

Fighting discrimination

Judicial board hears varied cases

A student claims he is being discriminated against in his job because he may not grow a beard

A woman claims inequity in salary because of her sex

A student complains that registration interferes with a Jewish holiday

A man says he has been discharged because of his race

The student is told of health and sanitation reasons for the personal appearance requirement; the woman's claim is still being studied.

The Registrar's Office arranges alternate registration procedures for students affected by the Jewish holiday; and the discharged man is found to have been absent frequently from his job

* * *

The MSU Anti-Discrimination Judicial Board (ADJB) — or more correctly, the staff assigned to work

with the board — has heard cases on sex, racial, ethnic discrimination in regard to hiring, firing, benefits, salary, and conditions of employment.

Many of these cases never actually get to the board because they are resolved or dismissed following the preliminary investigation by the staff in the Office of Equal Opportunity Programs.

Persons who feel they have been discriminated against because of race, creed, ethnic origin or sex are invited to direct complaints to either the ADJB or to the Committee Against Discrimination. Both were established by the Board of Trustees in February, 1970. The judicial board handles primarily individual cases brought to it; the committee may investigate class cases and may initiate reviews of areas where discriminatory practices are suspected.

Some recent cases — most of them reported cases anonymously to Mrs. Mary Sharp, assistant director of

EOP and executive secretary of the judicial board — may have to be reviewed by the Committee Against Discrimination. Thus the delineation between jurisdictions of the two bodies may fluctuate at times.

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THE RECENT UPSURGE of anonymously reported cases, Mrs. Sharp said, may be attributed to the recent activities of new women's groups particularly the Alliance Against Sex Discrimination which have been investigating alleged discrimination and pushing for changes, especially in the area of salaries.

Allegations of sex discrimination have been made to Mrs. Sharp against 14 units of the University. The alleged discrimination takes different forms, from difference in pay rates to lack of women in policy or service positions, such as in the Department of Public Safety.

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Nov. 4, 1971

EFC to continue grievance debate

The Elected Faculty Council (EFC) will reconvene Tuesday (Nov. 9) at 3 p.m. in the Con Con Room of the International Center for further consideration of proposed faculty grievance procedures. Amending motions will be accepted at that time, President Wharton told the council.

Debate at Tuesday's (Nov. 2) EFC meeting centered on whether decisions of the proposed appeals board should be binding on the president. C. Keith Groty, acting chairman of labor and industrial relations, began debate by questioning section 7.4 of the proposed document which gives the president the option to adopt and implement a decision or to overrule it.

Grievance procedures have two missions, Groty said: To bring to fore a problem and have communication on it, or to have resolution. The proposal as stated would not bring resolution, he said. E. Fred Carlisle, chairman of the

ad hoc committee which developed the procedures, responded that he thought the procedures would resolve grievances, except perhaps in unusual circumstances. To assume otherwise, he said, is to assume that academic governance does not meet resolution and is not successful in working with the administration. The procedures, Carlisle again emphasized, are consistent with the existing advisory function of academic governance.

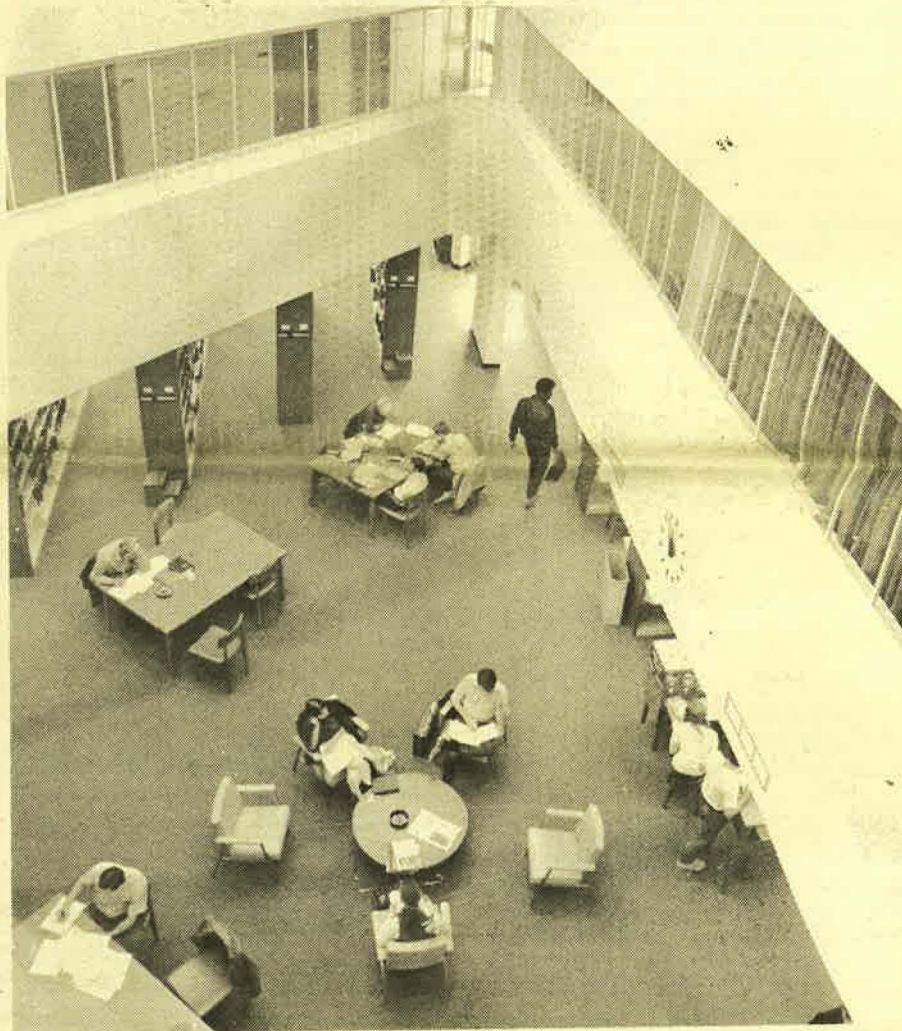
Thomas Greer, professor of humanities, said that the proposed nonbinding procedures were illogical and presented a "kind of conflict of interest" for the president, who would be "judging grievances against his own administration." Greer said the procedures should be modeled after those for the Anti-Discrimination Judicial Board, where the only reference to the president is that he will report actions of the appeals board to the Board of Trustees. Wharton questioned whether a president can delegate legal liability to other bodies. He said similar wording to that proposed by Carlisle's committee exists at other institutions.

Hendrik Zwarensteijn, professor of business law and office administration, raised two other questions: The procedures provide in Section 2.5.1. for two peremptory challenges to the selection of judicial board members, but do not provide for challenges for cause.

(Continued on page 5)

Open enrollment ends Friday

The annual open enrollment for faculty and staff insurance benefits will close Friday (Nov. 5) at 5 p.m. Persons who wish to change or add to their benefits may do so at the Staff Benefits Division, 344 Hannah Administration Building (telephone 353-4434).



View from the top

This bird's-eye view overlooks the Department of Mathematics Library—a unique feature of the Wells Hall addition completed last year. —Photo by Robert Brown.

Pewabic museum to open Sunday in Detroit

Opening of the Pewabic Museum and Ceramic Showroom at MSU's Pewabic Pottery at 10125 E. Jefferson Ave., Detroit, will be this Sunday (Nov. 7).

It is an important event for the pottery, which has been quietly making ceramic history since 1907, and in the University's five-year program to restore the historic facility and develop it into an adult education center in inner Detroit.

A highlight of the program will be a demonstration of Raku, a 16th-century Japanese technique for firing pottery. The staff will also conduct some tours of the facility and discuss the education program being developed.

In the Pewabic Museum will be examples of the pottery, ceramic tiles and murals of one of the pottery's founders, Mary Chase Stratton, whose works are in such diverse buildings as the Immaculate Conception Church in Washington, D.C., and the Science Hall of Rice University in Houston.

Pottery with her famous iridescent glazes, the formulas for which she never revealed, is in the permanent collections of the Detroit Art Institute, the Smithsonian Institute and Freer Gallery in Washington and San Diego Art Gallery. And it has been on display in the Louvre in Paris as well as in Germany and Japan

IN ITS OPENING, the contemporary showroom will feature the works of 10 of Detroit's finest potters. These works may be seen and purchased between 1 and 5 p.m. weekdays and Saturdays during November and December.

Both the museum and the showroom figure in the pottery's educational role which Henry J. Caulkins, son of Mrs. Stratton's original partner, envisioned when he gave the facility to MSU in 1966.

Donated assistance has made possible the restoration and development of the pottery so that the original offices can be used by the Michigan Council for the Arts and some of the rooms can house classes.

Funds are being sought to increase the classroom capacity.

The courtyard has been equipped for classes in the spectacular Raku technique in which potters take red-hot pottery from the kilns and bury it in containers of sawdust.

Opening day visitors will be invited to view that process and then wait a few minutes to see the unpredictable results. After the soot has been scrubbed away, the Raku pottery has a beautiful black body and brilliantly contrasting glazes.

—RICHARD HANSEN

Letters

Biochemist supports urban affairs proposal

To the Editor:

Epistemology is the study of the origin, nature, limitations and methods of human knowledge. Prof. Ralph W. Lewis' most recent diatribe (MSU News-Bulletin, Sept. 30) against the proposed College of Race and Urban Affairs would require an epistemological literacy test of anyone who wants to plan courses and curricula.

Professor Lewis' literacy test suffers from some awkward liabilities. One relates to the particular area of knowledge he selects. It might be just as appropriate to suggest that, starting next year, no courses be taught at MSU in natural science until the dean, all the professors, instructors and graduate students have become familiar with the philosophies of Frederick Douglass, Crazy Horse, Geronimo, James Baldwin, Eldridge Cleaver, Huey P. Newton, Angela Davis and George Jackson. The structure of their knowledge may have at least as much import for the teaching of natural science at MSU as the seven philosophic treatises cited by Professor Lewis have for courses in race and urban affairs.

A second liability of Professor Lewis' proposed literacy test is that it would make a mockery of serious epistemology. It implies that because the body of knowledge associated with race and urban affairs requires organization and formal restatement, it is less deserving of recognition and support than a body of knowledge the proponents of which have long since embraced well-publicized postulates and "laws."

One need search no further than natural science for illustration of the mischief wrought by such parochialism. To establish the theory of relativity, for instance, Albert Einstein had not merely to construct a precise theoretical model which unified the classical theories of mechanics and electromagnetism: He also had to throw out the belief tenaciously held by previous generations of physicists that space and time were distinct and unrelated concepts; the premise that the existence of an ether was essential as a medium in which electromagnetic waves could propagate; and a host of ad hoc assumptions which purported to account for experimental facts observed by previous physicists.

The history of natural science is replete with examples in which belief in previous

laws, theories and models of natural processes stubbornly impeded the introduction of newer, more adequate theories. Indeed, it is only in the 20th century, largely because of relativity theory, that scientists and philosophers alike have become accustomed to the idea that their most successful theories are just partially adequate generalizations about incompletely understood processes. One of the essential tenets of the working scientist today is that when theory and his observations do not coincide, he may have to throw out theory and start from scratch.

In social science, the compulsory imposition of hierarchy of knowledge on would-be investigators is even more intolerable than in the physical sciences. In arguing for the delay, or for the dilution of the proposed College of Race and Urban Affairs, Professor Lewis would do well to heed the counsel of Herbert Feigl, in one of the treatises recommended by Lewis to qualify us for his literacy test:

"In many of the urgent issues that confront us, we do not possess enough scientific knowledge to warrant a course of action. This means that we have to act, as so often in life, on the highest probabilities available even if these probabilities be low in themselves." (Feigl, H. and Brodbeck, M., "Readings in the Philosophy of Science.")

However astonishing it may be to Professor Lewis, the laws passed by governments, and the laws devised by scientists and philosophers to organize their knowledge proceed from the very same kinds of attempts by imperfect people to invent rules based on their experiences. Both kinds of rules — those of legal justice, and those of scientific explanation and prediction — are subject to continual challenge and re-evaluation. To quote Albert Einstein:

"It is the privilege of man's moral genius, expressed by inspired individuals, to advance ethical axioms which are so comprehensive and so well founded that men will accept them as grounded in the vast mass of their individual emotional experiences. Ethical axioms are found and tested not very differently from the axioms of science . . . Truth is what stands the test of experience." (From Einstein in "Relativity — A Richer Truth." Also,

the last essay in Feigl and Brodbeck, op. cit.)

Today — in response to two centuries of brutality, hypocrisy and refusal on the part of the white majority to extend the full privileges of the American Constitution to the Indian, the black, the Mexican-American and other ethnically different groups — large and militant assemblies from those groups have issued unmistakable challenges to the credibility of that document as an instrument for their government. In opposition, unmistakable challenges have been issued by large numbers of Americans who are dedicated to nothing more than the perpetuation of racism and its associated economic royalism as a way of life. The major flash points for the impending confrontation lie in the cities of America, and the inevitable primer for the explosion is racism.

It appears to me that the fundamental issue in the debate over the proposed College of Race and Urban Affairs is

whether a major American university is to make a bold and original contribution to the peaceful resolution of this long-brewing confrontation, or whether decisiveness will yield, as so often in the past, to further sophistries from the defenders of academic inertia. Certainly, the same resources of energy, learning and self-examination which land-grant universities tapped to make America the world's largest producer of food are available for the assault on racism and poverty.

Professor Lewis warns that not to use his kind of understanding would be an act of academic immorality. The matter of academic morality is not one to be taken lightly. It is one on which all of us, including the distinguished professor of natural science, should reflect deeply and at length.

David G. McConnell

Professor of biochemistry and biophysics
Ohio State University

Bring back annual reports

To the Editor:

Though I'm not much concerned about information on faculty salaries or its disclosure, the eruption of this controversy reminds me of a related matter which I'd like to bring before the MSU community now.

When I returned to this campus in September, 1962, following three years of representing MSU at Comilla, East Pakistan, I wanted to find out just how this University came to be so deeply involved internationally.

Professor Emeritus Shao Chang Lee, director of the Institute of Foreign Studies from its wartime beginning in 1943, kindly helped inform me. President John A. Hannah believed that peace would not be permanent unless all people, wherever born, were assured "those reasonable opportunities and freedoms to which all people are entitled." His sense of mission led to the world's becoming MSU's campus.

What facts I found on how Hannah's educational philosophy was initially implemented came largely from the "Annual Reports to the Secretary of the State Board of Agriculture," beginning

with the 83rd (1944). Owing to a shortage of funds, those detailed annual reports (representing public accountability in the best sense) unfortunately were discontinued in 1957, just when MSU's internationalization received major impetus under its new dean of the Office of International Programs, Glen L. Taggart. Hence, I recommend that the University administration or the Board of Trustees initiate action leading to a thorough study of the costs and the benefits likely to result if a modern version of the "Annual Reports" referred to were to be prepared and made suitably available.

The recently published "Profile of a University" strikes me as an attractive, informative and very well-done brochure. But it is not intended to be a comprehensive, detailed, factual document — and I think it cannot perform the function of that kind of report which is essential if the public is to be adequately informed.

Edgar A. Schuler

Professor of education and sociology

In Brief...

INTERNATIONAL MANUAL. "International Studies at Michigan State University: Information for Students and Advisors" has been published by the Center for International Studies and Programs. It contains information about the variety of international courses and programs available on the campus and is available from the dean's office, International Studies and Programs, 211 International Center.

LIBRARY HELPER. A new series of publications is being issued by the MSU Library to help students and others find materials on specific topics in the libraries. First in the "How to Find Series" is "Finding Chicano Materials in the MSU Libraries," written by Jacqueline Airall of the urban affairs library and Patricia White of the reference library. The information leaflets are available at the reference desk in the main library.

A new book "Routes to the Executive Suite," by Eugene E. Jennings, professor of management, was the basis of a series of front-page feature articles in the Wall Street Journal. The articles describe men who have taken different paths to the top, how they operate along the way and how they rule once they get there . . . Pat Velderman, an honors dairy science major from Middletown, Mich., is featured in the current issue of Design Magazine. Pat, who is also the drum major with the Marching Band, invented a computer program that will generate patterns for woven fabrics . . . MSU's research and teaching facilities are depicted in the lead story of the October issue of Consumer Power News.

Chest, SAM are criticized

To the Editor:

As I understand the matter, the National Council on Crime and Delinquency (NCCD) would normally be expected to receive about \$3,100 of the \$2,180,000 total budget of the Lansing United Community Chest (LUCC). Of this \$3,100, some \$165 possibly could have been used by NCCD to promote more restrictive gun laws.

Amounts like these evidently constitute a sufficient threat to the dogmatic position of the Sportsmen's Alliance of Michigan (SAM) that these "sportsmen" have felt justified in forcing an end to the autonomy of NCCD, an agency supported under the LUCC.

Armed with the cancellable pledge in place of the shotgun, and showing the same implacable fearlessness with which they face the ferocious rabbit and squirrel, our valiant hunters have stalked the redoubtable NCCD and Michigan United Fund (MUF). Holding the helpless young and poor as hostages, these cheap heroes have succeeded in

turning the LUCC into a weapon against an organization whose sin was to dare to disagree with their fundamentalist notions about how to control violence.

Until the actions last week of the MUF, NCCD and SAM, I had decided to send my 1 per cent to the NCCD instead of the LUCC, with the request that the excess of contributions like mine over the usual \$3,100 be turned over to the Community Chest, in order not to reward zealotry on any side. Now my only recourse is to make my contributions to worthy agencies not so readily subject to blackmail. Perhaps the SAM, who is calling the tune, may wish to pay the piper by making up to the LUCC the defections like mine. And perhaps the Boy Scouts, the YMCA and all the other agencies of the Chest may start wondering if it will soon be their turn.

Donald Montgomery
Professor and Chairman

Metallurgy, mechanics and materials science

WMSB

FRIDAY, NOV. 5

7 p.m. — "The Great American Dream Machine" includes Amy Vanderbilt on American women growing old, roller derby queen Ann Cavello.

SUNDAY, NOV. 7

11 a.m. — Elizabeth Drew interviews George Meany on "Thirty Minutes." 1:30 p.m. — William F. Buckley Jr. and guests discuss whether marijuana should be legalized on "Firing Line." 4:30 p.m. — "The Advocates" debate "Should tax monies be spent to support nonpublic schools?" 10 p.m. — Lansing psychiatrist H.C. Tien is featured on "On Assignment." 11 p.m. — "Hollywood Television Theatre" presents "Birdbath" starring Patty Duke and James Farentino as a waitress and a struggling young writer working as a counterman. 12 midnight — Black artists in dance, music, drama and poetry are featured on "Soul."

WEDNESDAY, NOV. 10

7 p.m. — Ralph and Albertine Votapek perform works of Debussy, Schubert and Brahms on "Young Musical Artists."

WKAR

FRIDAY, NOV. 5

1 p.m. (AM) — Indian Prime Minister Indira Gandhi's address to the National Press Club is broadcast live.

SATURDAY, NOV. 6

1:15 p.m. (AM-FM) — MSU-Ohio State football from Columbus

SUNDAY, NOV. 7

2 p.m. (AM-FM) — The Cleveland Orchestra includes Roman Carnival Overture, selections from "Romeo and Juliet" and Symphonie Fantastique, all by Berlioz. 4 p.m. (AM-FM) — Nicholas Von Hoffman of the Washington Post and Bryce Ruckner of Southern Illinois University discuss "The Women's Pages."

MONDAY, NOV. 8

1 p.m. (AM) — Paul W. McCracken, chairman of the President's Council of Economic Advisers, speaks from the Economic Club of Detroit.

TUESDAY, NOV. 9

8 p.m. (FM) — The Boston Symphony performs Bach's Suite No. 4; Haydn's Cello Concerto in C; Brahms' Serenade No. 2, Op. 16

Anti-discrimination machinery...

(Concluded from page 1)

When Mrs. Sharp receives a complaint — often by telephone — she may invite the caller to visit the office, unless the complaint can be handled by telephone.

"We try to see if they have a case," she said, and see if the complaint can be resolved without filing a formal complaint with the ADJB.

In a preliminary investigation, the EOP staff will try to assess facts. In the case of alleged salary discrepancy, Mrs. Sharp said, an attempt is made to determine the situation of the complaint and with regard to comparable people: How do people meet the criteria for salaries? Are they being treated differently? If so, what is the reason or explanation?

The staff conducting the investigation reports to the ADJB subcommittee which is assigned to study a given case. If there is no reason for dissimilar treatment of a complainant, or if there is a preponderance of evidence, the committee may decide the issue, and the case can be resolved without going to the judicial board.

If the committee cannot resolve the issue, it will recommend action to the judicial board — whether there has or has not been discrimination. The board may then concur. The board has, Mrs. Sharp said, dismissed one case for lack of insufficient evidence.

The board has also found some allegations to be without cause, and has settled a few cases. But the board has not had a guilty case yet, Mrs. Sharp said. And the provisions for appeal in the anti-discrimination policy and procedures have never yet been used, she said.

THERE IS SOME CONCERN that a complainant may face retaliation — some of which may be very subtle, Mrs. Sharp said — from a department or unit

head. But the judicial board has authority in the preliminary investigation to review records — salary, personnel, etc. — without having to contact the department head directly. A unit head would be contacted, of course, before anything is settled; he may be called to seek adjustment of a complaint, or he may be requested to supply further information.

A person need not report his own complaint. Someone with knowledge of a situation he believes is discriminatory — whether or not it involves him — may contact the ADJB. Again, if the complaint involves an individual, it will likely be handled by the ADJB and its staff; if it involves a more general concern, pattern, or suspected trend of discrimination, it may be referred to the Committee Against Discrimination for study.

But have the rules and procedures been successful? And how do you determine success?

"I think we've been successful when both parties are just a little dissatisfied," Mrs. Sharp said, "because then both have had to make adjustments to and for each other."

And, she said, there have been cases where someone gets a chance for a job, or has been returned to a job with an opportunity to demonstrate again his worth. Or transfers have been made to keep a person from being fired and giving him the opportunity to demonstrate his capabilities in a new environment.

And many cases are reviewed or at least heard which never get into the records. They may be referred to the Ombudsman, or at least given advice as to how to proceed, as in cases of students with apartment security deposits.

—BEVERLY TWITCHELL

The judicial board's composition

The Anti-Discrimination Judicial Board is composed of three undergraduate students and one graduate student; three faculty members, and one representative each from the Administrative-Professional Association, the Association of Clerical and Technical Workers, and the AFSCME Union Local 1585.

Mrs. Mary Sharp, assistant director of Equal Opportunity Programs, serves as secretary to the judicial board, without vote.

The board's jurisdiction, as approved by the Board of Trustees Feb. 28, 1970, includes allegations of discrimination made by University faculty, student or employees who claim they have been victims of discrimination in regard to race, creed, ethnic origin or sex, by any other employee, student or University organization.

Claims must specify the time, place and nature of the alleged discrimination and identify a respondent to the complaint.

The ADJB also has jurisdiction over cases involving alleged patterns of discrimination as determined by the Committee Against Discrimination, a separate body.

Other policies and procedures governing the judicial board are listed in the pamphlet, "Anti-Discrimination, Policy and Procedures," available through the Office of Equal Opportunity Programs.

A constitution or contract?

Defining rights and responsibilities

While faculty grievance procedures are being debated in the Elected Faculty Council, the Ad Hoc Committee to Study Faculty Rights, Responsibilities and Grievance Procedures is moving ahead with the other half of its charge.

A five-page working outline has been prepared, showing the scope of items the committee feels should be considered and included in any document on faculty rights and responsibilities.

The committee's final report could become a constitution or an elaborate sort of "contract," said E. Fred Carlisle, associate chairman of English and committee chairman.

To a considerable extent, Carlisle said, the report will be a codification of existing practices. Resource materials include such existing MSU documents as the Faculty Handbook, the Academic Freedom Report, the Graduate Student Rights and Responsibilities Document, the Bylaws for University Governance,

the bylaws of the Board of Trustees and University Statutes. Material also has been gathered from other institutions.

But while the committee may be writing down what is assumed, its report will not be a duplication of the statutes, Carlisle said.

"We've begun to talk about the desirability of trying to define a position that is beyond the present advisory function of academic governance, but somewhere short of a collective bargaining situation or a situation where faculty recommendations are binding," Carlisle said.

This point is touched upon in the document in references to shared responsibility and to bilateral participation in decision-making.

There are now three subcommittees operating within the committee:

* On academic rights and responsibilities — Sandra Warden, associate professor in Justin Morrill College, chairman; Gerald Miller, professor of communication; and Vera Borosage, associate professor in human ecology.

* Rights and responsibilities as University employees — Carlisle, chairman; Assistant Provost Herman King, and Madison Kuhn, professor of history and secretary of the faculties.

* Rights and responsibilities as officers of the University — Rita Zemach, assistant professor in engineering, chairman; Wilbur Brookover, professor

of sociology, and Moreau Maxwell, professor of anthropology.

* * *

THE WORKING OUTLINE is divided into six sections:

1 — The preamble creates a setting by defining faculty by function, role (as a citizen of the broader community, as a member of a learned profession, an employee and an officer of the institution), and relationships (faculty - student, faculty - faculty, faculty - administration and faculty - community).

2 — Academic rights and responsibilities cover teaching, academic advising, evaluation of teaching, and research, scholarship, publication and service.

3 — Rights and responsibilities as University employees cover conditions of employment (right to know terms of appointment, not to have those terms changed without knowledge or consent, and right to be evaluated on those terms), reappointment, promotion, tenure, resignation, dismissal, retirement and distinctly professional rights of faculty; plus conditions during employment (teaching load, course and time assignments, committee and administrative assignments, research and time support, allowances and benefits, consulting, overload pay, supplies and services support), records (type and access), and grievance and appeal procedures.

4 — Rights and responsibilities as officers of the institution include concerns and involvement in the budget process (proposal and allocation of resources), academic governance (faculty organization and authority, student participation, administrative participation and support, and appointment of administrative officers).

For purposes of this section, the committee considers all faculty in one way or another to be officers of the institution, not just those with administrative appointments (like department chairmen), Carlisle said. As a category, faculty have rights of involvement in certain areas and a responsibility to assume those roles in decision-making, he said.

5 — Political and public rights and responsibilities (public relations) cover the faculty's role in shaping institutional policy on public questions, participation in partisan politics, political freedom as individual citizens and (maybe) the question of endorsement of commercial products.

6 — Grievance procedures are now being discussed by the Elected Faculty Council.

* * *

The ad hoc committee was established about a year ago but devoted most of its time since spring on the grievance procedures because of faculty interest in that part of the committee's charge.

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Moving through the committee maze

The maze of the University structure and bureaucracy may sometimes seem incomprehensible. News stories, reports, speeches often make reference to several offices, committees and councils, and even the faculty bylaws may seem to complicate the matter.

To help simplify things and to focus on the standing faculty committees which have advisory functions in major University policy decision-making, the News-Bulletin earlier this year began a series on the 12 standing committees.

Following is a summary of the five committees previously covered, based upon reading of the bylaws and interviews with the committee chairmen. The seven committees not yet covered are listed.

The committee series will resume next week.

* * *

*The University Educational Policies Committee (EPC) considers some of the most important academic changes made at the university, including law school proposals, college evaluations, the grading system revisions. EPC has also developed or studied proposals leading to the development of the three residential colleges, the Code of Teaching Responsibility, and the final examination policy.

EPC advises both the provost and the Academic Council, but agenda items come from students and faculty as well. Chairman is W.D. Collings, professor of physiology.

*The University Business Affairs Committee (BAC) is charged with reviewing and making recommendations on "policies withing the service functions and business office that bear directly on the academic and research aspects of the University."

Items considered by the committee have included a proposal to change book pricing in the MSU Bookstore, review of the University's hold card policy, study of the growth of copy centers at the University and consideration of Campaign GM proposals.

BAC is advisory to the Academic Council and to the vice president for business and finance. Chairman is Robert W. Little, professor of metallurgy, mechanics and materials science.

*The University Faculty Tenure Committee (FTC) reviews tenure regulations, and advises the provost and Academic Council on appropriate changes. FTC also serves as a judicial and investigatory agency for all tenure actions.

The past year was a particularly busy year for the tenure committee because of its role in the consideration and development of the proposal (now in effect) to give reasons for nonreappointment of nontenured faculty.

FTC also reviewed bylaws of all departments on campus last year to see if tenure procedures were incorporated into the documents. The committee found that 90 percent of the departments had not written into their bylaws even half of the required procedures for handling non-tenured faculty decisions.

This year the tenure committee will be discussing the question of joint appointments and will be handling tenure appeal cases. FTC handles appeals based on *alleged procedural deviations from the rules*. FTC chairman is Gabel Conner, professor of large animal surgery and medicine.

*The University Committee on Faculty Affairs and Faculty Compensation (formerly just the committee on faculty affairs) has the budget as its primary focus, and has worked closely with the provost in developing guidelines for salary increases.

The committee (FAFCC) also makes recommendations on other economic benefits for faculty and on personnel policies such as promotion, leaves, health service, housing, etc.

Another charge is to develop procedures for faculty grievances on salaries, benefits and personnel policies. FAFCC has endorsed such procedures, which were developed by an ad hoc committee which originally was established by the faculty affairs committee.

A former charge to the faculty affairs committee — review of the bylaws — has been transferred to the new Committee on Academic Governance. FAFCC chairman is Frederick Williams, professor of history.

*The University Student Affairs Committee (USAC) is undergoing the most radical change of any of the standing committees with implementation of increased student participation. USAC will change from a predominantly faculty body with three nonvoting student members to one composed of nearly twice as many students as faculty.

The change was endorsed by the current faculty members of the committee.

USAC advises both the Council and the vice president for student affairs and worked closely with the latter office. Issues with which the committee has been concerned include Academic Freedom Report amendments, student participation in academic governance, the University's housing policy and the hold card policy. Chairman is Frederick Horne, professor of chemistry.

Other standing committees of the Council to be covered later include:

* University Curriculum Committee, chaired by Robert F. Banks, acting dean of James Madison College.

* University Committee on Honors Programs, chaired by Martin C. Hawley, associate professor of chemical engineering.

* University International Projects Committee, chaired by Samuel A. Moore III, professor of administration and higher education.

* University Library Committee, chaired by Charles Press, professor and chairman of political science.

* University Committee on Academic Governance, a new committee whose members are to be appointed by Jan. 1, 1972.

* University Committee on Public Safety, also a new committee.

* University Committee on Building, Lands and Planning, Anne C. Garrison, professor of business law and office administration.

On other campuses

Cornell proposals urge end to 'second-class' role

A four-member committee at Cornell University has urged adoption of 11 proposals designed to delimitate the "second-class citizen" reputation held by persons who serve in professional, managerial and other "nonacademic" positions at the university.

In a report on Cornell's professional and managerial staff, the committee said that such current terms as "nonprofessional academic" and "professional nonacademic" have "explicitly negative connotations."

Persons in these positions, the report added, "are generally not recognized in (Cornell) University affairs relating to either academic life, student life or ongoing university activities."

And it contended that Cornell "has not in a positive manner sufficiently nurtured and utilized the professional and managerial skills of these employees," even though they "are likely to have an institutional loyalty while faculty, as a group, have come to have a more disciplinary loyalty."

The committee urged creation of four categories of professional and managerial personnel: Administrative personnel, executive personnel, supervisory personnel and professional personnel. The first four areas would include those who either "exercise discretion in various areas" or who have two or more persons to supervise. "Professionals" would include nonfaculty persons with expertise in such areas as medicine, law or administration, and creative persons such as poets and artists.

Among the report's recommendations are: Creation of "professional freedom" principles similar to "academic freedom" for faculty; adoption of a system for study or research leaves of absence; development of a more systematic approach to evaluation of individual job performance; more effective remuneration and promotion policies; representation by professional and managerial employees on the University Senate and standing committees.

* * *

CAL REGENTS CRITICIZED. Both academic freedom and the right to due process were violated last year when the University of California regents voted not to renew the academic appointment of Angela Davis at UCLA. That is the charge of a two-man investigating committee of the American Association of University Professors. The committee criticized regents for relieving the UCLA administration of the responsibility for renewing Miss Davis' appointment as acting assistant of philosophy. It said that "substantial efforts must be made to re-establish at the University of California the unquestioned sense of academic freedom that is essential to a great university." The team said that criminal charges now pending against Miss Davis were "beyond the purview" of its report.

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WISCONSIN MERGER. A bill to merge the University of Wisconsin and the Wisconsin State University system into the University of Wisconsin System has passed that state's legislature. The new system will have one president and one board of regents to govern its 27 campuses.

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QUOTAS OPPOSED. The Academic Senate at Illinois State University has voted to oppose quotas that would limit the number of students admitted to various areas of study because of restricted manpower needs. As part of its study of the priorities of the university, the senate urged Illinois State to be cognizant of manpower needs and to counsel students accordingly, but it objected to any quota systems that would force students into majors designed to meet current occupational needs.

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MUSIC COLLECTION RECEIVED. One of the world's most important music collections, the Moldenhauer Archive, is being acquired by Northwestern University. Compiled by Hans Moldenhauer, the collection is in two main sections: Autograph music manuscripts, etters and documents of composers from the 17th to 19th centuries, and the 20th-century collection. Represented are manuscripts of Joseph Haydn, Christoph W. Gluck, Mozart, Beethoven, and many others.

Salary opinions are sought in FAFCC opinionnaire

Faculty opinionnaires on handling of salary information are due into the Office of the Secretary of the Faculties (East Wing Library Basement) tomorrow, Nov. 5. The opinionnaires were distributed Oct. 25 by the University Faculty Affairs and Faculty Compensation Committee (FAFCC) following an October Board of Trustees meeting when trustees expressed interest in faculty feeling on the issue of publication of salary data.

Options listed for faculty are release of salary list with no restrictions; release without names; continuation of present practice (nonpublication); release of high, low, median and average salaries of each rank in each unit without identifying recipients; and no opinion.

The committee has also asked faculty to indicate the intensity of their feeling on their response: Adamant, very strong, strong, moderately strong. Frederick

D. Williams, FAFCC chairman, said that more than 1,100 opinionnaires have been returned so far.

Quintet concert is Sunday

The Richards Woodwind Quintet will present its first concert of the season at 4 p.m. Sunday (Nov. 7) in the Music Auditorium.

The Richards Quintet will perform "Quintet No. 2" by Alvin Etler, "Le Tombeau de Couperin" by Maurice Ravel, and "Quintet in G Minor" by Franz Danzi. The concert will be open to the public without charge.

Members of the group are flutist Alexander Murray, clarinetist Elsa Ludewig, oboist Daniel Stolper, hornist Douglas Campbell and bassoonist Edgar Kirk.

Dedication today for Life Sciences

State, federal and civic leaders will help dedicate the new \$9.6 million Life Sciences I building in ceremonies today that begin with a 2:45 p.m. ribbon-cutting at the building's west entrance.

A dedicatory convocation will follow in the main lecture hall.

Completion of Life Sciences I constitutes a major step in the expansion of the health sciences programs. Designed largely for expansion of the College of Human Medicine and the School of Nursing, it is a major facility in a developing health science complex in which the College of Osteopathic Medicine and the College of Veterinary Medicine are equally involved.

Convocation addresses will be delivered by high-ranking officials of the state and federal governments and the private foundation which helped fund the building.

Speakers include Russell G. Mawby, president of the W. K. Kellogg Foundation and Kenneth M. Endicott, director of the Bureau of Health Manpower Education, National Institutes of Health (NIH).

The audience will also hear from the chairmen of three Michigan legislative committees: Sen. Charles O. Zollar of the Senate Appropriations Committee; Rep. William R. Copeland of the House Appropriations Committee; and Sen. Garland Lane, chairman of the Joint Committee on Capital Outlay.

Endicott, also an assistant surgeon general in the U.S. Public Health Service, has been associated with the NIH over the past 20 years. Before his present appointment in 1969, he was director of the National Cancer Institute, and had served as scientific director for the NIH Division of Research Grants.

Mawby, an MSU alumnus and former member of the faculty, was named president of the Kellogg Foundation last year. He had been a vice president since 1966, and previously served as director of the division of agriculture.

Presiding at the convocation will be President Wharton. The dedication program includes an information reception and tours of the building's varied facilities.



ABOVE: A congregation of first-year human medicine students meets outside the Life Sciences I main entrance. From left: Dennis Jewett, class president; Howard Brody; Vance Miller; Cyrus Walker; Kathleen Andriews; Jorge Garcia.

LEFT: School of Nursing self-instruction units include 54 carrels containing audio tape decks, film and slide projectors, and, in some, color television. Another self-instruction area houses 40 similar units for students in veterinary medicine, osteopathic medicine and human medicine.

Council votes to eliminate 4.5 grade

The Academic Council passed easily on the proposal to eliminate the 4.5 grade from the grading system Tuesday (Nov. 2), but hedged somewhat on a second proposal to eliminate the 0.5 grade.

Both proposals came from the University Educational Policies Committee (News-Bulletin, Oct. 21, 28, 1971), but while the 4.5 recommendation was unanimous, the 0.5 recommendation passed the committee by only one vote. Chitra Smith, associate professor in

James Madison College and EPC member, urged the Council to table the 0.5 recommendation until the Council receives a detailed report on the extent, patterns and probable causes of grade-point inflation.

Elimination of the 0.5 grade would contribute to that inflation, she said. And she cited the rapid inflation of MSU's grade-point average at the same time that the overall quality of the student body has not improved in the past few years.

Her motion to table was defeated.

Willard Warrington, professor in evaluation services and chairman of the EPC subcommittee which proposed elimination of the 0.5, spoke primarily of "a setting of standards," and not awarding honor points for failure.

Others spoke of the "value of positive reinforcement" (this came from a new student member to the Council whose opinions were solicited by President Wharton), and of the lack of a chasm

between failing and nonfailing grades.

Both recommendations were approved by the Council, however, and will go into effect next term.

Student representative Mark Bathrust spoke for graduating seniors in asking when the change would be indicated on transcripts. Ira Polley, assistant provost for admissions and records, indicated that a cover letter could accompany all transcripts sent to graduate, law and medical schools.

The Council also approved a motion from Hendrik Zwarensteijn, professor of business law and office administration,

to have the appropriate official communicate the change in the grading system to the Princeton education service. Provost John Cantlon told the Council that a detailed written report on the extent of the grade-point inflation would be made available as soon as an accompanying report on the situation at other institutions is available. That report is being studied by Assistant Provost John Dietrich.

The Council also heard a report on the status of implementing student participation in the Council and the standing committees. Louis Hekhuis, associate dean of students and coordinator for student elections, said that student council members should be elected in two to three weeks and that standing committee representatives should be appointed by the end of November. His committee is preparing a status report of implementation at the department level. One on the college level was distributed this week.

Grievance procedures debated . . .

(Concluded from page 1)

He also said that including part-time faculty into the procedures equally with full-time faculty could jeopardize hiring practices in the future.

THE EFC HEARD a report from Herbert Jackson, professor of religion and chairman of an ad hoc committee established by EFC last year to study collective bargaining. The committee's original charge was to gather data and arrange for forums. Tuesday he asked for direction on how to proceed, and the EFC voted to allow the committee to use its discretion in making its report to the council.

Alternatives include making a pro or con judgment on collective bargaining, and, if the recommendation is positive, providing further information (pro and con) about the various bodies which are

seeking to become the bargaining agent here.

Jackson's committee will have a written report before the EFC by Jan. 11, 1972, he said.

THE EFC ALSO voted to affiliate with the Association of Michigan Collegiate Faculties (News-Bulletin, May 13, 1971), becoming the 14th of 15 Michigan four-year institutions of higher education to do so.

The move was accompanied by a motion to establish a committee to consider ways to obtain the \$750 dues the EFC would owe with affiliation. The money cannot come from appropriated funds, Provost John Cantlon has said. Central and Western

Michigan Universities assess their faculties, Walter Johnson, professor in

education, said. Wayne State University and the University of Michigan have not yet resolved the question either. The committee will be appointed by Steering Committee Chairman Gordon Guyer, chairman of entomology.

Duo recital Monday

The premiere of a new composition for violin and piano will highlight a duo recital by violinist Walter Verdehr and pianist Ralph Votapek at 8:15 p.m. Monday, (Nov. 8), in the Music Auditorium.

"Wonder Music," the work which the duo will premiere, was written by Jere T. Hutcheson, also an assistant professor of music at MSU.

University College's 'enrichment device'

A learning facility that opened without fanfare more than three years ago is now attracting more and more notice to its second-floor facilities in Bessey Hall.

The University College Learning Resources Center, which has grown steadily but quietly, now occupies three rooms in Bessey, two of which recently underwent remodeling to provide improved student learning and study areas.

Students using one of the learning center's 53 learning carrels can choose from 24 direct lines that go to audio facilities in the MSU Library. They can also make use of audio feeds from the center's main console. Or, as is increasingly the case, they can use the facilities for instructional programs developed by UC faculty through the learning center.

Instructional programs are varied, notes Dan Preston, director of the UC learning center. In a humanities department effort, for example, faculty have developed slide-tape presentations that include five hours of art study that used to be covered in the regular classroom.

For an American Thought and Language course, Preston worked with a faculty member to devise a slide-tape program that helps undergraduates with some of the basics in English grammar.

And Preston fondly recalls the case last year of the student user who appeared at the center nearly every morning at 8 a.m. The student set himself up in a carrel,

plugged his headphone set into a mixture of classics and rock, and proceeded to study.

THE UNIVERSITY COLLEGE Learning Resources Center began as a "shoestring" operation, but its modest beginning was intended, said Edward Carlin, dean of the college.

"We wanted to avoid the danger of putting lots of dollars into hardware," he said, without having sufficient programs (software) and users for the equipment.

And he acknowledged the risk in proceeding without assurance of faculty acceptance. (Last year, Preston reported, more than 100 faculty members from across the campus used the center.)

Designed as an "enrichment device" for regular UC courses, the center has recently grown as an aid in the college's remedial offerings. Since Preston became the center's full-time director, Carlin said, its use has grown dramatically.

MATERIALS AVAILABLE in the center include printed matter, phonograph records, tapes, slides, filmstrips and other aids. And when the center was remodeled this year, it acquired a videotape recorder.

Both students and faculty can check out material for study. Last year, Preston said, an estimated 4,700 students used the center more than 21,000 times.

Much of the equipment in the center already existed at various spots in University College; Preston just located it and put it into a central location. Other facilities are on loan (from the College of

Education, for example, a copy camera and stand).

Working with Preston in the learning center is Jeanette Narcisse, who serves as reading instructor, and Sarah Boling, a graduate assistant. The center also makes

use of undergraduate reading tutors and supplements its efforts with resources from the Instructional Media Center. Continuous evaluation of the centers programs and usage is done by evaluation services, directed by Willard Warrington.



Dan Preston (left): Overseeing the learning center.

—Photos by Robert Brown

What MSU is reading

The Last Whole Earth Catalog, edited by Stewart Brand (4)
Future Shock, by Alvin Toffler (3)
Slaughterhouse Five, by Kurt Vonnegut (3)
Bury My Heart at Wounded Knee: An Indian History of the American West, by Dee Alexander Brown (2)
The Greening of America, by Charles Reich (2)
Johnny Got His Gun, by Dalton Trumbo (2)
Jonathan Livingston Seagull, by R. Bach (2)
Message from Malaga, by Helen MacInnes (2)
Siddhartha, by Hermann Hesse (2)
Summer of '42, by Herman Raucher (2)
The Test, by Walter Adams (2)
Wheels, by Arthur Hailey (2)

The numbers in parentheses refer to the number of local stores in which the book is among the top 10 sellers. Stores in the survey include: MSU Book Store, the Campus Book Stores, Student Book Store, Paramount News Center, Tom Sawyer's Book Rack. Reports were compiled this week.

'Earth Catalog', 'Future Shock' head local best-sellers' list

Two books that are selling well on campuses nationally—"The Last Whole Earth Catalog" and "Future Shock"—head the list of books most popular among MSU faculty, staff and students.

A survey of six local bookstores shows that "The Last Whole Earth Catalog" is among the 10 best sellers in four of the stores. "Future Shock" and Kurt Vonnegut's "Slaughterhouse Five" are among top sellers in three stores.

"The Test", written by former President Walter Adams, is one of the top 10 in two stores.

Stores included in the News-Bulletin survey are: MSU Book Store, the two Campus Book Stores, Student Book Store, Paramount News Center, (East Lansing) and Tom Sawyer's Book Rack (East Lansing).

Other books that made the top 10 list in two of the reporting stores were:

"Bury My Heart at Wounded Knee", "The Greening of America," "Johnny Got His Gun," "Jonathan Livingston Seagull", "Message from Malaga", "Siddhartha," "Summer of '42" and "Wheels".

A September survey of 36 campus book stores by the Chronicle of Higher Education showed that the four top sellers nationally are "Future Shock", "The Last Whole Earth Catalog", "The Greening of America", "Bury My Heart at Wounded Knee", and "The Pentagon Papers".

Some other books reported to be selling well locally (but not on the list above) include: "Beyond Freedom and Dignity" by B. F. Skinner; "The Exorcist"; "The Other"; "The RA Expeditions"; "Sensuous Man"; "Honor Thy Father"; "Vantage Point"; "The Day of the Jackal"; "Bell Jar"; "Notes to Myself"; "Dune" and "Stranger in the Strange Land".

Community Chest services aid campus contributors

The hand that gives does gather — particularly at Michigan State. John is retarded. His brothers and sisters are normal, but like several other children of MSU faculty and staff members, John must attend a special school. MSU's Community Chest dollars help support Lansing's Beekman Center for retarded children.

Arthur Foley's mother-in-law was ill for an extended period of time and was helped through the Visiting Nurses Association. In turn, Foley, who is associate professor of anatomy, donates his services as an M.D. when the nurses need assistance.

Mrs. Thomas W. Rees also expresses appreciation and admiration for the attention and medical assistance the visiting nurses provided her husband. The late Mr. Rees worked in Williams Hall kitchen. Ahmet Can Gurel, a graduate student in the College of Business, and his wife sent their son Diler to the Chest-supported Community Nursery School. And the list goes on.

Local services provided by the Community Chest are broad in scope. These services, however, meet specific needs which cut across economic lines.

Family and Child Services helps with marital, family, economic and personal problems. Temporary family care for children, adoption service, and counseling for unmarried parents are also available. The Urban League seeks equality of opportunity for blacks and other minority groups through such diverse means as a career club for sixth graders, on-the-job training projects and minority enterprise, and skilled labor education projects.

Last year alone the Tri-County Council on Alcoholism and Addiction serviced 478 area residents. Fifty-four drives in one, Chest dollars also support the Boy Scouts, Boy's Club, Girl

Scouts, Big Brothers, YMCA, Volunteers of America, and Rehabilitation Industries among others.

Not only are individual MSU employees served but several Chest agencies also serve as training grounds for students.

For example, executive director of the Visiting Nurses Association Mrs. Helen Goodwin, explains that 20 to 25 students per term from nursing are affiliated with the association and receive practical experience in the field. Approximately 20 medical students are also involved in this program.

—BARBARA MC INTOSH

Chest drive is extended

The Board of the United Community Chest has announced that the current area-wide Chest campaign will be extended to Nov. 11. The campus Chest drive, as part of this total effort, will also be extended to this date.

As of Nov. 3, MSU pledges and contributions totaled \$168,835.09 or 83.6 percent of the university goal of \$202,000.

John C. Howell, university campaign chairman explains, "We are indebted to the generosity of many faculty and staff and the commendable efforts of many units within the university for having already raised this substantial amount. "However, last year at this time contributions amounted to 94 percent of the university goal."

The extension then takes on added importance, Howell adds, in that it provides time for the special effort required to meet the goal.

He notes that during the next week divisional leaders and unit solicitors will be asked to make this special effort.

BULLETINS

EARLY ENROLLMENT

Early enrollment for Winter term begins Monday, Nov. 8, in the Sports Arena of the Men's IM Bldg., and continues through Friday, Nov. 12. For detailed information concerning enrollment, see pages 14-15 of the 1972 Winter term Schedule of Courses and Academic Handbook.

REVISED CLASS LISTS

Revised class lists will be delivered to departmental offices tomorrow. These lists include the names of all students enrolled in each course and section as of Nov. 3. Revised class lists should be carefully checked as soon as possible, and questions directed to the Office of the Registrar (3-0731 or 5-3300, ext. 67). Final grade cards corresponding to the students listed on these class lists will be distributed. To insure proper distribution of grade cards, all discrepancies must be cleared prior to Nov. 16.

CALIF. SCIENTIST SPEAKS

Next week the Dept. of Chemistry, as part of its continuing program under the Science Development Program of the National Science Foundation's Center of Excellence grant, will host Distinguished Scientist William L. Jolly of the University of California, Berkeley. See Seminar section for the dates and times of the lectures.

ANTIQUE INTEREST GROUP

The Faculty Folk Antique Interest Group will meet at 9:30 a.m. Tuesday, Nov. 9, at the Stefanoff Lounge, Student Services Bldg. Alma Franklin will speak on "American Primitive Furniture and Oriental Rugs."

EXHIBITIONS

Kresge Art Center

Main Gallery: Works from the permanent collection.

Entrance Gallery, through Nov. 21: Water color and collage prints by Paul Love.

North Gallery, through Nov. 21: Paolo Soleri, Visionary Architect. Photographic panels covering twenty years of architectural concepts by one of the more provocative environmental designers living today; organized by the Corcoran Gallery, Washington, D.C. and sponsored by The Prudential Insurance Company of America.

SEMINARS

MONDAY, NOVEMBER 8, 1971

Evidence for a new amphibolic cycle in *Rhodospirillum rubrum*. **John Porter**, 4:10 p.m., 101 Biochemistry (AEC Plant Research Lab).

X-ray photoelectron spectroscopy. **William L. Jolly**, Lawrence Radiation Lab., U. of Calif., 4 p.m., 136 Chemistry (Chemistry).

Opportunities for animal scientists in the feed industry. **Darwin Braund**, Agway Inc., Syracuse, N.Y., 12:30 p.m., 126 Anthony Hall (Dairy Science).

Food science forum: crucial issues of food safety. **Bjorn Gillberg**, Dept. of Microbiology, U. of Upsala, 8 a.m., 136 Food Science (Food Science & Human Nutrition).

Optical excitation of plasmons in thin films. **M.J. Harrison**, 4:10 p.m., 221 Physics Astronomy (Physics).

Alteration of baroreceptor function in hypertension. **Paul Kezdi**, Director, Cos Heart Inst., Kettering, Ohio, 4 p.m., 146 Giltner Hall (Physiology).

Access to supreme court review: new research on the certiorari decision. **S. Sidney Ulmer**, 2 p.m., 304 S. Kedzie (Political Science).

The drug industry—in agriculture. **Clifford Beck**, Parke Davis & Co., Detroit, 3 p.m., 131 Anthony Hall (Poultry Science).

TUESDAY, NOVEMBER 9, 1971

Complexes with the trigonal bipyramidal structure. **Luigi Venanzi**, U. of Delaware, 4 p.m., 136 Chemistry (Chemistry).

Thermodynamics of low and intermediate moisture foods. **Serafim Elvanides**, 4:10 p.m., 110 Anthony Hall (Food Science & Human Nutrition).

A look at horticulture in Bulgaria. **Shigemi Honma**, 4 p.m., 206 Horticulture (Horticulture).

Assessing readability in the language of mathematics. **Robert B. Kane**, Purdue U., 4 p.m., 304A Wells Hall (Mathematics Education).

A multicolor plasma-panel display. **Felix H. Brown**, Owens-Illinois, Inc., 4:10 p.m., 312 Engineering Bldg. (Met., Mech. & Mat. Sci. and Electrical Engr. & Systems Sci.).

Ferredoxin and bacterial photosynthesis. **Bob Buchanan**, Dept. of Cell Physiology, U. of California, Berkeley, 4:10 p.m., 146 Giltner Hall (Microbiology & Public Health).

BENEFIT CONCERT SLATED Open public rehearsals will be held next week (Nov. 8-12) for the Symphony Orchestra's opening concert on the 15th and 16th. Groups may arrange for seating reservations by calling 5-1811. Individuals will be free to come and go quietly during any of the sessions in Room 120 of the Music Bldg. Tickets for the benefit concert are now on sale (minimum donation is \$2.50) at the Union Ticket office. Proceeds will go to the MSU Orchestra Scholarship Fund.

FACULTY FOLK

The Faculty Folk Christmas party will be held Dec. 4 at the University Club. A gourmet dinner will be followed by dancing and bridge. Tickets are \$7.50 per person and will go on sale Nov. 12 at the Faculty Folk meeting. After that date they will be available only at the University Club. Since the club is prohibited from handling any cash, tickets can be obtained after Nov. 12 only through a club member who can charge them to his account.

VARSITY HOSTS PROGRAM

Tickets are now on sale for the Varsity Club's basketball entertainment program, featuring the world-famed Harlem Globetrotters, Tuesday, Nov. 30. The game will be played on the new synthetic Tartan Floor at Jenison Field House. Tickets are \$4 for reserved seats, \$3 for general admission and \$2 for MSU students and younger general admission, available at Jenison, Union Ticket Office and Paramount News in Lansing and East Lansing.

Campus Plantings

Colorful fruits and autumn foliage combine to lend appeal to Washington Hawthorn west of Wells Hall.

Hidden Lake Gardens

Tipton, Michigan

Orchids, fuchsias and hanging basket chrysanthemums are especially eye catching in the Temperate House. Natural and developed landscapes are year around features. Open daily 8 a.m. until sundown.

Cyclic AMP, cyclic GMP and protein kinases. **J.F. Kuo**, Dept. of Pharmacology, Yale U. School of Medicine, 1 p.m., B449 Life Sciences I (Pharmacology).

Solving a singular diffusion equation occurring in population genetics. **Louis Jensen**, Dept. of Statistics, U. of Michigan, 4:10 p.m., 405A Wells Hall (Statistics & Probability).

WEDNESDAY, NOVEMBER 10, 1971

Spore germination: carbohydrate metabolism. **Mary A. Bednarski**, 4:10 p.m., 168 Plant Biology Lab (Botany & Plant Pathology).

Esterase isozymes as a tool for gene localization in barley. **Gunnar Nielson**, Danish Atomic Energy Comm., 4 p.m., 106 Plant Biology (Genetics).

Job search. **Edwin Fitzpatrick**, MSU Placement Bureau, 4:10 p.m., 126 Anthony Hall (Institute of Nutrition).

THURSDAY, NOVEMBER 11, 1971

Future development of the College of Human Medicine and areas of potential collaborations with agricultural economics. **Andrew D. Hunt**, 3:30 p.m., 16 Agriculture Hall (Agricultural Economics).

Plant and animal microbodies. **Ed Tolbert**, 4 p.m., 101 Biochemistry (Biochemistry).

Intermediates in the hydrolysis of borohydride. **Wm. L. Jolly**, Lawrence Radiation Lab., U. of Calif., 3 p.m., 138 Chemistry (Chemistry).

Plant exploration. **E.H. Everson**, 4 p.m., 109 S. Kedzie (Crop & Soil Sciences—Great Agronomists Series).

Recent chemical, histochemical and behavioral studies using 6-hydroxydopamine and 6 hydroxy DOPA. **David Jacobowitz**, National Inst. of Health, Bethesda, Md., noon, B449 Life Sciences I (Pharmacology).

Clinical use of radioisotopes. **S. Wilensky**, St. Lawrence Hospital, 8 p.m., Cyclotron Seminar Room (Physics).

FRIDAY, NOVEMBER 12, 1971

Group characters and nonnegative integral matrices. **E. Snapper**, Dartmouth, 4:10 p.m., 304 Wells Hall (Mathematics).

Report of VIIth international congress of chemotherapy, Prague, Czechoslovakia, Aug. 1971. **S. K. Aggarwal**, 3 p.m., 204 Natural Science (Zoology).

Information on MSU events may be submitted, for possible inclusion in the bulletins, to Sue Smith, Dept. of Information Services, 109 Agriculture Hall, (517) 353-8819. Deadline for submitting information is noon Tuesday preceding the Thursday publication. The calendar of events will cover an 8-day period, Friday through Saturday.

Friday, November 5, 1971

- 8 p.m. Planetarium Program—"A.R.C. 71," for the second year, carefully integrates live rock music and lighting effects by the Eye See the Light Show Company. Advance tickets are \$2, available at the Union Ticket Office or Abrams Planetarium.
- 8:15 p.m. Concert—The Chamber Orchestra, directed by Dennis Burkh, with present its first concert of the season. Featured soloists will be flutist Alexander Murray and trumpeters Byron Autrey and Kenneth Bloomquist. No admission charge. Music Aud.
- 10 p.m. Planetarium Program (see above). Abrams

Saturday, November 6, 1971

- 10 a.m. Performing Arts Company (PAC)—A special Children's Theatre production, "The Boy Who Cried Wolf is Dead," will take on a new twist when children in the audience are asked to take part in the play. Tickets are 75 cents, available one hour before performances. Arena Theatre.
- 1 p.m. PAC Children's Play (see above). Arena Theatre.
- 3 p.m. PAC Children's Play (see above). Arena Theatre.
- 7 p.m. University Club wine tasting dinner.
- 8 p.m. Planetarium Program (see Nov. 5). Abrams
- 8 p.m. World Travel Series—"Africa Camera Safari" is produced and narrated by John D. Craig. Tickets available at the door. Auditorium.
- 10 p.m. Planetarium Program (see Nov. 5). Abrams.

Sunday, November 7, 1971

- 4 p.m. Concert—The Richards Woodwind Quintet, composed of MSU faculty members, will perform works by Alvin Etler, Maurice Ravel and Franz Danzi. No Admission charge. Music Aud.
- 8 p.m. Planetarium Program (see Nov. 5). Abrams.
- 8:15 p.m. Graduate Recital—Flutist Leslie Frink will perform. Music Aud.
- 10 p.m. Planetarium Program (see Nov. 5). Abrams.

Monday, November 8, 1971

- 4 p.m. Steering Committee of the Faculty will set the agenda for the Nov. 15 Academic Senate meeting. 443A Hannah Admin. Bldg.
- 4:10 p.m. Honors College Lecture Series—Stephen Toulmin will discuss "The Explanatory Goals of Science." Open to the public. 108B Wells Hall.
- 8:15 p.m. Faculty Recital—Violinist Walter Verdehr and pianist Ralph Votapek will perform in a duo recital, including a variety of musical forms. No admission charge. Music Aud.

BULLETINS

WINTER SCHEDULES READY Copies of the Winter term Schedule of Courses and Academic Handbook are now available. Departmental representatives may pick up copies in Room 64, Hannah Admin. Bldg.

SAUSAGE ORDERS TAKEN The deadline for ordering sausage from the Food Science Club has been changed from Nov. 17 to Nov. 15. The sausage is 80 cents per pound and orders may be placed by calling 3-0764. Office hours are 3-5 p.m.

PAC TICKETS AVAILABLE "Rosencrantz and Guildenstern are Dead," the second Performing Arts Company production this season, will open Nov. 10. Performances will be given each evening at 8:15 p.m. in the Fairchild Theatre through Sunday, Nov. 14. Tickets are \$2 and may be purchased at 149 Auditorium. For reservations call 5-0148. Boxoffice hours are noon to 5 p.m. weekdays.

POINSETTIA SALE The MSU Business Women's Club is offering poinsettias for sale. Orders may be made by calling 3-5086 or 3-5087. Delivery will be on Dec. 11 in time for holiday entertaining. Orders must be picked up in Linton Hall on that day, or other arrangements for pickup noted with the order. Payment will be due on day of delivery. Three-bloom plants are available in red, white, or pink at \$5. One-bloom plants in red only are \$1.50. Orders must be placed before Nov. 15. Special Project funds are used for Secretarial Scholarships.

Tuesday, November 9, 1971

- noon University Club Luncheon—Guest speaker will be Sidney Katz, director of the MSU Office of Health Services Education and Research, on "OHSER: A New Department."
- 3 p.m. Elected Faculty Council Meeting. Con Con Room, Int'l. Ctr.
- 8:15 p.m. Faculty Recital—Pianist David Renner will perform. Music Aud.

Wednesday, November 10, 1971

- 8:15 p.m. Performing Arts Company—"Rosencrantz and Guildenstern are Dead," the story of Hamlet's school friends, provides light comedy in a thought-provoking air. Tickets are \$2, available at the boxoffice before performances. Fairchild Theatre.

Thursday, November 11, 1971

- 8 p.m. Planetarium Program (see Nov. 5). Abrams.
- 8:15 p.m. Concert—The 47-member Wind Ensemble, conducted by Kenneth Bloomquist, will present chamber music for winds, featuring works of Mozart, Nelhybel, Hartley and Walton. No admission charge. Music Aud.
- 8:15 p.m. PAC (see Nov. 10). Fairchild Theatre.
- 10 p.m. Planetarium Program (see Nov. 5). Abrams.

Friday, November 12, 1971

- 8 p.m. ASMSU Pop Entertainment—The Fifth Dimension will perform. Tickets are available at the Union Ticket Office. Jenison Field House.
- 8 p.m. Planetarium Program (see Nov. 5). Abrams.
- 8:15 p.m. PAC (see Nov. 10). Fairchild Theatre.
- 10 p.m. Planetarium Program (see Nov. 5). Abrams.

Saturday, November 13, 1971

- 10 a.m. PAC Children's Theatre (see Nov. 6). Arena Theatre.
- 10:30 a.m. University Club pregame luncheon.
- 1 p.m. PAC Children's Play (see Nov. 6). Arena Theatre.
- 1:30 p.m. Football—MSU vs. Minnesota. Last home game. For ticket information, call the Jenison ticket office.
- 3 p.m. PAC Children's Theatre (see Nov. 6). Arena Theatre.
- 5:30 p.m. University Club postgame buffet.
- 8 p.m. Planetarium Program (see Nov. 5). Abrams.
- 8:15 p.m. PAC (see Nov. 10). Fairchild Theatre.
- 10 p.m. Planetarium Program (see Nov. 5). Abrams.

FILM AVAILABLE

An MSU film, "Man and Humanity," is available for showing on campus by interested groups. The 28-minute color film was produced by the Instructional Media Center. For bookings contact IMC at 3-3960.

PBK HOLDS MEETING

The fall term meeting of the Epsilon of Michigan Chapter of Phi Beta Kappa will be held at 8 p.m. Wednesday, Nov. 10, in the Union Green Room. All members are urged to attend. An invitation is also extended to faculty members who have not affiliated as yet with the Epsilon Chapter. For more information, call C. L. Schloemer in natural science, 301 N. Kedzie, 3-2275.

RETIREEES CLUB

The Retirees Club will meet at 1 p.m. Monday, Nov. 8, in the Union, third floor parlors. Guest speaker will be Sylvan H. Wittwer who will discuss "Dynamics of Agricultural Research." The club previously met on Tuesdays, but regular meetings will now be held on Mondays. Retirees are also invited to meet at noon for lunch Monday in the Union Cafeteria, where a section will be reserved.

TROPICAL STUDIES GROUP The Tropical Studies group will meet at noon Wednesday, Nov. 10, in Parlor C of the Crossroads Cafeteria for lunch. A lecture will follow in Room 106. Henry Huber of the forestry department will speak on "Wood Products and Education in Taiwan."