

MSU News-Bulletin

Vol. 3, No. 1

Michigan State University

Sept. 23, 1971

Board sets meeting on granting raises

Buoyed by a ruling from the Cost of Living Council that apparently gives Michigan's public universities permission to grant salary increases retroactive to July 1, the Board of Trustees will meet in special session next week to consider possible wage actions for MSU faculty and staff.

The meeting was called by President Wharton following last week's decision that appeared applicable to state universities whose planned wage increases were stalled when the freeze was put into effect before the legislature had appropriated 1971-72 funds.

According to the ruling, "if the individual teacher's term of employment provided that he or she would be eligible to accrue earnings prior to Aug. 15, 1971, the teacher is eligible for the pay raise."

"In the situation which prevailed in the state of Michigan, the only thing which prevented that teacher's eligibility from accruing earnings at that rate was the failure of the State Legislature to take action."

The University of Michigan has already approved retroactive (to July 1) raises for its faculty and staff because of

the ruling, and, Wharton said, MSU's situation "is identical to that of the U of M, and the ruling apparently is based on letters which the president of the U of M and I sent to the council last month."

Wharton's letter, sent Aug. 23, asked confirmation of MSU's interpretation that the freeze did not apply in its case and that it be allowed to grant retroactive salary increases (that are planned to average 7 percent).

Wharton also reported this week that MSU has received a ruling that allows granting salary increases to persons receiving academic promotions.

In a Sept. 7 letter to Treasury Secretary John Connally, Wharton pointed out that "the employment milieu of the academic professional in universities is very different from that in industry, Civil Service and other types of employment."

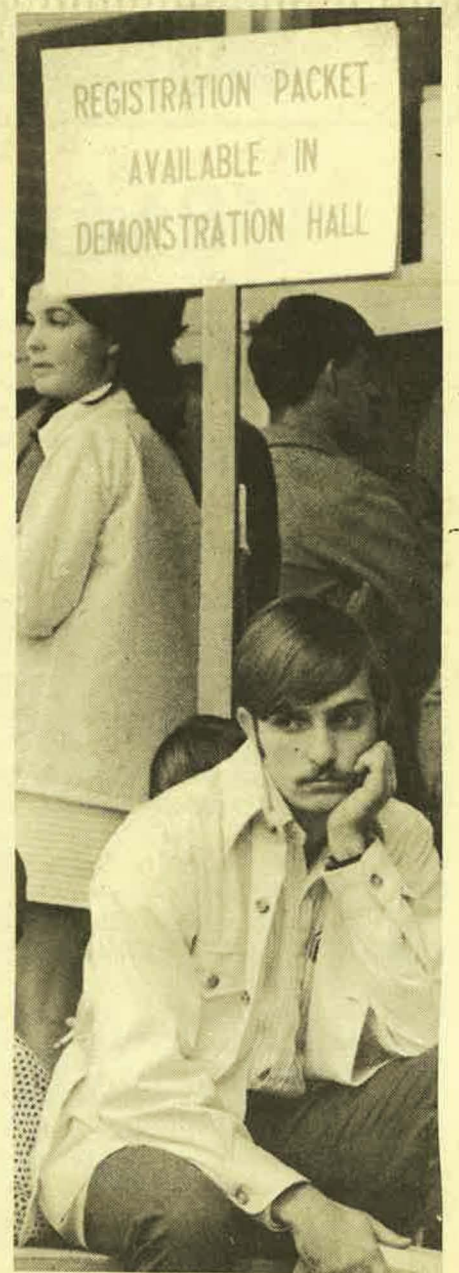
He also noted that there are significant differences in responsibility among the various faculty ranks, and he emphasized that MSU's promotions had been approved last April with a stipulation that each promotion be accompanied by "a significant increase

in salary of not less than a specified amount." The accompanying increases did not go into effect, he added, because the legislature did not appropriate for the current budget until Sept. 7. The council now has held that such raises are permitted "providing these are bona fide promotions which were established practice prior to Aug. 15," Wharton said.

The council's decision for Michigan public universities was lauded by the chairman of the faculty affairs and faculty compensation committee. Frederick Williams, professor of history, said that it "corrects a temporary injustice that might well have become a permanent one."

Williams said that from the outset of the wage-price freeze the committee had worked with "the complete cooperation of the administration" in trying to resolve the wage inequities.

He commended Wharton and members of the central administration "for the work they have done to make this decision possible."



The rigors of fall registration, completed Wednesday, are mirrored in the face of an unidentified student. Fall classes, with a record total of more than 42,000 students enrolled, began today at 8 a.m. — Photo by Richard Wesley

Current budget passed by trustees; '72-73 proposal seeks wage hikes

The Board of Trustees at its Sept. 9 meeting approved a 1971-72 operating budget of \$118,536,268 — some \$18.6 million over last year's expenditures when MSU was required to absorb a reduction of nearly \$1 million in appropriated funds because of the state's financial deficit.

The new budget total includes the University General Fund, the

Agricultural Experiment Station and the Cooperative Extension Service.

A state appropriation of \$76,088,000 — including \$65.3 million for the general fund — is the major source of revenue. The appropriation was passed by the legislature earlier this month, more than 60 days into the present fiscal year. Student fees will account for an estimated \$30.2 million in revenue, about \$6.6 million will come from federal funds, and miscellaneous departmental revenue provides \$5,586,000.

The major expenditure in the new general fund budget is \$69,193,344 for salaries. Roger Wilkinson, vice president for business and finance, reported that although both the governor and the legislature recommended a wage increase of 6.5 percent, they provided funds for only a 3.5 percent adjustment. Despite this, MSU's new budget includes resource reallocations to permit an average 7 percent salary increase.

Major allocations are made to the growing medical schools. The College of Human Medicine will receive \$3.2 million, an increase of \$750,000; the College of Osteopathic Medicine will receive \$1.8 million, an increase of \$694,000.

The Agricultural Experiment Station's new budget is \$7,546,883,

and the figure for the Cooperative Extension Service is \$9,742,435.

The athletic budget is \$2,144,300.

Student fees remain unchanged for 1971-72: \$14 and \$33 per credit hour for resident and nonresident undergraduates, and \$15 and \$34 per credit hour for resident and nonresident graduate students.

1972-73 REQUEST

The Board approved a budget request for 1972-73 totaling \$144,221,478, which is more than \$25 million over the current fiscal year. The request now goes to the State Budget Office for review.

The legislature is asked to appropriate \$102,156,841 of the total.

Next year's proposal calls for a \$101.2 million general fund budget, which includes a salary and wage adjustment factor to provide a merit adjustment plus a 5 percent cost-of-living raise for faculty and staff. The budget request recommends wage adjustments to place MSU's faculty on "at least an equivalent basis" of what is paid at the third-place level of other Big Ten universities.

MSU employees are recommended for "at least the equivalent" of what is paid to their counterparts in the Michigan Civil Service. Fringe benefit increases are suggested to provide 100

percent paid hospitalization by the University, funding of a long-term disability program, improvement in the noncontributory retirement program and the estimated funding of fringe benefits for part-time employees.

New funds of \$503,000 were asked for the creation of a College of Law, and a total of \$10,039,000 was asked for program improvement and price increases.

The Agricultural Experiment Station requested a budget increase of \$1,398,894, and the Cooperative Extension Service asked for a hike of \$1,155,947.

The new budget anticipates no fee increases.

(Continued on page 5)

New bylaws are ready

Copies of the revised version of the faculty bylaws (now the Bylaws for Academic Governance) were to be distributed to department offices this week. Any faculty member not receiving a copy should contact the Office of the Secretary of the Faculties (5-2330).

The new bylaws incorporate all changes adopted by the Academic Council and Senate last year, including the incorporation of the Graduate Council, increased student involvement and the establishment of several new standing committees.

Evening College

More than 1,500 mid-Michigan adults will begin classes Monday (Sept. 27) in MSU's Evening College.

The Evening College, which has no grades, transcripts, credits or examinations, is offering 57 courses this term ranging from Advanced Equine Management to Yoga to evaluating television news coverage.

For more information, call Evening College at 18 Kellogg Center, 5-4562.

The Forum

The Forum is intended as a platform of opinion for readers of the News - Bulletin. Comments, and letters to the editor, may be addressed to the editor, Room 324, Linton Hall. We reserve the right to edit contributions when necessary to meet space and other requirements.

Smuckler defends Iranian project

Note: At its Sept. 9 evening meeting, the Board of Trustees heard a report of MSU's Office of International Studies and Programs. A portion of that report, dealing with the University's exchange agreement with Arya Mehr University in Iran, has generated controversy among some faculty. At the request of the News - Bulletin, Ralph H. Smuckler, professor and dean of international programs, has written an explanation of that program. His contribution follows:

In view of criticism of the University's exchange agreement with Arya Mehr Technical University in Iran, it may be useful to provide more information on that agreement and the nature of educational exchange more generally.

The first point is philosophical and basic. It would be unfortunate if we were to begin to put political boundaries around the free-flowing exchange of knowledge and scholars. It is true that from time to time such restraints do exist, but the University and the community of scholars itself should guard against such restrictive tendencies.

The contributions to knowledge which scholars residing in remote parts of the world may make should not be denied to others because of political differences. As a university, we should attempt to communicate effectively with educational institutions and scholars in other countries and take advantage of any opportunities to do so.

Our scholars should have access to and communications with professors and students of countries of the extreme left, as well as those of the right and all shades of political opinion in between — to the laboratories and libraries of the Soviet Union, Israel, England, Egypt, Portugal, Iran, Ghana, China, etc. To restrict scholarly exchange in any of these directions is harmful to the University over the long run. To accept a policy or principle which would restrict such flow on political grounds would harm University scholarship and diminish intellectual freedom on which the very concept of the University is based.

A second point to be made is that the exchange agreement with Arya Mehr Technical University is between two universities. It is NOT an intergovernmental agreement. Negotiations have been between two universities, and the governments have not been involved.

We have not negotiated a technical assistance project with a set of developmental goals. No MSU team of experts will go to Iran. MSU professors and Arya Mehr professors are free either to participate or not to participate in the agreement. There is no U.S. government financing involved nor is there an advance commitment of University funds. The agreement does not provide support for the existing government in Iran, whatever its qualities are, good or bad. Nor has it required encouragement or clearance by the U.S. government in order to take effect.

What we have said is that we are willing, on a mutually advantageous basis, to accept qualified graduate students and to have some qualified Iranian professors serve as visiting professors at Michigan State if and when we have positions available. Arya Mehr in turn has said that they would welcome qualified Michigan State professors for available teaching or research positions at Arya Mehr.

Third, faculty members of most departments at the Arya Mehr Technical University hold doctorate degrees from universities of the U.S. and Western Europe — California, Illinois, London, Munich, Wisconsin, etc. The facilities and programs at Arya Mehr in some fields are adequate now for research activity in which we may have an interest. Arya Mehr has a liberal leave policy and can hold its own on cost arrangements. This will not be merely a one-way street with one university assisting another. It is intended to be a matter of mutual gain, perhaps not in every instance but in general terms and over the years.

As a fourth point, there was ample examination of the potential relationship, both its strengths and weaknesses, over an 18-month period. Views of several U.S. authorities on Iran and Iranian education were obtained, several visits occurred — including a one-week visit in Tehran by our deans of engineering and natural science, the two colleges principally affected, and by a professor and the chancellor of Arya Mehr to MSU. There were candid discussions with other U.S. university people who have had exchange relations with Iranian institutions and with some — but not all — of our present Iranian students.

Several other American universities, including Harvard and Illinois, are involved in cooperative arrangements in Iran. As a result of these contacts, it was decided that an exchange relationship, of limited scope at the outset, would be possible and desirable and would provide benefits in both directions. Accordingly, a formal exchange agreement was signed on April 19, 1971, by Chancellor Amin and President Wharton. The first exchange involves the chairman of the mathematics department at Arya Mehr who has been appointed a visiting professor at MSU for the 1971-72 academic year.

WE HAVE WITHIN the University the International Projects Committee, an elected committee consisting of a representative of each college, plus student body representatives, and this committee has had full knowledge of the Arya Mehr agreement as it evolved. As long ago as February 1970 the committee was informed of the contacts being made by Arya Mehr with Michigan State. Several times since that date, information about the Arya Mehr relationship has been brought to the committee and discussed by it without serious negative comment. The committee has also discussed the general principles and values of educational exchange, the context within which the agreement falls.

If universities are to have contact with institutions in non-Western countries, most of which are not democratic by our definition and all of which are vastly different than the U.S. in culture, values, economic systems, standard of life, etc., these types of exchange relations are indispensable. They should be as extensive as there is faculty interest and support for such arrangements. They may not be top priority compared to other current domestic pressures, but they are important and, indeed, may be vital over the long run.

As opportunities for educational exchange expand to include areas of Asia, Africa, Western Europe and other parts of the world we should be prepared to participate intelligently, based on opportunity for mutual benefit, our past experiences and potential gains. We should persistently resist political constraints and not impose them on ourselves unnecessarily.

—RALPH H. SMUCKLER

Books

A 'replay' of the Adams presidency

Note: William W. Connellan, now assistant to the president at Oakland University, is a former reporter for the Detroit News. He covered MSU for the News during Walter Adams' presidency and during the search that culminated in the naming of Clifton R. Wharton Jr. as president on Oct. 17, 1969. The following is Connellan's review of Adams' newly published book, "The Test," which chronicles Adams' presidency.

Walter Adams has added another chapter to the folklore surrounding the 13th president of Michigan State by writing a pleasant book about his nine months on the fourth floor.

Now many people attempt to write a book about the presidency of a

university — especially when the president is a fill-in while the university searches for the "real" model. But Adams, who delighted students with his openness and charmed the press with his wit, was by no means a typical university president. So while other presidents retire from the job muttering about how impossible it is, Adams has treated his fans to a videotape replay of his tenure as acting president of MSU.

All the major stories during Adams' tenure are re-told almost verbatim — the SDS - recruiter battles, the flap at Wilson Hall, the Moratorium Day march in the fall, and the student-led "Adams for President" campaign. Even the humor which made Adams the most-quoted president of his day is repeated word for word.

The accounts of most of these events are reasonably accurate, and readers are pleasantly reminded of that turbulent period in MSU's life. The Adams' era — as brief as it was — was a reporter's dream, and it was easily the most-publicized time in MSU's history. Most of the tales Adams related were well-covered by the press in the state, and the accuracy of Adams' story can easily be checked in newspaper files from East Lansing to Detroit.

But Adams' vanity bent the truth slightly when he described the presidential "search and seizure" process. He described in great detail the student-led Adams-for-President campaign, including his Oct. 16, 1969 press conference in which he gave his Sherman-like statement renouncing for a final time any interest in the permanent position.

Adams then declared in the next sentence that "at their next meeting, the trustees elected . . ." President Wharton. While it is true that the trustees' public decision came at the next meeting, Adams fails to acknowledge that the next meeting was the following morning and that, in fact, the trustees had informally agreed on Wharton earlier in the week.

Aside from this slight indiscretion,

the book is enjoyable reading. Like his administration, Adams' book deflects interest from the troublesome presidential selection process and directs it toward the lively events of the day. If one tries to read more into the book than the re-telling of events, the book is found lacking. Though it is well written, it certainly is not a how-to book for college administration nor is it the inside story of the Adams' presidency.

However, if one accepts the limitations of the book, it is a nice evening's reading about those crazy nine months in MSU history when a man who claimed that administration wasn't his bag guided the bureaucracy of the 11th largest university in the nation. ("The Test," published by The Macmillan Company, New York.

—WILLIAM W. CONNELLAN

MSU News-Bulletin

Editor: Gene Rietfors

Associate editor: Beverly Twitchell

Associate editor: Sue Smith

Editorial offices: Rooms 323 and 324, Linton Hall, Michigan State University, East Lansing 48823, Phone 355-2285.

Published weekly during the academic year by the Department of Information Services.

Second-class postage paid at East Lansing, Mich. 48823

The Test

Walter Adams

Report to Board details improvement in status of women, minorities at MSU

The status of women and minorities at Michigan State has improved significantly in the past year, according to a report on anti-discrimination and equal opportunity programs presented to the Board of Trustees on Sept. 9.

The report, prepared by Robert Perrin, vice president for University relations, and Joseph McMillan, director of Equal Opportunity Programs, noted that progress was aided by the adoption of the Anti-Discrimination Policies and Procedures, and the preparation of an Affirmative Action Plan to strengthen minority employment.

Under the new anti-bias program, two permanent groups were created to implement the University's efforts. The Committee Against Discrimination, which investigates possible patterns of discrimination, conducted two major reviews of campus units. The Anti-Discrimination Judicial Board, which handles individual complaints, settled nearly 30 disputes through formal processes and others through informal consultation.

THE AFFIRMATIVE Action Plan, required by the federal government of institutions receiving federal funds, established minority hiring goals for MSU's colleges and administrative units. The report notes that in the first nine months, new minority hiring reached 143, only eight short of the 12-month target of 151.

This was accomplished despite a virtual freeze on hiring due to serious financial restraints imposed on the university.

The report said the first Affirmative Action Plan, which dealt primarily with

minority hiring, has now been augmented by a separate plan for women. The two plans will provide hiring goals for female and minority faculty personnel over the next three years, and a new one-year goal for nonacademic minority employment.

"There were 237 women faculty members under tenure rules in 1970-71," the report stated, "compared with 221 in 1969-70. The number of female full professors was 49 in 1970-71 compared with 41 in 1969-70 and 36 in 1968-69."

IN LISTING A number of other "indicators of progress," the report said minority employees classified as "officials and managers" rose from 15 in 1970 to 35 in 1971.

"When labor payroll personnel are included," the report continued, "minority employment at MSU represents 10.5 percent of the total. This compares with 9.2 percent when the Affirmative Action Plan was submitted a year ago."

Female appointments to administrative-professional positions represented 29 percent of those hired in 1970, compared with 10 percent the previous year. An improved maternity leave plan for nonfaculty women was developed and put into effect and the University's nepotism policy was rewritten and updated.

IN THE STUDENT area, the review stated that the percentage of women graduate assistants rose from 20.1 to 22.2 and female freshmen admitted in 1970 fall term accounted for 52.2 percent of freshmen enrollment.

"While these are positive highlights," the report continued, "they are not a stopping place, nor even a plateau. At best, they show that the University is earnest in its commitment and is on the right track."

"Discrimination requires continuous attention, investigation and monitoring," it said, adding that the University particularly needs to guard against "old traditions, habits and unthinking personnel practices" which may unconsciously limit or discourage individual opportunities.

In the future, the report concluded, Michigan State will continue to focus attention on the "equitable treatment of part-time and temporary employees; the assurance that men and women of equal ability, training and responsibility receive equal compensation; the promotion of minority and women employees to administrative positions; and more determined training and recruitment of women and minority persons for faculty positions."

Education administration: Seeking right questions

The harried campus administrator who looks to higher education research specialists for the answers to such wide-ranging problems as finance and legislative relations may be in for a letdown. Not only are few answers likely to be forthcoming, most observers of higher education admit that they're just beginning to ask the right questions.

And when it comes to training college administrators, says Vandel C. Johnson, "we were more sure that we were doing it the right way a decade ago than we are today."

Johnson, professor and chairman of MSU's Department of Administration and Higher Education, says that a few years ago "you could read books that covered most of the concerns of the administrator. But today there are such problems as black student needs, student and faculty power, and drugs — and there aren't any books for these problems."

"No longer can you administer the status quo," he adds. "A large number of people in the some 2,500 colleges and universities are functioning very insecurely today, and in the name of self-preservation they are trying to get some ideas and theories that will help them upgrade their administrative competencies."

ADDRESSING PARTICIPANTS in a recent MSU workshop on administrative problems in higher education, Johnson emphasized that for the first time in history, "the democratic quality of our educational system is being tested."

"We have been saying that universities were a microcosm of our democratic society, but they weren't. They're just now beginning to become democratic."

The summer MSU workshop was a two-week, accelerated version of one offered during the regular year. Each day's session included a visit by a specialist representing a current issue in higher education.

Visitors discussed topics ranging from collective bargaining and legislative relations to student activism and the role of the black administrator.

THE MSU PROGRAM in higher education enrolls some 400 graduate students who are or who aspire to become campus administrators.

"Administration is not a discipline. We don't have any courses that will cause people to become administrators, but we do have a multidisciplinary program to help present administrators become better administrators," Johnson explains.

MSU's higher education graduate program includes several areas: Student personnel, community colleges, continuing education, general administration, institutional development, business management and college-university teaching.

With the changes taking place in higher education," Johnson noted, "governing boards will need to ask if campus administrators are really in touch with the faculty, students and the public."

And he contended that boards must provide as well as demand support. "Perhaps the first item on the agenda of every meeting of every board should be whether to retain or fire the president," he said.

"If the decision is to retain, then the board should proceed to find ways to help and support the president." — GENE RIETFOR

Fee refund policy reflects change in state appropriation

The University's new fee refund policy, approved Sept. 9 by the Board of Trustees, makes it important for students not to register and pay for courses that they intend to drop.

Under the new policy, one-half of the regular resident course fees will be refunded for credits dropped through the fifth day of classes. Nonresident students will receive the same refund, plus the difference of \$19 per credit between resident and nonresident tuition.

No fees or tuition will be refunded after the fifth day of classes.

The policy applies to net credits dropped: If, for example, a student drops one three-credit course and adds another three-credit course at the same time, his fees are

unaffected. If he drops a course and adds one at a later date in the term, the amount he forfeited will be applied toward the fees for the course he adds.

In a letter sent earlier this month to all students, Roger Wilkinson, vice president for business and finance, explained that MSU's fee refund policy has become inconsistent with the manner in which state funds are appropriated.

He noted that since the state appropriates funds based on credits for which students are registered at the first of the term, MSU's old policy of complete fee refunds during the first five days put the state in the position of providing funds for credit hours for which MSU collects no fees.

MERC dismisses charges by two faculty

The Michigan Employment Relations Commission (MERC) issued an order on Sept. 8 dismissing all charges made by Eileen R. Van Tassell and Bertram G. Murray alleging that the University violated three subsections of the Michigan Public Employment Relations Act (PERA).

The commission's decision upheld one issued last fall by MERC trial examiner James P. Kurtz.

Van Tassell and Murray, both assistant professors of natural science at the time the charges were made, (in April 1970) protested their nonreappointment by department chairman Emmanuel Hackel, and they contended, according to the decision, that "they became concerned about wages and other conditions of

employment within their department and in an attempt to improve working conditions, signed and circulated petitions for the establishment of criteria for promotions and discontinuance of the practice of departmentwide final exams; and that they either ran for the position or actively supported candidates in the election for positions on the departmental advisory committee."

The section of PERA — which the two alleged that the University violated — states that an employer shall not interfere with the formation or administration of a labor organization or with employees' right to organize.

A basic premise of the Van Tassell and Murray argument was that the

departmental advisory committee is a labor organization. But MERC determined that department advisory committees are not labor organizations because they are "established by the University as part of the administration of the University" and "they are not organizations which 'deal with' the University as representatives of any employees."

Both Murray and Van Tassell were offered one-year extensions of their appointment in a special action by the Board of Trustees last spring (News - Bulletin, April 22). Murray, however, accepted a position at Rutgers University and his resignation was accepted by the Board at its September meeting.

The 'campus hotel' is 20 years old

Twenty years ago today (Sept. 23), Michigan State opened the Kellogg Center for Continuing Education — and a new era of education for the University, the state and the nation.

This seven - story structure stood as the first concrete proof of the college's major commitment to adult education. The three - year - old Continuing Education Service has a solid assurance that it would not be abandoned as a predecessor had been two decades earlier.

For the state of Michigan, the Kellogg Center marked the opening of an era in which educational opportunities would be extended to all. Programs would be tailored to the needs and interests of adults, just as they had been for young people.

For the nation, this building displayed a need of the continuing education era, for just as Michigan State has signalled the creation of land - grant colleges nearly a century earlier, the Kellogg Center stood as a model for a nationwide string of such centers plus many other facilities.

KELLOGG CENTER PROVED so successful in generating educational activities that additions to the structure has to be built in 1954 and 1958, both with assistance of the W.K. Kellogg Foundation.

Actually, the role of the center in the University's operations is fully understood by only a comparative few, even among those who spend most of their days on the campus.

Probably best known of the center's functions is that of the campus hotel. It has 193 guest rooms and two public restaurants, the State Room for dining and the La Ventura Cafe for breakfasts and lunches. And it has seven banquet rooms which can serve up to 1,000 persons.

Thousands of internationally known persons, including leaders in politics, labor, education and most other

professions, the arts, and the sports world, have been housed at Kellogg Center.

WHILE THE CENTER is known as a hotel, its role in training hotel and restaurant personnel is little known. The School of Hotel, Restaurant and Institutional Management has specialized classrooms in the building for on - the - scene training and arranges for its students to get hundreds of hours of practical experience in the center's operation.

Away from East Lansing, Kellogg Center is probably best known as Michigan State's conference facility. For this it has 19 meeting rooms and a 355-seat auditorium. Since Sept. 23, 1951, more than one million persons have utilized it and more than 900,000 have registered for conferences, institutes and seminars.

These educational events may last a few hours or may continue as long as five weeks, but for most of the participants they present a rare opportunity to broaden or update their professional knowledge, or increase their understanding in some special field.

While the Conferences, Institutes and Public Service Division attracts most of the visitors to Kellogg Center, many others are drawn by other, lesser - known Continuing Education Service units. These include insurance programs, the Highway Traffic Safety Center, the Institute for Community Development and Services, and the Nursing Home Administrators Program.

Other CES units have offices in Kellogg Center, but extend onto the campus (Evening College — non-credit courses — and University Tours), across the state (University Extension — credit courses through eight regional offices — University of the Air — credit courses via television) and around the world (International Extension — credit courses in cities around the world).

—RICHARD HANSEN



Robert Rice: Taking over at a critical period.

Human ecology: A male takes over

To focus on Robert R. Rice as the first male dean of the College of Human Ecology is to take a superficial view of the situation.

Not only are more and more men teaching and are more men enrolling in that college, but the trend over the past few years has been toward a philosophy and curriculum which is, says Rice, asexual.

So it is not inappropriate that the acting dean of the human ecology, succeeding Jeanette Lee, is a man.

Rice himself doesn't think of his appointment in those terms. But he didn't think about being the first male department chairman in the college, nor the first male graduate assistant in a home economics department at the University of Missouri.

The increasing number of men is a natural change for the college, he says, since the problems of human ecology are as interesting to men as to women.

THIS IS A critical time for the college, Rice notes. Only a year ago the name was changed, and curricular review and change had already been taking place. Now it is important to maintain the momentum, he says.

Thus, his goals as acting dean are to continue to work on the college curriculum; to establish working relationships with other departments, colleges and units across the campus, such as sociology, economics, psychology and human medicine, which relate to some of the broad purposes of human ecology.

Rice is in a position to know the needs of the college. He was cochairman of the dean search and selection committee and is familiar with the qualities his faculty seeks in a dean. As a department chairman (human environment and design) he was involved in curricular changes required by the college's reorganization. And as chairman of the college restructuring committee, he was "intimately involved" in the reorganization from home economics to human ecology.

THIS COULD BE an exciting time to be involved administratively with the College of Human Ecology. The new thrusts of the college are tied to areas of increasing social concern — population growth, housing, nutrition, interaction of individuals, the status of the family in society.

There is still a cooking course and a course on "clothing construction" — which suit the old home economics stereotype — but the college approach is more and more a sociological study of "man and his near environment." The old department of textiles, clothing and related arts, for example, has given way to the new department of human environment and design, which studies "man's utilization of material resources within his near environment."

Other departments focus on:

*"A basic life support system" — human nutrition and food.

*"Development of human potential," and "dynamic processes of interpersonal relationships and family interaction." — family and child sciences.

*The family as an eco-system — family ecology.

So on the one hand, the new male dean of the former college of home economics will point out that these are areas of equal concern to men and to women. But he will also point out that women should approve of the appointment of a man to the deanship because there has been increasing call for men to assume responsibility in this area.

And is there is to be a cry about the last (and the only) female deanship being taken away, one can always suggest, as Rice did, that other colleges have qualified women — in areas not stereotyped as human ecology is — that should consider appointment of female administrators.

—BEVERLY TWITCHELL

A-P development plan has heavy usage

An average of 45 persons per term took advantage of the course credit reimbursement program conducted during the past year for administrative-professional employees.

Gary J. Posner, director of staff benefits, reported that the program cost the University about \$8,660 in refunds for A-P workers who did approved coursework.

A term-by-term breakdown show that 45 persons received \$2,550 in

reimbursements last fall; 47 received \$2,504 in the winter; and 44 were reimbursed \$2,469 last spring. A total of 25 persons received \$1,137.50 in reimbursements for summer, 1970.

Under terms of the A-P "development plan," persons may register for up to five approved credits a term and receive tuition reimbursement upon successful completion of the coursework.



Kellogg Center: A model for the nation.

Ombudsman's office stays busy

Everything you've always wanted to know about the ombudsman but were afraid to ask:

"Not all the work of the office is . . . visible . . . It has been the guiding philosophy of the ombudsman that his work should be done quietly, without fanfare or noise.

"It has always seemed to me that the principal authority of the office was the knowledge of the faculty and the administrative officers . . . that the ombudsman understood something of their problem and was not trying to 'get' them. He seeks rather to prevent mistakes or to help correct them when they inevitably occur . . ."

The comments taken from the 1970-71 report to the president from Ombudsman James Rust appropriately summarize the broad purposes of that office.

Aided by the addition of Theodore Brooks as associate ombudsman and Don Ensley as assistant to the ombudsman, Rust's office this past year handled the largest number of complainants (more than 1,000) in the four-year history of the office.

The addition of the two men also provided for more attention to student grievances, more thorough investigation and more successful treatment, Rust said.

THREE MAJOR CONCERNS of the ombudsman's office last year were:

*Regulations concerning final examination. The question was studied by the University Educational Policies Committee, and new regulations were

approved by the Academic Council spring term.

*Operations of the Office of Financial Aids, Rust reported that complaints in this area dropped significantly during winter and spring terms, after concern was expressed to the president and to the vice president for student affairs.

*Concern over "the indifference, sometimes amounting to rudeness, that students encounter in many offices around the campus."

"Typically," Rust reported, "when a student asks for an explanation, the answer he receives is, 'It's the rule.' Instead of enlightening, that answer often simply adds to the frustration, anger and hostility he feels."

Rust suggested that offices encountering heavy student traffic — such as the registrar; accounts receivable; the cashier; student fees and scholarship payments; the assistant deans; financial aids; and large academic departments — "choose with great care the persons who come constantly in contact with students," and that some positions be staffed on a rotating basis during the day.

PROBLEMS OF INSTRUCTION were most often heard by the ombudsmen (nearly 23 percent of the total complaints). These include problems of grades, complaints on such things as attendance and examination, policies, course objectives, faculty absences and behavior.

The second highest category of complaints was fees and tuition (about 20 percent of the total).

Other problem areas, with frequency distribution were:

Admission and registration, 10.5 percent; housing, 10.5 percent; University facilities and services, 7 percent; problems of a personal nature, 6 percent; records, 6 percent; student employment, 5 percent; auto use and police, 4 percent; academic requirements, 4 percent; academic status, 3 percent; academic advice, 2 percent; and miscellaneous, less than 1 percent.

More upperclassmen bring problems to the Office of the Ombudsman than other class rankings. Last year 29 percent of the total students seen by the Ombudsmen were seniors; 27 percent were juniors. Sophomores comprised 16 percent of the total, graduate students 11 percent, freshmen 9 percent. Other clients were nonstudents (5 percent), alumni (2 percent; special programs students (1 percent), plus three parents and one group of students.

More men traditionally have sought aid at the Ombudsman's office. This year nearly 62 percent of the total number of students were male. But the 38 percent female — client figure is an increase over previous years, Rust says.

As in previous years, students in the social sciences more frequently came to the ombudsman. Last year social science students comprised 22 percent of the total, and University College students comprised about 21.5 percent. Engineering, the three residential colleges, human medicine and veterinary medicine each has less than 3 percent of the total.

September Board actions . . .

(Concluded from page 1)

Other highlights of the Board meeting included:

AFFIRMATIVE ACTION

Robert Perrin, vice president for University relations, reported that the MSU's antidiscrimination machinery during 1970-71 has been working "quietly, effectively and not ostentatiously."

Perrin added that "the willingness with which the University community has cooperated (with the antidiscrimination groups) bodes well for the long-term success" of MSU's affirmative action programs.

Trustees Patricia Carrigan and Warren Huff expressed dissatisfaction with the projected (1971-1974) hiring goals for women faculty. Carrigan called for a more "aggressive" hiring plan and urged that MSU attempt to recruit "more than our share" of qualified women for the faculty. Huff echoed the call for a higher goal for women faculty.

Perrin later indicated that MSU's hiring goal for women would be revised upward.

CONTRACT AWARDS

Trustee approval was granted to contracts for: A television distribution system for Life Sciences I; tennis court repairs and resurfacing; synthetic surfacing of Jenison Fieldhouse, the Mens' IM Arena and the outdoor track; and phase 2 of converting part of Fee Hall into offices and teaching

laboratories for departments in both the osteopathic medicine and human medicine colleges.

Contracts were awarded to low bidders in all projects except the synthetic surfacing for the fieldhouse, arena and IM Arena and outdoor track. Although Professional Products, Inc., a Kansas firm, submitted the low bid for the work, Jack Breslin, executive vice president, reported that the University's best interests would be served by awarding the contract to Bauer - Foster Floors, Inc., of Lansing. Both Breslin and University Architect Robert Siefert reported that the work of Professional Products, Inc. at other athletic facilities did not meet MSU's athletic needs and requirements.

The Professional Products bid was \$287,722, and Bauer - Foster had a bid of \$324,924. The Board voted 6-2 to accept the latter bid, with Huff and Clair White opposing.

OTHER ITEMS

In other action, the Board:

*Approved 244 appointments, 60 leaves (32 of them military), 66

transfers and changes in assignments; 39 resignations and terminations, and 6 retirements. Provost John Cantlon reported that 80 of the 244 appointees were women.

*Approved promotions to assistant professor for Jay B. Ludwig, English; Peter D. Levine, history; Frank Pino Jr., romance languages, and Judson I. Mather Jr., humanities; and to associate professor for Melvin L. Lacy, botany and plant pathology.

*Accepted gifts and grants totaling about \$5.5 million and involving 75 academic units. The total includes some \$877,000 for Agency for International Development projects, \$1,001,407 from the Department of Health,

Education and Welfare for the work-study program. The latter figure is one installment of MSU's total of \$2,008,093 in work-study funds for this year.

*Heard a report that a public hearing on the proposed cross-campus highway would be held Thursday, Oct. 14

Development drive going

The chairman of the second annual all - University Development Fund campaign said that he is pleased with the response from all sectors of the campus, "especially considering the federal wage-price freeze."

Emery Foster, assistant vice president for business operations, said that "the recent developments on the University's situation in the wage-price freeze have reinforced our hopes of reaching our \$25,000 goal." The drive began Sept. 1 and is aimed at all faculty and staff. Foster said the work of the campaign committee is "producing the hoped-for results, and I want to commend and thank them for their assistance."

Two searches continue for deans; another selection ready to start

Search activity for two college deans will continue into fall term, and a third selection process — for vice president for student affairs — will soon begin.

The search for a dean of human ecology enters its second year with the appointment of an acting dean, Robert R. Rice, professor of human development and design was appointed to that position by the Board of Trustees Sept. 9.

Rice has been cochairman of the human ecology search and selection committee and will be replaced by an appointee of the provost. Since Rice is also chairman of the Department of Human Environment and Design, an acting chairman will have to be named to replace him, probably at the next board meeting.

THE COLLEGE of Education's search and selection committee is in its fourth phase, which involves on-campus interviews of candidates. Lee S. Shulman, professor of counseling, personnel services and educational psychology, and chairman of the search committee, said that eight or nine candidates will be interviewed by the middle of November. Soon after that, Shulman said, a list of from three to five names should be submitted to the provost for final selection procedures.

William Hawley, professor of education, has been acting dean since last spring.

SEARCH FOR a successor to Milton B. Dickerson as vice president for student affairs will be conducted along

guidelines recommended by the (John F. A.) Taylor Committee studying selection of central administrators.

Those procedures suggest a nine-member committee, including three presidential appointees, three appointed by the Academic Council, one appointed by the faculty steering committee, and two students. The committee will receive nominations through President Wharton, rate the candidates, and then report back to Wharton, who will make the final recommendation to the Board of Trustees.

Dickerson's resignation was accepted by the Board in June. Vice President for Research Development Milton E. Muelder is now acting vice president for student affairs.

Ombudsman's aide named

Peter Dual, a graduate student in counseling, personnel services and educational psychology, has been appointed new assistant to the ombudsman.

Dual received his bachelor's degree in 1969 from Western Michigan University in sociology and his master's degree this year from WMU in teaching disadvantaged youth. He has also served as administrative assistant to the director of school-community relations for Kalamazoo Public Schools.

Faculty grievance procedures ready for consideration by Academic Council

The Ad Hoc Committee to Study Faculty Rights, Responsibilities and Grievance Procedures has developed a set of interim grievance procedures to be presented to the Faculty Steering Committee for placement on the Oct. 5 Academic Council agenda.

The report, already approved by the University Faculty Affairs and Faculty Compensation Committee (FAFCC), is designed to be interim for one year or

until such time as it is incorporated into a broader document dealing with faculty rights and responsibilities, whichever comes sooner.

The ad hoc committee was established last October, but in April turned its attention to grievance procedures due to increasing faculty concerns for such procedures. The concerns related to increasing student participation in academic governance, and to questions concerning nontenured faculty reappointments.

The report covers the role of the FAFCC, plus more specific guidelines for grievance procedures. It also calls for the appointment of a Faculty Grievance Official who would serve almost as a faculty ombudsmen. (The full grievance procedures will be reprinted in next week's News-Bulletin).

The procedures also give guidelines for department or unity judiciaries; calls for the establishment of a University Judiciary Board to hear grievances at a University level; outlines due process, appeal and implementation procedures, decisions and sanctions (eight of them, ranging from reprimand to termination of services), amendment procedures for the document, and the process for approving the document.

The report will need the approval of the Academic Council and the Board of Trustees before it can become operative.

THE COMMITTEE consulted various

deans, department chairman and University Attorney Leland W. Carr Jr. during the summer, according to E. Fred Carlisle, professor of English and chairman of the ad hoc committee.

The group also studied procedures operating at other universities as well as similar procedures at MSU, including those in the Academic Freedom Report and the Anti-Discrimination Judicial Board procedures.

The proposed faculty grievance procedures are intended to parallel, support and review existing decision-making powers, and emphasizes mediation and resolution.

Some of the issues raised during discussions, which the committee tried to accommodate in the procedures, involved such questions as:

Should the procedures be limited to a review of procedural and substantive due process, or should it provide for the review of some substantive decisions?

How shall necessary confidential records be made available without compromising their privacy?

Should the procedure be available to administrators as well as faculty? Should it try to provide for redress as well as sanctions? Should it deal with violation of rights and neglect of responsibilities?

Members of the ad hoc committee are: Carlisle, Vera Borsage, associate professor of family ecology and family and child science; Herman King,

assistant provost; Madison Kuhn, professor of history and secretary of the faculties; Gerald Miller, professor of communication; William Sweetland, professor of teacher education; John Waite, professor of English; Fred Williams, professor of history and chairman of FAFCC; and Rita Zemach, assistant professor of electrical engineering and systems science and chairman of the Committee Against Discrimination.

Wharton sets trip

President Wharton will deliver a series of lectures in Asia in December and January at the invitation of the United Board for Christian Higher Education in Asia. Wharton has received the appointment to present the first William P. Fenn Lectures, named in honor of a long-time representative of the interdenominational organization.

The United Board's mission is to supply qualified teachers from other countries to new colleges in Asia. Under the new lecture series, it will enlist for shorter periods distinguished persons with messages pertinent to the problems and interests of Asian people.

Mrs. Wharton will accompany her husband on the trip. Long interested in art, she is author of a forthcoming book, "Contemporary Artists of Malaysia."

IM schedule

Here is a schedule for use of the facilities in the Women's IM Building. On Saturdays and Sundays, all facilities are available to men and women on a first - come, first - served basis - for courts and pool. This is a change of the previous policy of women only.

Monday through Wednesday: Recreational swim, 11:30 a.m. to 1:30 p.m. and 6 to 9:50 p.m.

Thursday and Friday: Recreational swim, 11:30 a.m. to 12:45 p.m. and 6 to 9:50 p.m. Courts are available from 6 to 9:50 p.m.

Saturday: Recreational swim, 12 noon to 7:50 p.m. Courts available from noon to 8 p.m.

Sunday: Recreational swim, 1 to 7:50 p.m. Family swim, 5 to 7:50 p.m. Courts available 1 to 7:50 p.m.

A 'spare time' job

Faculty active in drug education

Educating the public about drugs, their effects and treatment can be "painful, frustrating work," but a growing number of University faculty spend increasing amounts of "spare time" doing just that.

Last spring, for example, an interdisciplinary course on "the dynamics of drugs" was offered by the Continuing Education Service in several Michigan communities. Faculty participants included Bennett T. Sandefur, continuing education coordinator in natural science; Lawrence R. Krupka, professor of natural science; Arthur Vener, professor of social science; Edward J. Lynn, assistant professor of psychiatry; John McNeill, assistant professor of pharmacology; and Victor G. Strecher, professor of criminal justice.

Perhaps two of the most active on a long-term basis have been Lynn and McNeill. (McNeill recently left MSU to accept a position at the University of British Columbia.)

Both have given hundreds of talks on drugs to groups ranging from parents and school teachers to junior high students and volunteers from MSU's Listening Ear project.

"IT CAN BE BOTH painful and frustrating to speak to a group that seems closed-minded to anything you're trying to say," Lynn said.

"And sometimes you actually get the feeling that you're providing entertainment for some groups," McNeill added.

Lynn expresses concern for communities that show a genuine interest in exploring the local drug use situation and want some direction in creating some kind of drug education or drug treatment center.

"I also want to make people think about drugs as they are used today . . . to make them examine their own attitudes and perhaps give them some new insights," he added.

Both Lynn the psychiatrist and McNeill the pharmacologist attested to the burst of interest in drug education during the past three years. Media attention to trends of drug use, coupled with increased use of drugs among young people, has helped focus public consciousness on the situation.

WHEN HE CAME TO MSU in 1966, McNeill recalled, he gave five talks on drugs during the school year. This past year he kept 55 speaking engagements.

Lynn's log of appearances reflects a similar increase.

Sometimes Lynn would concentrate on the sociological psychological side of drug use, and McNeill would discuss the chemical actions and toxicity of certain drugs. More often, however, both would become generalists trying to cover the physical, social, psychological, cultural, legal and treatment aspects of drugs.

Both prefer speaking to smaller groups where interaction is more spontaneous, but they have learned to cope with groups of up to 1,200.

"By and large, I have found that the younger the audience, the more knowledgeable they are on the subject," Lynn said. He qualified his statement to the extent that a group of physicians or pharmacologists would by nature of their professions be more informed in certain areas of drugs and drug treatment.

BOTH LYNN AND McNeill reported experiencing

some audience hostility and curiosity. Sometimes their personal appearance might have put adults off at first. (Each sports a neatly trimmed beard, and Lynn has shoulder-length hair.) But once credibility is established, the conversational volley is both active and intense.

They said that questions only become hostile when an audience's established beliefs have been challenged. Then it's important to "keep from putting them down" and get them to think through their beliefs to figure out why they feel as they do about drugs, Lynn and McNeill agreed.

Often questioned about their personal experiences with drugs, both Lynn and McNeill have avoided answering directly.

At issue, they agreed, is not their personal habits, but their credibility with an audience: To answer either that they have tried drugs or that they have not would cast doubt on their presentation.

Once the predicament is explained to an audience, the inquisitor will usually withdraw his question. Any other aspect of drugs and drug use is fair game for discussion, Lynn and McNeill said.

—RITA RICE



Edward Lynn (left): Maintaining credibility.

BULLETINS

MUM'S THE WORD Football mums will go on sale Friday, Sept. 24, for this week's home game against Oregon. The mums are \$1.25 each, available from noon to 5 p.m. in 109 Horticulture. The annual project is sponsored by the Floriculture Forum, a student organization.

WOMEN'S BOWLING The women's bowling league will begin the season at 5:15 p.m. Wednesday, Sept. 29, in the Union. Bowlers will meet every Wednesday thereafter at 5:45 p.m., excluding term breaks. For further information, call Shirley Brown, 332-4930, or Marge Smith, 646-6709.

FACULTY FOLK MEETS The Faculty Folk Club will hold its first meeting, including a luncheon and style show by Jacobson's, on Tuesday, Oct. 12, in the Kellogg Center Big Ten Room at 12:30 p.m. All faculty and newcomer wives are invited. Reservations are required by Oct. 8. Send check for \$3.50 to Mrs. Frank Mossman, 805 Cowley, East Lansing. Enclose a stamped self-addressed envelope for the return ticket. Newcomers to campus are asked to call Mrs. Willis Armistead, 337-0920, for more information.

SKATING OPEN HOUSE Faculty families and students are invited to attend the Lansing Skating Club's open house 6-10 p.m. Monday, Sept. 27, at the MSU Ice Arena. There will be figure exhibitions, refreshments and skating for everyone. For more information, call the ice arena, 5- 2388.

ZPG HOLDS MEETING The Lansing chapter of Zero Population Growth will host a public meeting at 7:30 p.m. Sunday, Sept. 26, in Parlors A and B of the Union. Thomas J. Vecchio, chief of medical research at Upjohn International and medical director for Kalamazoo Planned Parenthood, will speak on chemical aids for family planning.

SPARTAN WIVES MEET Spartan Wives, an organization for student wives and married students, will hold an open house 7:30 p.m. Monday, Sept. 27, at Peoples Church in East Lansing. Registration will be held during the social hour for ceramics, macrame, sports night and de coupage classes. For more information, call Sara Baran, 5-0977.

EXHIBITIONS

Kresge Art Center
Main Gallery: Works from the permanent collection.

Beal Garden
Of interest is the autumn crocus growing in the lily collection and several other locations.

Campus Plantings
The graceful Sungari cotoneaster east of the inner court at Kellogg Center now displays attractive red fruit.

**Museum
First Floor**
More than 150 dolls, donated from the estate of Mrs. Madeline Baker of Jackson, represent countries and characters from all regions of the globe. Materials for the dolls range from straw and paper-mache to plaster and china.

Hidden Lake Gardens
Tipton, Michigan
Petunias, marigolds and other annuals will continue to be outstanding in the Demonstration Garden until killing frosts occur. Open daily 8 a.m. until sundown.

SEMINARS

THURSDAY, SEPTEMBER 23, 1971
The quest for relevance in agricultural economics. **Glenn L. Johnson**, 3:30 p.m., 16 Agriculture Hall (Agricultural Economics).

MONDAY, SEPTEMBER 27, 1971
Some properties of the presumed plasma membrane of maize coleoptiles. **Fritz Trillmich**, U. of Freiburg, Germany, 4:10 p.m., 101 Biochemistry (AEC Plant Research Lab).

Personnel management in large scale dairy operations. **Frank Roche**, 12:30 p.m., 126 Anthony Hall (Dairy Science).

Food Science forum. **Georg Borgstrom**, 8 a.m., 136 Food Science (Food Science & Human Nutrition).

TUESDAY, SEPTEMBER 28, 1971
Polytertiary phosphines and their metal complexes. **R. Bruce King**, U. of Georgia, 4 p.m., 136 Chemistry (Chemistry).

Low pressure storage of fruits—a new concept. **D . R. Dilley**, 4 p.m., 206 Horticulture (Horticulture).
A characterization of oscillatory processes and their prediction. **V. Mandrekar**, 405 A Wells Hall (Statistics & Probability).

WEDNESDAY, SEPTEMBER 29, 1971
Germ free research. **C. K. Whitehair**, 12:30 p.m., 9 Human Ecology Bldg. (Food Science & Human Nutrition).

THURSDAY, SEPTEMBER 30, 1971
Research and extension needs for state and local budget problems. **Richard Donahue**, Michigan Director of Program Budget Evaluation System, 3:30 p.m., 16 Agriculture Hall (Agricultural Economics).
Egg development in the rabbit. **C. E. Adams**, Cambridge U., England, 4:10 p.m., 109 S. Kedzie (Zoology, Animal Husbandry, Dairy and Physiology)

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.

MICHIGAN STATE UNIVERSITY

Calendar of Events

Friday, September 24, 1971

- 6 p.m. University Club Gourmet Dinner
- 7:30 p.m. University Cinema—The new film series will open with "A Married Couple," a film by Alan King Associates, which was named one of the 10 best films of 1970 by Time magazine. Tickets are \$1, available at the door. Auditorium.
- 8 p.m. Planetarium Program—"Astrology and the Zodiac" relates scientific aspects of the ancient art of astrology and the twelve constellations of the Zodiac. Abrams.
- 9:30 p.m. University Cinema (see above). Auditorium.

Saturday, September 25, 1971

- 10:30 a.m. University Club pre-game luncheon. Bus transportation provided to stadium.
- 1:30 p.m. Football—MSU vs. Oregon. More than 30 high school bands will join the MSU marching band in a colorful half-time show. Spartan Stadium.
- 5:30 p.m. University Club post-game buffet.
- 8 p.m. Planetarium Program (see Sept. 24). Abrams.
- 8 p.m. World Travel Series—"The New Korea" will be narrated by producer Ken Armstrong. Auditorium.

Sunday, September 26, 1971

- 4 p.m. Planetarium Program (see Sept. 24). Abrams.

Monday, September 27, 1971

- 3 p.m. Steering Committee of the Faculty meeting. Faculty members and groups are invited to participate. 443A Hannah Admin. Bldg.
- 4:10 p.m. Honors College Lecture Series—Opening lecture for the series will be "20th Century Science: The Penalties of Success" with Stephen Toulmin. Open to the public. 108B Wells Hall.

Tuesday, September 28

- noon University Club Luncheon—Guest speaker will be Duffy Daugherty.

Friday, October 1, 1971

- 6 p.m. University Club Gourmet Dinner
- 7:30 p.m. University Cinema—"The World of Buckminster Fuller" looks at the real "Bucky" Fuller, creator of the geodesic dome. Admission is \$1, available at the door. Auditorium.
- 8 p.m. Planetarium Program (see Sept. 24). Abrams.
- 9:30 p.m. University Cinema (see above). Auditorium.

Saturday, October 2, 1971

- 7 a.m. University Club excursion to Notre Dame football game.
- 2:30 p.m. Planetarium Program (see Sept. 24). Abrams.
- 8 p.m. Planetarium Program (see Sept. 24). Abrams.
- 8 p.m. World Travel Series—"America RFD" will be narrated by Fran William Hall. Auditorium.

FACULTY RECEPTION

A reception for all faculty members of the College of Arts and Letters will be held 5-7 p.m. Sunday, Sept. 26, in the Kresge Art Center main gallery. For more information, call Marjorie Gesner, 5-7508.

EVENING COLLEGE OPENS

The Evening College program will begin Monday, Sept. 27. Reservations for classes are now being accepted by mail or in person at the Kellogg Center main lobby registration desk. For more information on the 52 informal courses, ranging from leisure activities to an analysis of the Nixon Administration, call 5-4562.

AUFS FACULTY SLATED

This year, four American Universities Field Staff lecturers are scheduled to visit campus. The faculty members, their area of expertise and scheduled dates are as follows: Albert Ravenholt (Philippines and China), Oct. 25-Nov. 6; Thomas G. Sanders (Brazil, Chile, Peru and Colombia), Jan. 31-Feb. 4; Louis Dupree (Afghanistan, Pakistan and Soviet Central Asia), April 10-April 22; James Hooker (Malawi, Zambia and Rhodesia), May 16-May 18. For more information or for preliminary scheduling for seminars or courses, call 3-5242.

STUDENTS NEED JOBS

Departments, organizations or individuals desiring to employ students may contact the Student Employment Office at the Placement Bureau. Student applications are on file listing available working hours, past experience and qualifications. Each job is posted for students to view while an attempt is made to match job openings with available applicants. Referral lists are also available for babysitting, housekeeping, typing, yard work and odd jobs. Students and faculty members may wish to employ part-time typists for manuscripts and class papers. The facilities of the Student Employment Office are available to all students, faculty and staff members as well as area employers. If you wish to employ a student, call 5-9520.

BOARD MATERIAL DUE

The next meeting of the Board of Trustees will be held Friday, October 15. Items to be included in the agenda must be in the Provost's Office or the Executive Vice President's Office by Friday, Sept. 24. Material received after that date will be held for the November meeting.

CHANGE FOR REPAIRS

Effective this month, storage cabinets, typing tables and all other furniture needing assembly or repair will be handled by the Physical Plant Custodial Service. Service calls for this type of work should be directed to Don Starin, 5-8485.

COMPUTER LAB CLASSES

The Computer Laboratory, in cooperation with other units of the University, will sponsor an orientation and tutorial program regarding the use of the computing facility. Classes will begin Oct. 4 with orientation 4-5 p.m. Following classes, continuing throughout the term, include the BASIC programming language, FORTRAN (scientific-oriented), COBOL (business-oriented), OPTIMA (linear) and the SCOPE operating system. Registration is not required. For more information, call Don Horner at 3-3975.

PAC TICKETS ON SALE

Season coupon books for the 1971-72 Performing Arts Company productions are now available at the Fairchild Theatre boxoffice for \$8. The season books will guarantee admission to five productions, the Orchestris Dance Concert and four Arena Theatre productions. PAC will present five outstanding plays this year: "Twelfth Night," Oct. 13-17; "Rosencrantz and Guildenstern Are Dead," Nov. 10-14; "The Effect of Gamma Rays on Man-in-the-Moon Marigolds," Feb. 16-20; "Hedda Gabler," April 26-30; and "Man of LaMancha," May 23-28. For more information, call 5-0148.