

MISU Faculty News

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Michigan State University

March 2, 1971

Council faces an agenda crowded with two amendments, four reports

The Academic Council faces a busy agenda for its meeting this afternoon at 3:15 in the Con Con Room of the International Center.

Items include: Reports from the University Curriculum, Honors Programs and Faculty Affairs Committees; a proposed amendment to the Academic Freedom Report; an amendment to the faculty bylaws to incorporate the Graduate Council; a report on the document on academic

rights and responsibilities of graduate students; and a report on the Feb. 19 meeting of the Association of Michigan Collegiate Faculties.

FREEDOM REPORT

The proposed amendment to the Academic Freedom Report pertains to the amending procedures for that document and will be presented to the Council by the University Committee on Student Affairs (USAC).

Current amending procedures grant

initiatory authority to ASMSU, USAC, living unit or group governments, and to any group of 100 student petitioners. Proposed amendments now must be channeled through ASMSU, USAC, the Academic Council and the Board of Trustees.

"This procedure," the new USAC proposal states, "would seem to clearly require approval of all of these bodies before an amendment could become operative."

But the current amendment procedures also state that no amendment may be adopted without approval of the council and trustees, and without consultation with AMSU.

The term "consultation," is ambiguous, USAC contends, and results in different interpretations of whether ASMSU approval of amendments is needed.

The proposed procedures to amend the freedom report attempt to delineate review and approval powers. While any member of the University community would be able to propose an amendment to ASMSU and to USAC (jointly), these two bodies would approve, reject or amend — and settle their differences in a conference committee — before the proposed amendment could be presented to the Council.

The Council would then have three
(Continued on page 4)

Faculty Club sets minimum charge in an effort to maintain dues rate

The MSU Faculty Club's board of directors has voted to require all club members to pay a \$12.50 minimum monthly charge, effective March 1.

The minimum charge applies to food and beverage expenses. The \$12.50 amount will be credited toward any such monthly charges incurred by members.

Gale E. Mikles, president of the board, said the new requirement is an attempt to hold monthly dues at the current \$17.50. He pointed out that most club members now spend more than \$12.50 a month on food and beverages.

The board has also told members that further refunds of membership deposits

will be delayed until the club reaches the membership level for which its new building was planned.

MIKLES, professor of health, physical education and recreation, said that the club faces financial problems primarily because its membership has not reached the anticipated level. When the new building was planned several years ago, it was designed to accommodate about 1,100 persons who signed as members.

When it was opened and dues were set, however, membership fell to about 850, Mikles reported.

Additional membership is necessary in order to provide funds for such fixed expenses as the building's mortgage payments and taxes, he added.

In a letter last week to Faculty Club members, Mikles asked them to contact colleagues and encourage them to join the club. He said that the board plans to increase the membership deposit after July 1.

Mikles said that the board was optimistic about the club's future, and he noted that increased membership by the summer season would help ease the financial squeeze.

A-P committee is named; first meeting March 9

Twelve persons have been named to a committee that will begin a study of the administrative - professional classification system at MSU.

The committee is scheduled to discuss its aims and objectives at a meeting next Tuesday (March 9).

Chairman of the classification study committee is J. Henry Backus of the Personnel Center. Other members are: Robert Bissell, public safety; Gerard Bush, continuing education; Theron Downey, veterinary clinic; Elaine Frank,

College of Natural Science; Harold Hilbert, Cyclotron Laboratory; James Howick, MSU Bookstore; Raymond Hopper, Holden Halls; Richard Lewis, physical plant; John Roetman, married housing; Samuel Wade, personnel; Robert Weber, information services.

A - P president William D. Kenney, assistant director of financial aids, said he will ask the group to explore the total structure of the University in an effort to produce a proposal that will have "lasting benefits" to MSU.

SIXTY-NINE GET REIMBURSED

A total of 69 persons took advantage during summer and fall terms of the new tuition reimbursement policy for A-P employees.

The plan, begun last July 1, provides tuition reimbursement for up to five credits of approved coursework a term for an A-P employee who has worked a year or more at MSU.

Figures supplied by the staff benefits division showed that 25 persons were reimbursed for summer coursework, and 44 received reimbursement for fall courses.

Total reimbursements in the summer were \$1,118 (at \$13 a credit), and the fall term cost was \$2,475 (\$15 a credit).

Professional development forms for the program are available in the Staff Benefits Division in the Administration Building. An A-P employee must complete a form prior to enrollment in a course for which he is seeking reimbursement.

Wolverine orders

Campus departments which wish to order copies of the 1971 Wolverine should do so by March 8. Requests can be sent to the Wolverine, Room 30, Student Services Building.

Hoerner to talk

The speaker for today's Faculty Club luncheon will be Bob Hoerner, sports editor of the Lansing State Journal. He will discuss newspapers and intercollegiate sports.

New faculty (No. 5)

Knowing a man by his heroes



(Editor's Note: Terry Smith, a graduate student in political science, is an admirer of faculty member David Meltz. Here is a portrayal of Meltz he wrote for his class in Journalism 415.)

If you know who a man's heroes are, you know a lot about the man. For David B. Meltz, assistant professor of political science, the great man in history was Beethoven.

"Beethoven had guts," Meltz says. "It took a real man to thumb his nose at the entire Eighteenth Century and all it stood for, like Beethoven did in his Eroica Symphony."

Meltz is something of an iconoclast as a social scientist. His academic background — B.A. from Brooklyn College, Ph.D. in 1970 from the University of Rochester — suggests good professional preparation but tells nothing of the man.

"I LOVE to teach," he says. "I'd rather teach than do research. I'm an

exhibitionist — every teacher is if he'll admit it to himself — and teaching provides me with an audience.

"I also love to turn people on intellectually. When students come up after class for elaboration of a lecture topic or additional reading about something discussed in class, I feel the past 50 minutes have been worthwhile."

Meltz teaches courses in social science theory construction with an emphasis on game theory. His dissertation and current research apply the theory of games to legislative behavior. He has been on the political science department faculty since Fall of 1969.

"I'll tolerate anything but open disrespect in my classes," Meltz says. "My classes, even my lectures, are conducted as discussion sections. I hate boring lectures, even my own. So we talk a lot with each other."

HIS VOICE has an enormous range.

(Continued on page 4)

David Meltz: Making students challenge him.

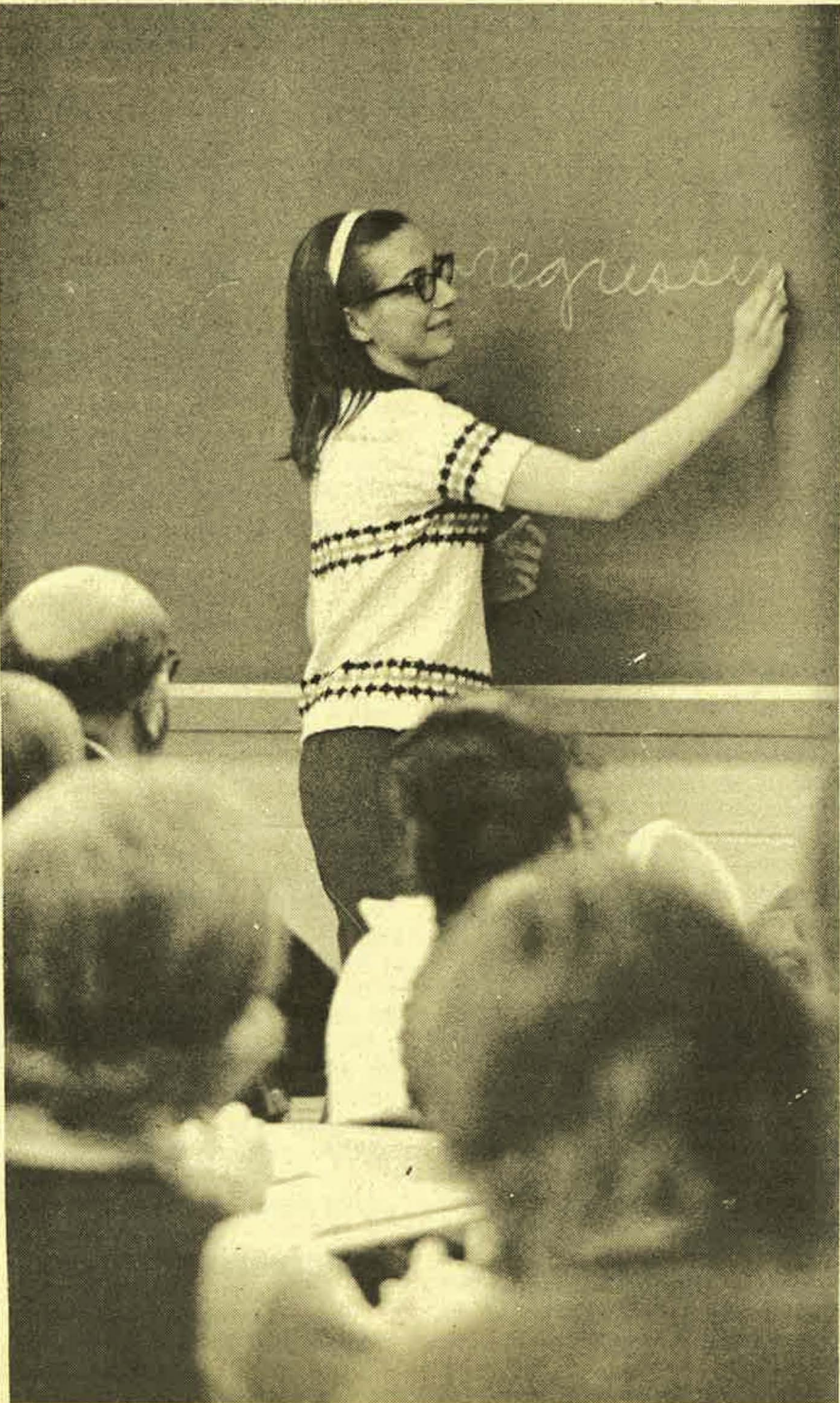
Campus opinion poll results presented

Ballots were cast by 7,630 persons in the first MSU campus opinion poll last Tuesday and Wednesday. The figure is about 17 per cent of the some 44,300 students, faculty and staff who were eligible to vote.

Following is a tabulation of the voting. (The percentages do not add to 100 because of unanswered questions.)

QUESTIONS	Undergrad. Students		Graduate Students		Faculty & Administration		Administrative-Professional		Clerical-Technical		Labor Payroll		Totals*	
	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
1. Should students be permitted to participate in determining faculty tenure policy and decisions?	3061 72.7%	1088 25.9%	556 63.2%	313 35.6%	205 27.5%	527 70.7%	73 24.6%	220 74.3%	256 35.3%	454 62.6%	83 29.6%	176 62.9%	4468 58.5%	2994 39.2%
2. Should MSU change from a quarter system to a semester system? (For example: Sept.-Dec. and Jan.-April, with summer course offerings.)	1307 31.1%	2866 68.2%	255 29.0%	611 69.5%	284 38.1%	443 59.5%	96 32.4%	188 63.5%	215 29.6%	483 66.6%	92 32.9%	163 58.2%	2400 31.5%	5062 66.3%
3. Do you think editorials in the State News generally reflect the views of the student body?	1819 43.2%	2201 52.3%	333 37.9%	473 53.8%	158 21.2%	532 71.4%	92 31.1%	194 65.5%	268 37.0%	425 58.6%	131 46.8%	137 48.9%	2971 38.9%	4232 55.5%
4. Do you believe the Laotian operation is justified as a means of facilitating U.S. military withdrawals from Indochina?	709 16.8%	3356 79.8%	206 23.4%	639 72.7%	274 36.8%	430 57.7%	121 40.8%	163 55.1%	241 33.2%	440 60.7%	106 37.9%	149 53.2%	1789 23.4%	5478 71.8%
5. Should opportunities for undergraduates to take credit-no credit courses be increased beyond the present 30-hour limitation?	3094 73.5%	1048 24.9%	460 52.3%	345 39.2%	318 42.7%	396 53.2%	134 45.3%	136 45.9%	337 46.4%	331 45.7%	116 41.5%	117 41.8%	4725 62.0%	2539 33.3%
6. Do you feel there has been improvement in the development of on-campus information channels between administration, students, faculty and staff?	1785 42.5%	2174 51.7%	417 47.4%	374 42.5%	517 69.4%	189 25.4%	192 64.7%	99 33.4%	413 57.0%	285 39.3%	137 48.9%	117 41.8%	3717 48.7%	3427 44.9%
7. Do you think the 18-year-old vote will influence the outcome of Federal elections?	2433 57.8%	1738 41.3%	429 48.8%	441 50.2%	284 38.1%	443 59.5%	153 51.7%	141 47.6%	453 62.5%	257 35.4%	170 60.8%	99 35.4%	4177 54.8%	3338 43.7%
8. In general, are you reasonably satisfied with your relationship with MSU?	2822 67.1%	1317 31.4%	673 76.5%	186 21.1%	642 86.1%	92 12.3%	256 86.5%	38 12.8%	587 81.0%	128 17.7%	224 80.0%	52 18.6%	5549 72.7%	1943 25.4%

*Totals include voters who did not identify their categories.



— Photo by Dick Wesley

Four seniors have won Woodrow Wilson grants

Four MSU seniors are among 305 undergraduates from across the country who have been announced as winners of Woodrow Wilson Fellowships.

The University's winners are Louise T. Eareckson, history major; Don A. Howard, Lyman Briggs College (Physical Sciences); James M. Krell, chemical physics; and June S. Manning, sociology.

Seven more MSU seniors were among the competition's 741 finalists, so all 11 nominees from here were cited.

The fellowships, now in their 25th

year, are awarded by the Woodrow Wilson National Fellowship Foundation. They are designed to encourage outstanding college seniors to consider service careers, primarily in college teaching.

Each fellow is supported for a first year of study at the graduate school of his or her choice. Finalists do not receive financial support, but they are recommended for fellowships and assistantships awarded by graduate schools.

Finalists from MSU are: Herbert H. Caswell III, Zoology; Glen R. Elliott, Lyman Briggs (chemistry); George W. Fehlhaber, mathematics; Catherine M. Hendricks, English literature; Michael L. Hines, mathematics; Robert R. McCraw, philosophy; and William A. Schambra, James Madison College (political science).

The University's total of 11 fellows and finalists ranked it in a tie for third among Big Ten institutions. The University of Michigan had 13 fellows and finalists, the University of Wisconsin 12 and the University of Illinois 11.

Nationally, Harvard had 33 fellows and finalists, Cornell 26, Yale 17, and the University of California at Berkeley 16, Brown 16, University of Chicago 16 and the University of Texas at Austin 15.

4 to be cited at graduation

Four persons, including a retired MSU faculty member and an alumnus of the University, will receive honorary degrees during the winter term commencement Sunday, March 14 at 3 p.m. in the Auditorium.

Honorary doctor of laws degrees will go to Floyd W. Reeves, distinguished professor emeritus of education, and Howard James, a 1958 alumnus and Pulitzer Prize - winning journalist for the Christian Science Monitor.

Another honorary doctor of laws degree will go to Wade H. McCree, circuit judge for the U.S. Court of Appeals in Detroit (who will deliver the commencement address), and an honorary doctorate of humane letters will go to Detroit financier - philanthropist Max M. Fisher.

Before his retirement in 1969, Reeves was for 16 years a full - time faculty member and had been a special advisor to former President John A. Hannah. His career in education and public service has spanned some 60 years.

MSU Faculty News

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Faculty bargaining drives intensified

Efforts to organize the MSU faculty have become more intensified.

The campus chapter of the American Association of University Professors is distributing authorization cards this week to all persons with faculty rank, including department chairmen and directors, and librarians.

A spokesman for the MSU Faculty Associates, which distributed cards last week, reported that it was still "too early to tell" how that group's campaign was progressing. He added that the returns were "pretty well following the pattern we had anticipated."

The Faculty Associates is affiliated with the Michigan Education and National Education Associations.

Another group involved in the bargaining issue, the Faculty for Collective Negotiations, has not distributed authorization cards.

FCN chairman Matthew Medick, professor of mechanical engineering, said he was not certain if his unaffiliated group would enter the authorization card drive. He reported that his organization has tentatively scheduled a public meeting on collective bargaining for next Thursday, March 11.

The MSU Chapter of the AAUP voted overwhelmingly last week to become active in the collective bargaining issue.

Though some 90 persons attended the open meeting, the AAUP membership voted 48 to 5 on a motion from Einar Hardin, professor of labor and industrial relations, to:

* Declare the chapter's intention to seek recognition as the exclusive agent for the "entire MSU faculty."

* Set May 15 as the target to obtain authorization cards from 30 percent of the faculty.

* Call a general meeting of the chapter membership one week after May 15 or after completion of the card drive, whichever is earlier, to adopt further steps.

* Instruct chapter officers and council to take "prompt and effective steps" to reach the targets on time;

* Empower the officers and council to make "prudent expenditures of funds conducive to chapter recognition as the exclusive bargaining agent."

Hardin did not attempt to define "entire faculty" in his motion. He did specify that faculty hired under tenure rules would be included. There was some discussion at the meeting as to whether any other University personnel should be included.

Also discussed was the number of authorization cards each faculty member could sign. While the Michigan Employment Relations Commission eliminates no cards, so faculty could sign more than one card, one AAUP member said it would be inconsistent to sign more than one card from organizations seeking to be the "exclusive" bargaining agent.

Several questions were raised on procedures of unionizing, but AAUP chapter president Sigmund Nosow, professor of labor and industrial relations, encouraged discussion on "philosophical and academic implications of what we're discussing."

He said it is inaccurate to equate faculty unionization with the industrial model.

Jim McKay, vice president of the AAUP State Conference and a member of the negotiating team at Oakland University where he teaches mathematics, said the AAUP was selected as the bargaining agent at Oakland "to continue to strengthen and support the internal governance system."

"If you use negotiations to get things you haven't had before," McKay said, "I'm a little worried that you begin to take strength away from the internal structure."

Nosow said that "the AAUP is not aggressively seeking to represent faculty, but is aggressively seeking that faculty are represented by some meaningful organization."

McKAY, DAVID KLEIN, attorney for the AAUP State Conference, and C. Keith Groty, assistant professor of labor and industrial relations and of higher education, fielded a number of questions.

Klein reported on the collective bargaining situation at five other Michigan institutions (the AAUP is involved at all five). He also discussed the problems involved when an organization is not the first organization to file its cards with MERC ("it becomes an uphill fight," he said). And he discussed the varying definitions of a bargaining unit at each of the institutions.

Thomas Moore, professor of economics, spoke against collective

bargaining because the effect of a union, he said, is to level salaries.

Hardin replied that the policies of an organization are the policies adopted under unionization, and that if a majority of the organization wanted salaries leveled, they could be. But he said he didn't think faculty want that.

Hardin also cited the other employee unions and associations on campus and noted that faculty could become the only unorganized group here.

Matthew Medick, professor of mechanical engineering and chairman of the nonaffiliated Faculty for Collective Negotiations, expressed support for the AAUP move.

He also said his organization would like AAUP support "in the sense that we want an exhaustive discussion of collective bargaining."

It is not an issue on which faculty can remain neutral, he said, "and if a group gets 30 percent (signature cards), the onrush of panic reaction starts."

C.B. STUDY UNDERWAY

A three - member subcommittee of the University Faculty Affairs Committee last week launched a study of the collective bargaining issue. The subcommittee includes Sandra A. Warden, associate professor in Justin Morrill College; William J. Hinze, professor of geology; and Stanley K. Ries, professor of horticulture.

The group is surveying campus organizations that have expressed interest in representing faculty, and is contacting both academic officers and bargaining representatives at institutions where the faculty are organized. Also being surveyed are other Big 10 universities.

Committee chairman Warden said that "no recommendation will be made" by the group. "We intend to be as objective as possible," she said, "and we want to provide the faculty with both sides of the issue."

She said the group hopes to compile its report by next week.

China Week program set

Highlights of the China Week program presented earlier this year at the University of Michigan are scheduled here this month. A film, "China: One Fourth of Humanity," will be shown Sunday (March 7) at 8 p.m. in 108B Wells Hall. It will be followed by a panel discussion.

A program on Friday (March 12) at 7:30 p.m. in 108B Wells will include two documentary films on China and a speech by Robert F. Williams, former president of the North Carolina NAACP and now doing research on Chinese studies at the U. of M. Admission for each event is 50 cents.

'Woman in America' is speech topic

"The Idea of Woman in America" will be discussed by a husband and wife team of MSU faculty members Wednesday, 8 p.m., in the Union Building.

Albert Karson, a professor of American Thought and Language, and Martha Karson, a clinical psychologist, will speak to the MSU American Studies Association.

Collective bargaining is opposed . . .

(Editor's note: Here are excerpts from a statement on collective bargaining circulated last week by five faculty members. A response is contained in the letter that follows their statement.)

There has been considerable discussion recently about the establishment of a faculty union at MSU. Advocates claim that a union will benefit the faculty by producing larger appropriations from the state for faculty salaries and by strengthening the faculty hand in the face of administration and student demands. It is our contention that unionization is unlikely to lead to higher salary increases than otherwise would be the case and, in the long run, may tend to lower our salaries by downgrading MSU to the level of other unionized institutions such as Central Michigan, Oakland and Lansing Community College. It is our belief also that faculty prerogatives are adequately protected in the Taylor Report and by the Faculty Senate.

We believe that there are a number of serious drawbacks to a union. Unions usually encourage raises and promotions based on length of service. A union will normally lead to increasing the pay of the incompetent and mediocre while holding down the pay of the creative and innovative. The result of this leveling will be that our better faculty will drift to schools that are willing and able to reward them for their efforts and that new good faculty will become difficult to attract. As a result, MSU will eventually be left with only the mediocre. Are we to imitate junior colleges where most of the unionization has gone on, or are we to compete with

the University of Michigan, Minnesota, Northwestern, etc. where the faculty scorn unions?

A union is likely to be a divisive force in our community, leading us to regard deans and department chairmen as our employers rather than colleagues in teaching and education. We doubt that many of us want to live in an employer / employee atmosphere, but prefer one where we are all colleagues together. After we have set the pattern the students may follow and form a union to make demands of us and the administration

Letter

. . . and endorsed by faculty

To the Editor:

A recent communication to the MSU faculty from certain members of the economics department has drawn several misleading conclusions, the most serious of which — that collective bargaining will ultimately result in a mediocre faculty — should not go unchallenged.

Although the economics department is undoubtedly an exception, many departments on campus (departments which, incidentally, have their share of outstanding personnel) could actually benefit by having salaries adjusted to the level of Lansing Community College and other unionized institutions, including the public schools.

The fiscal problem which has created this circumstance, of course, is a two-headed one, encompassing not only the availability of funds to the University as a whole, but also their distribution to the various schools and departments

. . . we believe that faculty members interested in preserving a good university and maintaining a community of scholars should oppose all attempts to unionize MSU.

Thomas G. Moore
Professor of economics
Mordechai Kreinin
Professor of economics

Jan Kmenta
Professor of economics

James B. Ramsey
Associate professor of economics
Jesse Hixson
Assistant professor of economics

within the University. For a variety of reasons which have nothing to do with faculty merit, this distribution has been inequitable for some time. One could point, for example, to many distinguished professors with years of experience who, because of the nature of their fields, receive salaries approximately equal to or perhaps just slightly higher than the starting salaries for beginners in other less discriminated - against fields.

It is easy to understand the reluctance with which faculty members of a favored department might view any threat to their lion's share of the available financial resources. It should be just as easy to see, however, why so many faculty members in other departments have come to look upon collective bargaining as perhaps the only method of alleviating an unjust situation.

Theodore Johnson
Associate professor of music

Today's Council agenda . . .

(Concluded from page 1)

options: Approve the proposal and present it to the Trustees; reject the proposal and return it to ASMSU and USAC; or amend the proposal and

return it to the two groups with recommendation for approval as amended.

The trustees could then approve the proposal, or reject it and return it to the

Council.

THE FREEDOM report amendment grew out of discussions in the Council concerning student participation in academic governance, when concern arose over student (ASMSU and USAC) right to amend the freedom report sections on professional rights and responsibilities of faculty.

(Under the provisions of the student participation report, USAC would contain a majority student representation.)

So the student participation - related bylaw amendments (particularly section 5.4.08.3) specified that the sections on faculty right: could not be amended by USAC. But that was in conflict with the Academic Freedom Report's current procedures.

A move to delete the faculty rights section from the freedom report was then tabled in favor of an amendment to 5.4.08.3, specifying that USAC proposed amendments affecting the faculty rights sections be approved first by the Elected Faculty Council before consideration by the Academic Council.

That amendment further calls for review by the faculty affairs and faculty compensation committee, and approval by the Elected Faculty Council before the Academic Council may approve any revision of the faculty rights sections.

The amendment was approved by the 80 faculty members attending the special Academic Senate meeting last week.

GRADUATE COUNCIL

ALSO NOTICED during discussions on student participation was the omission of the Graduate Council from the faculty bylaws. The original student participation (Massey) report recommended that the Graduate Council's role be specified in the bylaws.

The Graduate Council proposed bylaw amendments to the steering committee nearly a year ago. Since then, the proposals have been reviewed by the educational policies committee and by the committee on committees.

Reasons for incorporating the Graduate Council into the faculty bylaws, as explained by Harold D. Hafs, professor of dairy and physiology, and chairman of the Committee on Committees, are to "expedite Graduate

Council actions which require Academic Council approval, provide a vehicle for input to Graduate Council for University standing committees and hold the Graduate Council accountable to Academic Council."

GRAD STUDENT RIGHTS

The document on graduate student rights and responsibilities comes to the Council nearly two years after its development began with a student - faculty committee.

The document, which pertains to all post - baccalaureate students except those enrolled as professional students, is designed to "alleviate the deficiency" in the Academic Freedom Report of not bringing graduate students explicitly under its jurisdiction.

The document covers academic rights and responsibilities of graduate students; guidelines pertaining to University - employed graduate students and graduate assistants; judicial structure and procedures for department, college and University levels; and rights of graduate students to participate in academic governance.

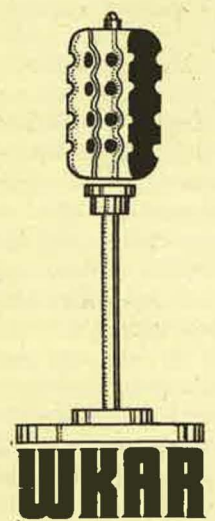
— BEVERLY TWITCHELL



Wednesday, March 3-7 p.m.: Violinist Walter Verdehr and pianist David Renner perform on "Young Musical Artists."

Friday, March 5-7 p.m.: A "Music-rap" session with rock groups, Joyce Brothers and Edwin Newman (NBC News) is part seven of "The Turned On Crisis."

Saturday, March 6-12:30 p.m.: Cowboy hero William S. Hart is the subject on "They Went That 'A Way.'" 1 p.m.: "Thirty Minutes with..." Paul McClosky Jr., California Republican Congressman. 4 p.m.: "Rock-A-Bye-Baby" is a look at psychological effects on infants of deprivation of physical contact. 10 p.m.: Varying opinions of marijuana and its effects are explored on the final program of "The Turned On Crisis." 11 p.m.: Bette Davis, Edward G. Robinson, Joan Blondell, Olivia de Havilland and Pat O'Brien reminisce and discuss film clips from the '30s.



Wednesday, March 3-1 p.m. (AM) Sidney Jourard discusses "Unpolluting the Human Environment."

Thursday, March 4-11:30 a.m. (AM) The 1970 census is the topic on "Federal Case." 7 p.m. (FM): The University Chorale, conducted by Robert Harris.

Friday, March 5-1 p.m. (AM): David Halberstam of Harpers Magazine discusses "U.S. Foreign Policy." 7:25 p.m. (FM): MSU-U of M hockey from Ann Arbor.

Saturday, March 6-1:30 p.m. (AM): "A Brave New World" is a look at the future influence of medical research on society. 2 p.m. (FM): The Metropolitan Opera offers "La Boheme." 2:04 p.m. (AM): MSU-U of M basketball from Ann Arbor.

Sunday, March 7-2 p.m. (AM-FM): The Cleveland Orchestra performs "The Magic Flute" by Mozart, Violin Concerto No. 3, K. 216 by Mozart, Symphony No. 4 by Bruckner. 8 p.m. (FM): The Los Angeles Philharmonic performs Beethoven's Symphony No. 2 and Mahler's "Des Knaben Wunderhorn."

Affairs committee offers compensation guidelines

The annual (1970) report from the University Faculty Affairs Committee, to be presented this afternoon to the Academic Council, includes recommendations from three of its six subcommittees.

Recommendations from the subcommittee on faculty compensation are:

1. That a 1971-72 cost of living increase of 7 percent be adopted.

2. That sufficient funds be provided to raise MSU's associate and full professor salary levels to the top one-third of the Big Ten (They are currently ninth and 10th respectively).

3. That all future salaries be computed on the same basis (10 months) for comparison purposes.

4. That the fringe benefits package for 1971-72 include payment by the University of the long-term disability premiums for all faculty, and that the MSU provide professional liability insurance coverage for all faculty.

5. That President Wharton ask Gov. Milliken to establish a blue ribbon committee to study the declining status of faculty compensation at the state's leading universities.

6. That there be greater communication among the faculty affairs committee, the Board of Trustees, and the governor's budget office.

7. That solutions to problems of MSU faculty compensation levels be found in new money from the State Legislature rather than in "taking a severe attitude toward the spending of monies for purposes budgeted and supported in the past."

The subcommittee on "additional work for pay policy" recommended:

1. That an explanation of the present policy be made at the college, division and department levels to be available to each faculty member.

2. That the Continuing Education Service actively seek assistance at all levels to continue present programs.

3. That faculty be involved in development and revision of the policies relating to compensation.

4. That faculty encourage support of the administration in opposing curtailment in off-campus services and to avoid substitution of "sub-standard instruction in response to challenges from within and outside the University."

5. That the report be made available to the College of Education Advisory Council which requested the study from the faculty affairs committee.

6. That the report be filed with the University Administrative Group as an agenda item.

The Subcommittee on "academic rank for non-academic employees" recommended that the Academic Council establish an ad hoc committee to study whether such employees as librarians and agricultural extension personnel ought to have academic ranking, right to tenure, and full participation in academic governance; and whether such groups as clinical professors of human and osteopathic medicine, administrative-professional personnel, ROTC professors, technicians, counselors and computer center specialists should also be considered for such ranking.

David Meltz . . .

(Concluded from page 1)

Hearing Meltz speak and listening to what he has to say are two completely unique and separate, although simultaneous, experiences. He is an accomplished debater and a polished actor.

"I make no bones about my philosophical position," he says. "The first class I tell my students that my beliefs are often classified as right - wing - reactionary - fascist - pig."

"I also tell them that I expect to convert a number of them to my position before the term is over. And I always do."

"It's incredible how malleable students are. I've converted far too many of them in my two years here. Apparently many have no solid values."

"Students should be willing - and able - to challenge a professor. At Brooklyn College when a professor would announce to his noonhour class that it was daytime, half the class would immediately jump to their feet in protest, ready to defend the argument that it was the middle of the night."

MELTZ'S DOMINANT facial characteristic is the set of his eyes. Glasses conceal some, but not all, of

Meltz's ability to look at two people at the same time. He may not be talking to someone else, but you can never be sure.

"I convert a lot of students because my position - call it libertarianism, laissez - faire capitalism, individualism - is the only philosophy consonant with man's nature," Meltz says.

"Man is an individual. Those who would create an artificial entity other than the individual - a class, a society, a state, or anything which enjoys a moral claim to a man's productivity - ultimately seek to enslave all men."

"There is no escaping this consequence. It's as sure as - and worse than - death."

"Students are probably more interested in freedom than anybody else. Many therefore appreciate the logic of the libertarian argument."

"But getting students to think - I mean really think - is most of the educational process," Meltz says. "Subjects" to think about are a peripheral concern. And for most students this will be their last chance to really know how to question things and people.

"If my students leave my classes better able to challenge orthodoxy, I've done my job."

Emerson talk

Gay Wilson Allen, professor emeritus at New York University, will speak at 8 p.m. Thursday (March 4) in the Gold Room of the Union. He has written biographies of Walt Whitman and Herman Melville, and his biography of Ralph Waldo Emerson is scheduled for publication. His Thursday topic: "Emerson's Revolt Against the Establishment: A New View of Emerson."

'Boyfriend' opens

"The Boyfriend," a spoof of the twenties, is being staged this weekend and next by the New Players. This weekend's shows, in the McDonel Kiva, will be Friday and Saturday at 7:30 and 10 p.m. Next week, in Wonders Kiva, the schedule is 8 p.m. on March 11, and 7:30 and 10 p.m. on March 12 and 13.

PAC this week

The Performing Arts Company will perform Jules Feiffer's satire, "White House Murder Case" Today through Sunday (March 2-7) in the Arena Theatre. Curtain time is 8 each night.