

MISU Faculty News

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Saving Sanford

Botanist John H. Beaman (above) is concerned that human progress threatens the future of the Sanford Natural Area as a teaching and research facility for the campus. See story, page 4.

Income tax for East Lansing?

By BEVERLY TWITCHELL
Associate Editor, Faculty News

The question of an East Lansing municipal income tax, which aroused controversy early this year, is still under study by the East Lansing city manager's office.

The study, conducted by Assistant City Manager Bill Costick, will "try to pull out sufficient statistics to indicate who is going to benefit and lose with the adoption of an income tax and an offsetting decrease of the property tax," according to East Lansing Mayor Gordon L. Thomas. He is also assistant dean and professor of communication arts.

"If we can't demonstrate (an improvement in) equity, then I guess we're not interested," Thomas said.

The City Council has discussed an income tax since the City Income Tax Act was adopted by the State Legislature in 1964, Thomas said. Serious talks began last fall, and public hearings were held in January, 1970. He said the hearings produced questions that the council could not answer.

The income tax question was then

Permits due

The 1969-70 parking permits have expired, and new permits are required for all faculty and staff. Although nearly all persons have been issued new stickers and gate cards, those who do not have 1970-71 permits can get them in Quonset 103.

postponed because of "some serious doubts" by the council," Thomas said.

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THE NEED for further study was suggested by Milton C. Taylor, professor of economics, in a memorandum to the City Council in February.

Taylor said the study would provide "a much better insight into those who will gain from the combination of a property tax reduction and the adoption of an income tax as compared to those who will bear higher tax burdens.

The new salary increase plan for administrative - professional employees - effective July 1 - will provide merit or step raises for most A-P people on the anniversary date of their employment.

Exceptions would be persons who, since July 1, receive a transfer or promotion (with a salary increase) or who take a leave of absence (without pay) longer than 30 days. Any transfers, promotions or leaves prior to July 1, 1970, have no bearing on the anniversary date.

This means, for example, that a person at the A-P - III level who was first employed full time by MSU last Oct. 1 would be eligible for his merit increase of \$790 this Oct. 1.

If he receives a promotion with salary

"Illustrative of the need for research is some material... prepared by a citizen of East Lansing, which leaves the basic implication that most people will suffer if an income tax is adopted, but a handful of large enterprises will gain," Taylor wrote. "If the tax value of the property tax reduction is equal to the tax value of the adoption of an income tax, obviously there will be a trade-off, and it is precisely the benefit-cost of this trade-

(Continued on page 4)

A-P salary system in effect

increase next Feb. 1, then his annual date of merit raise eligibility will be Feb. 1 thereafter until he has a further change in status.

If the same A-P - III is at the salary ceiling of his level (\$12,240), then he would not receive the merit increase unless he is reclassified to a higher level.

Gerald F. O'Connor, assistant director of personnel, said that his office so far has not received a high number reclassification requests because of the new A-P salary system.

He said that the system is not designed "to reclassify only those at the top of the salary scale." Any reclassifications, he added, must be justified by increased duties and responsibilities in a person's job.

pressure from the State Legislature for some immediate action. So the proposal was presented to the Board at its Sept. 17 meeting for concurrence in principle.

The statement is designed to provide a policy on faculty abrogation of responsibility as well as adjudication of such cases. Until the statement goes through the channels of faculty government and is approved by the Board, an interim proposal for adjudication was approved by the trustees. The interim procedures are those now used in cases of dismissal of tenured faculty.

* * *

THE STATEMENT of Faculty Responsibility provides for non-payment of salary or wages to any faculty member or graduate assistant "willfully withholding by reason of dissent or caprice services for which he is employed."

Premises of the report are based primarily upon policies already existing:

1. The University and faculty have the duty to provide students with "satisfactory fulfillment of the contract entered into at the beginning of the term," as stated in the Academic Freedom Report.

2. Faculty members have the right to dissent without jeopardizing their livelihood, as approved in a resolution by the Academic Council in May, 1970.

3. Dissent may not be defined as the right to abrogate the concepts of either the Academic Freedom Report or the Code of Teaching Responsibilities (which requires all faculty to meet their classes regularly and at scheduled times).

4. Dissent does not absolve the faculty member from fulfilling his contract with the University by, for example, absenting himself from classes he is expected to meet regularly and at scheduled times.

5. Abrogation of teaching

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O'Connor noted that whenever a general salary adjustment is granted (as was the case this year), adjustments are made in A-P salary ranges. This year, the general salary increase for A-P employees was 5 per cent, so the salary ranges in each level were raised 5 per cent.

William D. Kenney, president of the A-P Association and an assistant director of financial aids, said his group hopes to initiate an exploratory study of the whole A-P system.

Other goals of the association will be outlined at a general meeting of the group at 7:30 p.m. Wednesday in the Kellogg Center Auditorium. It is open to all A-P staff, including nonmembers of the association.

Center celebrates its 25th birthday

By GENE RIETFORS
Editor, Faculty News

When it opened its doors in 1946, the MSU Counseling Center found a student clientele heavily populated by returning World War II veterans: Older and more mature than the usual undergraduates, and primarily seeking help in educational and career planning.

Today, that wave of veterans is long past, and the Counseling Center, celebrating its 25th year, serves an MSU student population that is much larger and generally younger. But the concerns of today's students aren't all that changed from those of a quarter-century ago.

The 1970 student faces a more complex environment—an unpopular war, the increasing presence of drugs and an easing of sexual codes—but his personal conflicts remain fairly constant, according to Rowland R. Pierson, professor and director of the center.

"Student problems still result basically from home and family relationships, from uncertainty over career plans and from the need for peer group acceptance," he says.

Pierson and three other center staff members—Beatrice F. Moore, Ross W. Matteson and Gwendolyn Norrell—were on hand when the center opened in 1946, and they will help mark its 25th anniversary this week during a "share-in" conference Wednesday through Friday in Kellogg Center.

The planning committee for the "share-in" includes Dorothy R. Ross, F. Lee Erlandson, Ralph E. Kron, Gerhard D. Linz and Mrs. Moore.

Major speakers for the event will be Paul L. Dressel, MSU assistant provost and the first Counseling Center director; Paul T. King, director of the Counseling Center, University of Missouri; and John L. Maes, director of Boston University's Counseling Center. Both King and Maes are among seven "alumni" of the MSU center who now head centers at other schools.

NO FIGURES are available on the number of students who visited the

Counseling Center during its first seven years, but the total has grown from about 7,000 in 1953-54 to more than 15,000 last year.

Its activities have expanded accordingly in the 25 years. And although students still seek educational-vocational counseling, their need for social and personal advising has greatly increased.

"There is even more concern today (among students) for student-parent relationships," notes Erlandson, a professor in the center.

"Young people today don't seek identity in occupational roles as they once did. They seek more personal identity."

Dorothy Ross, associate professor and a member of the center since 1949, says that some of today's student problems stem from feelings of anonymity on a large campus.

"But the whole University is helping to overcome this," she adds, "through the living-learning units and the new small colleges."

Pierson observes that among students today there is a feeling of "more openness in seeking professional help. And as the quality of our service has grown, so has the size of our clientele."

While student unrest has heightened in recent years, both Pierson and Erlandson point out that most of the "violent minority" aren't likely to seek any counseling through the center.

"They don't feel they need any help," Pierson says, "because they seem to be satisfied with what they are doing. The ones who come to us are the ones who have doubts about themselves or about what they're doing."

* * *

THE CENTER has retained and expanded its original service emphasis, and today maintains five branch centers across the campus in addition to its main office in the Student Services Building.

It serves more women students than before, and it is aiming more help at the growing number of minority and disadvantaged students here.

The center is also heavily involved in instruction (about 50 education and psychology graduate students are gaining experience this term, and 14 interns are currently working half-time

in the center), and in research (an estimated 25 Ph.D. theses in the past six years have been based all or in part upon data from the center's pool of research information).



The Counseling Center's "charter" staff: From left, Gwendolyn Norrell, Beatrice F. Moore, Rowland R. Pierson and Ross W. Matteson.

— Photo by Dick Wesley

Lecture set

Prof. H. Stanley Loten of the architecture department at the University of Pennsylvania will present an illustrated lecture, "Maya Temple Architecture at Tikal, Guatemala" Thursday at 8 p.m. in the main gallery of Kresge Art Center.

The lecture is sponsored by the Central Michigan Society of the Archaeological Institute of America.

Scoring forms

The scoring office of the Office of Evaluation Services is now providing test scoring and scanning services on Op Scan 100 scanners. After Dec. 31, 1970, the scoring office will not be able to score or scan IBM 1230 answer sheets.

Answer sheets and forms for the Op Scan 100 are available. Questions can be directed to the scoring office, 104 South Kedzie, phone 355-1819.

Two views of the campus, 1970

At the recent state meeting of the State Bar of Michigan in Detroit, two guest speakers — Julian Bond and U.S. Sen. Sam J. Ervin — aimed some of their comments at American higher education. Bond is the young black state legislator from Georgia who has visited this campus, and Ervin is a Democratic senator from North Carolina. Excerpts from their remarks follow.

Julian Bond:

"... We (black people) are in bad shape. We live and work in situations provided for by the majority, not by us. We exist at the pleasure and sufferance of the American majority, and the evidence is mounting that that existence itself may soon be called into question ...

"The traditional coalitions of black people, labor, the more enlightened church leadership have failed in bringing about the beloved society that was the dream of the early '60s ...

"The hoped - for coalition with white college students has failed to materialize, as far too many of this group have shown more interest in music, drugs, the romantic rhetoric of revolution and the ennobling sacrifice of self - enforced poverty than in the very real problems of existence that afflict most black people in this country.

"So we are left to an ever - spiraling scale of politics and then protest and then revolt, with the probable result that increasing repression will follow ...

* * *

"... At a time when our community seems about to draw together an alliance of cultural nationalists and political activists, of poverty workers and poverty lovers, of foot - washing baptists and the nation of Islam, we cannot afford a Woodstock in a nation that still tolerates Watts; we cannot demand liberation for special groups until the whole group goes free.

"That suggests that the fragile, sometime security of the college campus is not the proper place from which to engage in social criticism of people whoseldom see a book from year to year; that the presence of ROTC on the campus is not nearly as earthshaking an issue as the presence of rats in the ghetto; that debates about the relative revisionism of the late Ho Chi Minh had best be neglected until we have started our own revolution here..."

Sam Ervin:

"Our country cannot tolerate the violent disruption of the educational process on the campuses ... Besides, it need not do so. the administrators of these institutions and the state officers charged with the duty to administer criminal justice have ample authority to put an end to violence on the campuses.

"To accomplish this, they must do these things:

"1. Administrators of institutions of higher learning must recognize the rights of students to petition for a redress of grievances. This being so, they must keep the lines of communication open and receive and consider any recommendations for changes in curricula or management recommended to them by students acting peaceably and courteously. In addition, they must be willing to accept and implement any proposed changes which improve the administration of the institutions or the quality of the instruction they afford.

"2. Administrators of our institutions of learning must make it plain that their institutions are not going to be havens of repose for the indolent or places of correction for the incorrigible. Besides, they must not appease students who commit violent crimes or seek to obtain for them immunity from prosecution and punishment. Furthermore, they must safeguard the right of students desirous of pursuing an education in an atmosphere of peace by expelling those who seek to disrupt by violent methods the educational process.

"3. State officers charged with responsibility for administering criminal justice must prosecute and adequately punish students who commit violent crimes on campuses.

"After all, the first duty of a free society is to enforce law and thus maintain order. This is so because disorder denies to the people the right to exercise and enjoy their freedoms.

"I cannot overmagnify the obligations resting upon administrators of institutions of higher learning and state officers charged with the duty to administer criminal justice to prevent the violent disruption of the educational process. This is so because, in the ultimate analysis, our universities and colleges must supply the intellectual and spiritual light necessary to keep our society free."

How to sail the academic seas

(Editor's Note: Deans normally require little persuading to recite the developments in their respective colleges. Few, however, attempt to do so in the unusual fashion of Andrew D. Hunt Jr., dean of the College of Human Medicine. At his college's annual convocation Sept. 23, Hunt offered the following extemporaneous report. He prefaced it with a disclaimer: "This is going to be a horribly mixed metaphor.")

"I think one way to look at the medical school is that it is a boat, a peculiar kind of boat. It starts out as a cat boat — one sail, no motor, a crew of one or two people. And this boat is leaving a dismal, bleak place like New York or Boston and heading for a lovely spot like the Canary Islands.

"The boat has a peculiar capacity: It can grow as it moves across the ocean. It can produce new masts. It has the ability to extend its bow, and widen itself. And it has a mysterious capacity to increase the size of its crew. Its growth potential as it nears the Canary Islands is that of a 62,000-ton ocean liner.

"The person selected as captain of this little boat used to be third officer on an ocean liner. He doesn't know very much about navigating a small boat, but he does his best.

"THIS PARTICULAR boat left New York about the time of the autumnal equinox, the time of the mighty hurricanes — and it really ran into them as it moved out toward the Gulf Stream with its one-or two-man crew. Somehow, by good luck and good grace—with a little help here and there from such sources as the Kellogg Foundation and the University general fund, plus input from the many colleges on the campus and a dedicated faculty not yet really part of our college—we made it—we got out beyond the storm.

"The boat grew a little in size; its crew expanded, and finally, the stormy hurricanes and winds evolved into the tradewinds which are now sustained by the generosity of the State Legislature and the federal government. The basic force of these winds comes

from the legislature, and they are seemingly very favorable at the present time.

"The somewhat capricious increases of these winds came from the federal government and are less predictable now. . . (So) we may slow down a little because we don't get the extra push from the federal government quite the way we had planned.

"The boat now seems to be about a 78-foot, two-masted schooner with a good diesel engine and enough fuel, to make it two-thirds of the way to the Canary Islands. (It) will make it if the winds keep blowing in a favorable fashion.

"The Canary Islands are a small point on the world surface. It requires a certain amount of navigational skill to be able to achieve this objective. We are now in the Gulf Stream, winds are favorable, and most of the fish blowing up along the bow wave are handsome. . . sail and flying fish. There are some sharks lurking, but they're not big enough to knock us over; if we fall overboard, it's our fault."

Student participation: Another try

A three - man committee is expected to be appointed at today's Academic Council meeting to review the Report on Student Participation in Academic Government (known as the McKee Report).

Hideya Kumata, professor of communication and member of the Steering Committee of the Faculty, said his steering committee will recommend the three persons for the committee. He said the group will look at contradictions in the report, consider all points of view and report back to the Council on Nov. 3.

The Council would then expedite proceedings on the report, Kumata said, so it can be considered at the Nov. 17 Academic Senate meeting.

Kumata said the steering committee prefers that the new committee not include anyone clearly identified as a vigorous supporter or an opponent of the document — thus disqualifying James B. McKee, professor of sociology and chairman of the committee that wrote the report last year, and Charles C. Killingsworth, University professor of labor and industrial relations, who led opposition to the report in both the Council and Senate.

The student participation report is in its third year of deliberations. It originated in 1969 with a committee chaired by Gerald Massey, former professor of philosophy. Debate in the Academic Council in the fall of 1969 resulted in the creation of the McKee committee, which reviewed and revised the original document.

The McKee Report was first presented to the Council in February, this year. From then until March, it headlined the Council agenda, involving at least five meetings, including four continuous sessions totaling nearly 12 hours of discussion.

Also involved was creation of a subcommittee to reconsider recommendations concerning minority student representation.

On April 7 the report was finally approved by the Council, and on May 15 bylaw amendments to implement the report were approved.

But the Senate on June 3 rejected the McKee Report by a vote of 427 to 111. A resolution was approved endorsing the objective of the document, but the Senate returned the report to the Council for reconsideration and clarification, with a target date of Jan. 1, 1971, for implementation of increased student involvement in academic governance.

THE MCKEE Report would have made significant numerical changes in the composition of the Academic

Council and of the University standing committees.

Voting membership of the Council now includes 56 elected faculty representatives, the five - member steering committee and the 18 appointed members (deans). The provost may vote in case of a tie. Other Council members include the president, three non - voting students, and 15 exofficio members (administrators and standing committee chairmen).

The McKee Report would have added 31 voting student members (instead of

the current three non - voting members), including 10 minority representatives. The 15 ex officio members also would have gained voting privileges.

Elected faculty currently have a voting majority (56-24). Approval of the McKee Report would have given the student - appointee - ex - officio group a majority (70-56) over elected faculty.



Tuesday, Oct. 6 - 7 p.m.: "Presidential Forum" First in a new series featuring President Wharton in an examination of campus issues and activities.

Friday, Oct. 9 - 7 p.m.: "Assignment 10" Visits to Lansing's City Rescue Mission and to East Lansing's The Raft.

Sunday, Oct. 11 - 3:30 p.m.: "NET Festival" A filmed look at the late George Szell, conductor of the Cleveland Orchestra. 4:30 p.m.: "Black Journal" The concept of the black man as a "warrior" is shown in the Shotokan style of karate.



Tuesday, Oct. 6 - 8:30 p.m. "Boston Symphony" The music of Haydn, Mozart, Stravinsky and Tchaikovsky (FM).

Wednesday, Oct. 7 - 10 a.m.: "Radio Smithsonian" John Macy discusses public broadcasting and Sir Kenneth Clark discusses his "Civilisation" TV series. (AM).

Thursday, Oct. 8 - 11 a.m.: "Is TV Destroying American Culture?" Dick Cavett, Cleveland Amory, Author Luisi Barzini and Dick Newfield of the Village Voice (AM).

Friday, Oct. 9 - 1 p.m.: "The Right of the Media to Dissent" Alexander Kendrick, CBS News; Roy Fisher, editor; Harry Kalven, law professor (AM).

Monday, Oct. 12 - 1 p.m.: "Lecture-Discussion" Michigan gubernatorial candidates debate (AM).

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The Faculty News has moved to Rooms 323 and 324 in Linton Hall. The telephone numbers are 355-2285 (Gene Rietfors) and 353-5302 (Beverly Twitchell). The phone system is still incomplete, so if there is no answer at these numbers, please call 353-0820.

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Commission adds 2 hearings

Two additional hearings of the Presidential Commissions on Admissions — designed specifically for MSU faculty, staff and students — will be held Oct. 22 and 23 in the Con Con Room of the International Center.

Each session will be from 10 a.m. to 12 noon and from 1:30 to 4 p.m.

Ira Polley, consultant to the president and director of the commission, said that through the additional hearings the commission hopes to tap the "wealth of views, judgments and experiences" held by members of the campus community.

He said the commission wants to hear from faculty, staff and student groups — both formal and informal — and from individuals. And he

emphasized that the commission is looking at the future role of MSU as well as at enrollment issues.

Polley has urged persons and groups interested in appearing before the commission to notify him and indicate whether they wish to speak, make a written presentation or simply attend. And he asked that those persons indicate an hour at which they wish to make a presentation so that he can schedule them for the hearings.

Polley's office is Room 408, Hannah Administration Building (Phone: 353-5008).

Regular public commission hearings are slated for Oct. 14 in Grand Rapids and Oct. 19 at Kellogg Center.

Council agenda . . .

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responsibility as a result of dissent cannot be defined as an "emergency" under the Code of Teaching Responsibility or as a "reason" under a policy affirmed by the EPC in May. (That code further states that "in case of illness or any other emergency, the instructor will notify the department chairman so that appropriate action may be taken." The EPC statement says that if the instructor is unable — because of "death, illness, leave of absence, consultation, or any other reason" — to meet his obligations "to provide for students the instruction for which they enrolled," the department is responsible for providing the students with the "satisfactory fulfillment of the contract . . .")

6. The term "services" in the resolution following the premises shall be defined as instruction and

advisement, research, administration and public service.

The resolution adopted by the EPC and approved in principle by the trustees states: "Any member of the instructional staff who fails to fulfill any provision of the approved Code of Teaching Responsibility by reason of dissent or caprice shall be held accountable. The University will not make payment of wages and salaries to any person who by reason of such dissent chooses to withhold any of the services for which he or she is employed."

The EPC further recommends that the proposed University Committee on Faculty Compensation and Academic Budget define faculty responsibility and load and develop procedures relating to abrogation of responsibility, including hearing procedures. The committee would also present its recommendations through regular academic channels.

MSU Faculty News

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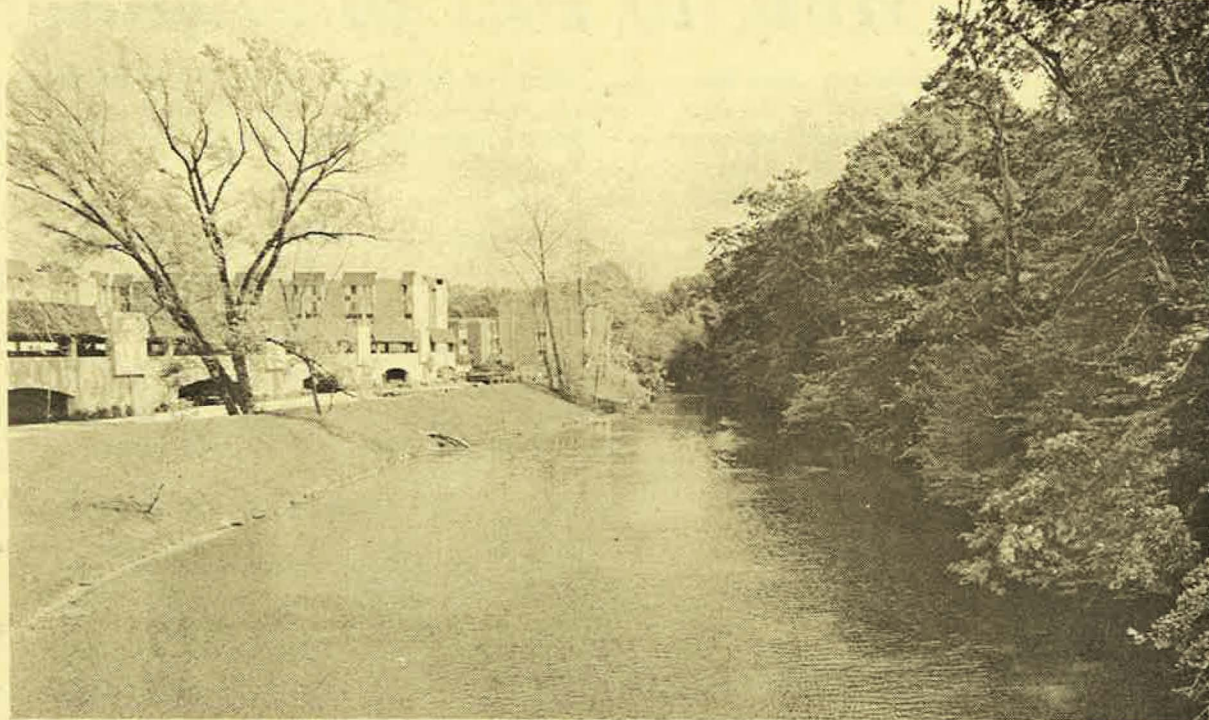
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"... (Its) very convenience poses the greatest threat to Sanford as a natural area, for in recent years its periphery has been a choice residence hall building site. With the greatly increased student population have come uses and abuses which may ultimately destroy it unless effective protective measures are instituted."



"(Sanford) also serves as a pleasant buffer between the campus and the apartment and business district to the north."

* * *

"We are currently faced with the problem of preventing further environmental deterioration which would increase the number of weeds and eliminate the precariously small populations of native species of limited ecological tolerance."

— Photos by Dick Wesley

Preserving the 'irreplaceable'

Few campuses can claim forests in their midst such as the Sanford Natural Area that follows the Red Cedar River from Hagadorn Road west to Bogue Street, just north of Holmes, McDonel, Owen and Van Hoosen Halls. Yet it is this proximity to civilization that may be the area's demise, warns John H. Beaman, professor of botany and plant pathology and curator of the Beal - Darlington Herbarium.

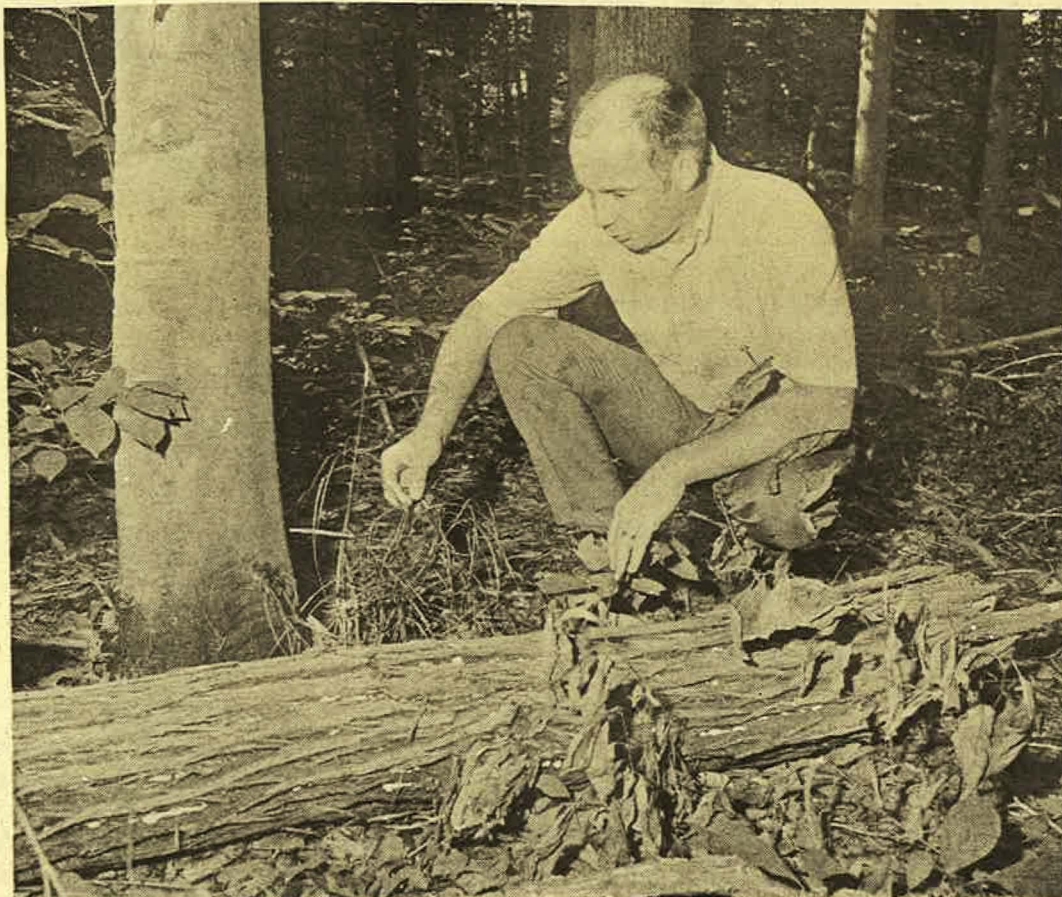
The Sanford area's "scientific legacy, utility and potential are not immediately evident to the layman," Beaman says. But he points out that as an outdoor classroom the area is extremely valuable, containing more than 350 identified plant species.

Some of the trees in the area are more than 200 years old. The largest, a stately sugar maple, measures 37 inches in diameter and is an estimated 250 years old.

But Beaman's main concern is for the variety of species in the area. "Nine species formerly present have been lost," he says, "in large part because a major habitat was destroyed by building construction." Now the major threat is the foot traffic from nearby housing complexes.

Writing in recent issue of *The Michigan Botanist*, Beaman urges that "a very substantial fence, with an entrance only on the west side, would seem the best solution for reducing unnecessary traffic. The present low fence with six gates (four on the south side) is entirely ineffective. Some of the new trails have actually developed from the gate locations."

He calls Sanford Natural Area "an irreplaceable resource worth every effort and expense to preserve. . . . If indeed it can be saved, it could become an outstanding case history on the conservation of a natural area in the face of steadily increasing population pressures."



East Lansing weighs tax . . .

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off that needs to be determined."

To determine the real impact of an income tax, Taylor said, relevant groups should be categorized, such as resident homeowners; owners or operators of commercial businesses; renters; apartment house owners; and nonresident students, faculty and staff of MSU.

* * *

COSTICK HAS analyzed the property tax rolls, classifying property by groups — such as residential, commercial and multiple dwelling — to show the percentage of total valuation for each group. He said he will also classify single dwellings by levels of assessment to determine the distribution of real estate wealth.

Much of Costick's data had already been collected in a 1968 city manager's report to the council. Now, he said, he is

building on that report and analyzing the data.

Since the purpose of an income tax in East Lansing would be to achieve greater equity — easing the tax burden on low-income groups and raising it for upper-income groups — Costick said that particular attention must be given to apartment owners who "could avoid the income tax by using accelerated depreciation."

Under internal revenue laws, much of the profit from an apartment can be written off as accelerated depreciation. If apartment owners get such an income tax break, Costick said, the question becomes one of where this revenue will be recouped.

He has asked for information from other Michigan cities with income taxes and plans to use that data, including information on their experience with apartments, in his analysis.

SOME OF the data Costick needs will be in the new census data, and preliminary census population figures reveal some discrepancy between what East Lansing thought it had and what the 1970 census shows.

City officials had estimated a population of about 58,000 Costick said, and the preliminary census figures (which Costick said may be considered final) indicate a figure of only about 47,000.

Reasons for the discrepancy may be that the East Lansing estimate counted fall term enrollment of MSU, generally the highest of the year, while the official census was taken in the spring.

Also, some students may not have filled out the census form, Costick said, and city officials found that they had counted apartments already on the assessment list but not yet built. "It is likely that there was error on either side," he added.

Census figures relate to the income tax question because they contain information on per capita exemptions, Costick said. There is also the question of shared taxes, based on population, which would add to the city's revenues.

A 1962 economic base study of East Lansing by the planning commission estimated that 43 per cent of city's work force was employed by MSU. Costick said there is no reason to believe there has been drastic change in that figure.

Payroll data from the University did not include information on residence, so that has had to be estimated, probably to be based on the 1962 report. MSU divides its payroll list into groups — graduate assistants, faculty, labor and other students — with income listed.

Costick expects to complete his report by early December, when the income tax question will again be discussed by the City Council.