As in past years, higher education budgets must first be approved by the Bureau of the Budget in the Governor's Office. Then the requests are studied by the legislative Fiscal Agency in the Legislature, which is housed in the Senate but until this year was a staff resource for both houses of the Legislature.

Through legislation enacted last year, the higher education requests must also be studied by the new House Fiscal Agency, which means institutions face three bureaus of the budget in moving a budget through state government. There are indications that for this session, the House agency will work very closely with the Senate agency in studying budgets for higher education.

— MIKE BORN

Wharton's address . . .

Concluded from page 1

Wharton listed other intrusions, including:

"We are under pressure to achieve unrealistic increases in "productivity" which would seriously jeopardize the quality and effectiveness of our educational services for the state.

"We are also experiencing increasing efforts by outside groups to dictate what we will or will not do as a university. There are attempts to affect the teaching curriculum, to direct the focus of research, and to force upon universities programs with questionable priorities, particularly in these financially troubled times . . .

" . . . attempts at direct intervention into the decision processes of the University grow. The problem is getting worse, not better.

"Why is this happening? The Legislature is not acting out of caprice or malice, but out of concern for real problems. A legislature is elected to represent its citizens and it reflects the concerns of those citizens. Obviously some of our legislators and some of our citizens are not happy with the university. But why? What is the segment of society which they represent saying about us? We must see ourselves as others do, if we are to understand and contend with a situation so uncongenial to the university.

nation creates an image of chaos and unrest that is quickly generalized to all students and to all universities — even to ours which has had a reasonably quiet campus. Disruption of normal functions of the university, destruction of university property, denial of the rights of others to speak, to attend class, all have had very high costs for the university, even though the image makers, the nihilists, may be a tiny minority of the students and faculty in this country . . .

"And what does the public see? First of all, it sees undignified brawls and unpleasant squabbles within and between trustees, faculty, students, non - academic employees, and administration, in which much of the behavior is self - serving and devoid of mutual respect. The public concludes accurately that on too many occasions these groups are working at cross purposes and disagree fundamentally on the university's role in society . . ."

Wharton added that he is "determined to maintain the integrity of our decision processes. I shall resist all forms of political blackmail and imperialism by any group in the University and shall, to the best of my ability, penalize irresponsible behavior."

'Sesame Street' researcher to speak

One of the specialists who works with television's "Sesame Street" will speak Thursday (Feb. 18) at 10:15 a.m. in the Con Con Room of the International Center.

Edward Palmer, vice president and director of research of the Children's Television Workshop will discuss "What Sesame Street Can Teach The Educator."

Palmer's lecture is the first in this year's Visiting Scholars program in educational psychology.

He will also conduct a series of seminars Thursday afternoon (1:30 to 4), Friday morning (9:30 to 12 noon), and Friday afternoon (1:30 to 4).

Palmer, who holds the Ph.D. from MSU, coordinates research concerned with "Sesame Street" programming. He is also supervising development of a new children's TV program that begins next year.

Other speakers in the series include: Jerome S. Bruner of Harvard University, March 5-6; Elliot Eisner, Stanford University, April 1-2; Lawrence Cremin, Columbia University, April 15-16; Lee J. Cronbach, Stanford, May 5-6; William D. Rohwer, University of California, Berkeley, May 20-21.

Sigma Xi speech

An international authority on mercury poisoning, Norton Nelson, chairman and director of the New York University Medical Center, will deliver the winter term Sigma Xi lecture. His lecture will be at 7:30 p.m. tonight in 106B Wells Hall.

Opinion poll questions set

Eight questions will appear on the ballot of the first MSU Opinion Poll to be conducted on campus Feb. 23 and 24. Students, faculty and staff will have an opportunity to vote.

The questions were compiled from suggestions submitted by members of the University community, and final selection was made by the MSU Opinion Poll Committee, a group made up of representatives of the various campus constituencies.

The polls will be open for four hours on each of the two days — from 10 a.m. to 2 p.m. on Tuesday, Feb. 23, and from 3 p.m. to 7 p.m. on Wednesday, Feb. 24. A list of polling places, which will be in about 25 locations in academic buildings, residence halls and

service buildings, will be announced later.

Ballots will be counted electronically, and it will be possible to determine how each group — faculty, students, etc. — voted on each question.

Faculty and staff will receive "voter permit cards" in their names. These cards will be punched once a ballot has been obtained. Students will get their ballots by presenting student ID cards to poll workers.

In many ways, the poll will be a test of campus interest in such efforts. Past participation in campus elections and referenda has not been great, but with about 50,000 persons eligible to vote in the upcoming poll, the committee hopes that the turnout will be extensive.

THE QUESTIONS . . .

1. Should students be permitted to participate in determining faculty tenure policy and decisions?
2. Should MSU change from a quarter system to a semester system? (For example: September - December and January - April, with summer course offerings).
3. Do you think editorials in the State News generally reflect the views of the student body?
4. Do you believe the Laotian operation is justified as a means of facilitating U.S. military withdrawals from Indochina?
5. Should opportunities for undergraduates to take credit - no credit courses be increased beyond the present 30-hour limitation?
6. Do you feel there has been improvement in the development of on-campus information channels between administration, students, faculty and staff?
7. Do you think the 18 - year - old vote will influence the outcome of Federal elections?
8. In general, are you reasonably satisfied with your relationship with MSU?

Justice officials to visit Thursday

Representatives of the U.S. Department of Justice will participate in a public meeting Thursday (Feb. 18) from 1 to 3 p.m. in the MSU Auditorium.

Four, possibly five, justice officials and five students will make up a panel for the Thursday afternoon open session. The representatives are also

Drugs 'on trial'

The highlights of a five - day symposium during which the major issues of drug use were put "on trial" will be broadcast next week on WKAR-AM.

The programs, to be heard next Monday through Friday (Feb. 22-26), are based on recordings of a symposium, "Drugs — The Issues on Trial," held recently in Pontiac. They will be aired from 10 a.m. to 12 noon and from 1 to 3 p.m. daily.

scheduled for a series of meetings with students in residence halls from 3:30 p.m. until dinner Thursday.

Scheduled thus far to visit the campus are Shiro Kashiwa, assistant attorney general in charge of land and natural resources; Ralph Guy, U.S. district attorney for Detroit; David Rose, chief of employment in the civil rights division; and David Smith of the special projects section, criminal division. Their visit is the result of a request from the justice department last fall.

MSU Faculty News

Editor: Gene Rietfors
Associate Editor: Beverly Twitchell
Editorial Offices: Rooms 323 and 324, Linton Hall, Michigan State University, East Lansing 48823. Phone: 355-2285.
Published weekly during the September - June academic year by the Department of Information Services.
Second - class postage paid at East Lansing, Mich. 48823.

Charles Blend dies Sunday

The chairman of MSU's Department of Romance Languages, Charles D. Blend, died Sunday (Feb. 14) in Detroit's Ford Hospital after a long illness. He was 52.

Blend joined the faculty in 1966 as chairman and professor of romance languages after four years as head of the romance language department at the University of North Carolina.

He had been an instructor (1953-56) and assistant professor (1957-62) at Ohio State University where he earned B.A., M.A. and Ph.D. degrees.

Blend's special field was 20th - century French literature, and his publications include the book "Andre Malraux, Tragic Humanist." He was a Fulbright Scholar in 1949 in France and in 1956 received an American Philosophical Society grant for research in France.

He had requested that his body be donated to science. The family has requested that memorial contributions be given to any foundation engaged in cancer research.

Involvement: Key to searching for deans

Finding a college dean: Procedures that could have been established in a matter of hours take a matter of months, according to William Rintelmann, chairman of the College of Communication Arts advisory committee.

The reason: Insuring that students and faculty are involved as much as possible.

Searches are on now in three colleges: Human ecology, communication arts and education. But while human ecology is near the end of its search, and communication arts has the procedures established and in operation, education is only just beginning.

The problem, as seen by Robert Rice, chairman of human environment and design and co-chairman of Human Ecology's search and selection committee, is "rare." Details are lost, different people fill faculty ranks, criteria vary, he says — "It is a unique sort of process in all colleges, each time they have to go through this."

Questions are, of course, many. Beyond the basic question of who the new dean should be, come others:

What kind of dean does the college want or need? What criteria do students, faculty and administrators see as necessary to be met? How will special problems in the college or in the University, particularly pecuniary problems, affect the procedures? What procedures should be used to select this new dean? And even before that, what procedures shall be used to establish the procedures to actually "search and select?" That is, who shall search and select? What are their parameters?

* * *

THE UNIVERSITY'S operating principle in selecting a dean is stated in Article 3.2.3 of the current faculty bylaws: "The selection of academic deans... should be the responsibility of the president with the advice of and in consultation with the appropriate faculty."

The bylaws also provide for collaboration between the provost, the college advisory council and department chairmen or institute directors, to formulate procedures "governing such consultation." The procedures must be approved by the provost and the voting faculty of the college.

Basically, the human ecology and communication arts selection committees include representatives elected from each of the college's departments, plus one undergraduate and one graduate student. But human ecology also included a faculty member elected from the college at large; and communication arts includes a representative of the provost's office.

Also, both committees have one representative each selected at large by the provost in order to provide balance, according to Provost John Cantlon. For example, no women were elected to the communication arts selection committee, so his appointee was female. Another consideration might be representation of lower faculty ranks, he said.

The College of Education has consulted with the provost regarding selection procedures. Its procedures have been approved by the provost, the college advisory council, department chairmen and directors of institutes, and have been presented in a mail ballot to faculty for approval.

Education's procedures, if approved by the faculty, would establish a 10-man committee, including a faculty representative from each department; a representative from those faculty members not in any department, one



faculty member to be appointed by the provost; one undergraduate and one graduate student; and one representative from the provost's office to serve without vote. The selection committee would establish its own rules and procedures.

* * *

WITH THAT big step taken, the selection committees themselves convene. In both human ecology and communication arts, an early second step was to solicit nominations from students and faculty in the college. Human ecology received some 70 names, placed them on a "ballot" and redistributed the ballot to the college personnel, asking that 10 candidates be selected and ranked.

Communication Arts received only three initial nominees. These were placed on a ballot and voted on by the college faculty. Originally the intent of the election, Rintelmann said, was to narrow the field to about five names. But since there were only three nominees, the election results were confidential, and the three names were submitted to the search and selection committee.

* * *

FROM THAT point, it was, for human ecology, a matter of discussion and interviews and solicitation of vitae, until a list of three names was settled upon, ranked and submitted to the provost. That was completed in December, and thus far one of the candidates has been here for further interviews. From current Dean Jeanette Lee's announcement of retirement plans to the submission of three candidates to the provost, the process took nearly one year.

Communication Arts Dean Jack Bain announced his intention to return to full-time teaching in October; the selection committee convened in January, and nominations have been solicited from the University community.

Education finds itself in a unique position among the three search and selection committees, in that Dean John

E. Ivey Jr. will retire at the end of the this term, so an interim or acting dean must be appointed.

The elected members of the College Advisory Council served as a search and selection committee for the interim dean. It solicited nominations from the faculty, narrowed the list from the 28 names suggested, and was to submit its recommendations to the advisory council, department chairmen and directors of institutes Monday morning. Archibald Shaw, chairman of the college's advisory council, said that he hoped that group would have three to five names to recommend for the acting deanship to the provost by the end of that meeting.

* * *

THE PROBLEMS of search and selection, as the provost sees them, include the need for "a point beyond which it is not practical to involve faculty." This is due, he said, to the need for expediency, in keeping the "job manageable," with the interviews and paperwork which must be handled.

The larger problem, "the real challenge," Cantlon said, "is, of course, to identify the best person they can find," using "what is rather unsatisfactory evidence (vitae, letters of recommendation)."

"Then there is the job to allure him here. And we're in a very difficult recruiting posture here," he said, referring to the current national economic recession. "People tend not to want to move during those sorts of conditions."

The search has further monetary considerations in that the provost is not able to "offer them dollars," he said. Human Ecology has a freed salary since Dean Lee is leaving. Communication Arts will not have a freed salary, since Bain will remain with the college faculty. So the provost encouraged that faculty to look within the University for a new dean, though he said the committees are "not restricted totally" from looking inside or outside the University.

— BEVERLY TWITCHELL



Facing winter's persistence

— Photo by Dick Wesley