

JAN 24 1972

REFERENCE DEPARTMENT
MICHIGAN STATE UNIVERSITY

Withholding:

It may cost
you more

Faculty and staff may find their paychecks smaller after Jan. 16, thanks to the new federal income tax withholding tables provided in last year's Congressional tax reform package.

Most likely to feel the bite are single employees, those in the middle-income range with two dependents, and employees at high-salary levels. Those in the last category could have \$20, \$30 or even \$60 more in monthly withholdings.

But there are ways to lessen the blow, says Robert Lockhart, assistant comptroller. Some employees can take advantage of a new withholding allowance by completing the new withholding exemption certificate at the University's Payroll Division. All employees are eligible for this exemption, except those whose spouses are also working whose wages are subject to withholding, or those who have more than one employer and have already filed a withholding exemption with another employer.

And employees who have not been claiming all their actual dependents may now wish to file a new W-4 form claiming all dependents, Lockhart said.

Even those who don't qualify for a withholding allowance can file a new exemption certificate that provides for added withholding allowances based on itemized deductions.

Revised Internal Revenue Service W-4 forms and information are available beginning Monday (Jan. 10) in the Payroll Division, 350 Administration Building. All W-4 form changes must be completed at Payroll Division by 5 p.m. Friday, Jan. 14 in order for changes to take effect for both the labor (Jan. 21) and salary (Jan. 31) paychecks.

LOCKHART CITED some examples of how the new withholding rates might affect MSU taxpayers.

While only single employees in many groups will have more withheld this year, all faculty and staff in the higher levels will feel the pinch. A person earning \$16,000 a year and who has four exemptions, for example, will have about \$8 more a month withheld. And for those in the \$26,000-a-year bracket with four exemptions, the monthly bite jumps by \$49.90.

Although the new withholding rates may be higher for some, individual tax bills for 1972 are likely to go down, since the personal exemption is \$750 this year, and the standard deduction is higher.

The new rates are designed to eliminate underwithholding which has occurred particularly among married taxpayers who both work.



The campus ducks: Who really takes care of them? See story, page 6.

— Photo by Dick Wesley

MSU News-Bulletin

Vol. 3, No. 12

Michigan State University

Jan. 6, 1972

Long agenda, but few action items await Council members

Information items on salary schedule, the Affirmative Action Plan and general education are included on the agenda for Tuesday's Academic Council meeting at 3:15 p.m. in the Con Con Room of the Center for International Programs.

Frederick Williams, professor of history and chairman of the University Faculty Affairs and Faculty Compensation Committee, will give a progress report on that committee's work on a salary schedule.

The University Educational Policies Committee will present its proposals for modification of general education

requirements (News-Bulletin Oct. 7, 1971). The proposals will be presented for action at the February Council meeting.

Vice President for University Relations Robert Perrin will report on implementation procedures for the Affirmative Action Plan. This item is in response to concern among some

faculty, expressed at the Steering Committee meeting, over who would bear the economic brunt of the hiring of more women and more members of minority groups.

The University Faculty Tenure Committee will present, for action, its recommendations concerning joint faculty appointments (see related story).

This first Council meeting of 1972 will also see the seating of the first voting student members. About 30 students are expected to attend, and they will be seated alphabetically among the faculty members, to avoid seating blocks.

And inside . . .

- ... Repas responds, page 2
- ... Salary debate, pages 4, 5
- ... Tenure question, page 5

Long-awaited ruling supports both universities and the state

The principle of autonomy for Michigan's state-supported colleges and universities gained significant support in the recent ruling by Ingham County Circuit Court Judge Marvin J. Salmon — a ruling based on a complaint filed more than four years ago.

Salmon's opinion, handed down on Dec. 6, resulted from a suit filed by Michigan's "Big Three" (MSU, University of Michigan and Wayne State University) against the State of Michigan. The complaint had contended that certain provisions of legislative acts since 1967 were unconstitutional.

The Michigan State Board of Education was an intervening defendant, and the Michigan Association for Higher Education (an arm of the Michigan Education Association) had filed a brief in support of the three universities.

The Salmon opinion involved 11 sections of the 1971 higher education appropriations act. He ruled in favor of

the universities in six sections and for the state in five — but if the opinion stands it would amount to a major affirmation of the universities' autonomy.

Here is a summary of some major areas in the opinion:

SUPERVISORY SECTIONS

Salmon ruled that it is unconstitutional for the Legislature to prescribe minimum number of credit hours to be taught by faculty. Section 19 of this year's appropriations bill said that each full-time faculty member "paid wholly from the line item instruction" must teach an average of at least 10 credit hours or 300 student credit hours.

Not included in the decision, however, was a Legislative proviso that state institutions submit an "annual academic staff performance audit."

He also found unconstitutional the requirement that, in effect, sought to limit nonresident enrollment at state

schools to 20 percent of total enrollment.

PURPOSE SECTIONS

The higher education appropriations bill contained two sections that prohibited use of state funds to pay faculty or employees, or provide education of students convicted of certain offenses or who willfully damage university property. Another section would deny use of state funds to construct buildings or conduct operations not authorized in the appropriations act. Salmon, declared all sections unconstitutional, saying that "once the Legislature appropriated the funds, they became the property of the (universities), subject to their exclusive control."

REPORTING SECTIONS

Salmon ruled unconstitutional a section of the appropriations bill that reduced a university's appropriation if it

(Continued on page 2)

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.

Repas questions Council's authority

The following statement by Bob Repas, professor of labor and industrial relations, is in response to the censure action passed at the Nov. 30, 1971, meeting of the Academic Council. The censure involved both Repas and Trustee Clare White.

If one were to step through the Looking Glass into the land of make - believe and assume that the Academic Council was in fact a representative body with the powers normally associated with government, then certain questions would immediately come to mind in regard to the censure motion directed at Bob Repas and Clair White. Those questions relate to the following matters: 1. The authority of the Academic Council to censure; 2. The procedural aspects of the censure vote; and 3. The authority of the Academic Council to deal with the substantive issue of open salaries.

Authority of the Academic Council to Censure

The bylaws of faculty government do not delegate the authority to censure to the Academic Council. Neither do they establish criteria on which censure is to be based, nor do they state the purpose and the type of punishment contemplated in a censure vote. In short, there is no indication that the Academic Council has the right to censure, either as a matter of prescribed authority or past practice.

Procedural Aspects of the Censure Work

The procedural aspects of the censure vote are equally dubious. The agenda for the Nov. 30 Academic Council meeting, distributed to all faculty, made no mention of censure action. Bob Repas and Clair White received no notice that such action was contemplated, and, in fact, knew nothing about the matter until after the action was taken. Even more astounding was the fact that the censure motion was introduced under a "Point of Personal Privilege." Those faculty members interested in due process can only hope that Santa placed a copy of "Robert Rules of Order" in the chairman's stocking during the Christmas season so he can brush up on the kind of business that can be introduced properly under this motion; and perhaps cooperative extension can be induced to provide free copies of its 10-cent pamphlet "The Meeting Will Come to Order" for the enlightenment of the remaining members of the Academic Council.

The chairman of the faculty compensation committee ought to receive a special vote of commendation for his ability in getting a unanimous vote for censure out of a 14 - man committee coming off the Thanksgiving holiday - an accomplishment somewhat better than Jesus Christ was able to achieve from his 12 disciples at the Last Supper.

Substantive Issue of Open Salaries

The most disturbing aspect of the censure vote relates to the substantive issue of

open salaries. The faculty compensation committee has resorted to the crudest sort of statistical juggling by stating "... 75 percent favored the release of salary information; 72 percent favored a policy that would not disclose names." A total of 1,393 valid votes were cast in this much - quoted faculty referendum.

Category	Adamant	Total
1. Release list with no restrictions	126	377
2. Release salary list without names	42	278
3. Release averages	103	410
4. Continue present practice	131	328
		1393

It is true that the combined vote of categories 1, 2 and 3 totalled 75 percent. It is not true that 72 percent of this total "favored a policy that would not disclose names." Seventy - five percent of those voting, voted to repudiate the 30 - year University practice of salary secrecy. Of this total 410 (38 percent) favored a release of averages, 377 (35 percent) favored the release of salary information with no restrictions, while 278 (26 percent) favored releasing the salary list without names.

There is absolutely no evidence to suggest that the latter 26 percent would vote for "averages" if offered a choice between the other two options as assumed by the committee. Therefore, there is no factual basis for stating 72 percent of this total "favored a policy that would not disclose names." It is at least as logical to argue that 71 per cent of those voting for change were against a policy of releasing only "averages."

If one takes into account the number of adamant votes cast for "open salaries," this option represents probably the single most popular choice. No matter how the votes are sliced, the faculty compensation committee cannot justify its conclusion without distorting the election results.

The entire action of the Academic Council in regard to open salaries represents much ado about nothing since neither the faculty compensation committee nor the Academic Council can in any way legally effect the distribution of salary information. Faculty salaries can be effectuated only by a vote of the Board of Trustees. The trustees are elected officials. All actions of elected officials fall into the category of public information. Therefore, neither faculty members, faculty committees nor administrators have any authority to prevent the distribution of salary information.

John L. Lewis once described the Executive Council of the AFL as, "A bunch of fat and stately asses who have no head, only neck that's haired and growed over." Substitute Academic Council for Executive Council, and the shoe fits.

—BOB REPAS

Salmon rules on autonomy suit. . .

(Concluded from page 1)

raised its tuition. He said that the universities, not the Legislature, "possess the authority to establish tuition rates."

LINE ITEM APPROPRIATIONS

Two sections concerning line item appropriations were ruled constitutional by Salmon. The universities had contended that the line item method (which, for example, distinguishes the amounts for instruction, research and other programs) restricts them to spending amounts listed by each item. But an affidavit from the director of the Bureau of Programs and Budget said that line items do not limit total amounts of funds that universities may use for each purpose.

* * *

SALMON ALSO GAVE an opinion on the authority held by the State Board of Education in approving programs at the state universities.

He contended that "the framers of the 1963 Constitution did not intend to

diminish the plaintiffs' (governing bodies') authority "by allowing the Board of Education to supervise the universities any more than the Legislature could.

Salmon added that the board "lacks the authority to require the plaintiffs to obtain its approval before the plaintiffs may expand or establish programs or departments, or expand branch campuses."

And he concluded that "whether the board's authority is rendered virtually meaningless is a matter more within the discretion of the board than of this court."

* * *

SOME CAMPUS SPOKESMEN acknowledge that the outcome of the complaint serves primarily to "prove a point" for university autonomy. It is not likely that Salmon's decision is going to produce a major change in the University's relationship with the Legislature, since the latter retains its full degree of authority to set state appropriations.

A source in the state attorney general's office said that no decision had yet been made on whether to appeal Salmon's opinion, but he said that an appeal is likely to be made on the rulings that apply to the authority of the State Board of Education. None of the universities had indicated any plans to appeal the opinion.

Either side has 20 days from the time the opinion becomes a court order in which to file an appeal.

—GENE RIETFOR

ITEMS OF DISPUTE

Section 1: Employs a plan of line item appropriations in which a university's expenses are broken down and totaled, income is deducted and the total appropriation is then computed.

Section 4: Requires the universities to submit certain reports, mostly enrollment and credit hours.

Section 7: States that the Legislature will regard certain funds received by the universities as deductions when it calculates appropriations to the universities.

Section 8: Limits use of state appropriations to purposes stated in the appropriations act, "except as otherwise provided by law."

Section 13: Says that "no college or university having an enrollment of out-of-state students in excess of 20 percent of their total enrollment shall increase their enrollment of out-of-state students in either actual number or percentage over the actual number or percentages that were enrolled in 1970-71. . . ." It also says that out-of-state students shall pay a fee equal to approximately 75 percent of the cost of instruction.

Section 14: Outlines method of reporting tuition and fee waivers in submitting budget requests.

Section 16: Prohibits universities from spending any state funds for wages or for education of faculty or students who have been convicted of certain offenses.

Section 18: Prohibits use of any state funds for education of any student who willfully damages university property.

Section 19: Stipulates that any faculty paid wholly from line item instruction will teach an average of 10 credit hours or 300 student credit hours.

Section 20: Requires that no appropriated funds can be used for construction of buildings or operation of institutions not authorized by the higher education act.

Section 26: Reduces any state appropriation by the amount of increase in fees or tuition at the universities.

THE RULINGS

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MSU News-Bulletin

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Published weekly during the academic year by the Department of Information Services. Second-class postage paid at East Lansing, Mich. 48823.

Around the campus: A weekly review

No 'defiance' intended

University officials contend that MSU is not "defying" inspection provisions outlined in the state's Electrical Administrative Act.

A story in The State Journal (Dec. 27, 1971) said that most buildings on the campus "were never inspected by the State Electrical Board or the City of East Lansing as required by law." It was based on a report by Auditor General Albert Lee in which he allegedly maintains that Michigan's three major universities (MSU, U-M and Wayne State) take the position that "they are autonomous and the board has no jurisdiction over them."

Emery Foster, assistant vice president for business operations, said that MSU was not defying state inspection of its electrical work. He said that in the midst of the University's building boom of the 1960s, MSU was told that the state did not have adequate staff to inspect electrical work on the campus, so the University provided its own inspection.

"As far as we can determine, no one, including our electrical shop foreman, has ever been approached by the state on this (inspection)," Foster added.

And Foster said that no one from MSU was contacted by The State Journal to respond to the auditor general's comments. (The Journal later—in its Dec. 30 issue—editorially criticized MSU officials for exercising "something less than sound judgment in their stubborn devotion to autonomy from governmental regulation.")

According to the Journal's story, Clayton McCoy, administrative secretary of the Electrical Administrative Board, said that MSU was the most reluctant of the three schools to cooperate with the board.

But McCoy said this week that that comment stemmed from a telephone contact made four years ago with a representative at Oakland University (then an MSU affiliate). And he noted that a meeting this week among state officials and campus representatives indicated that "the cooperation is there (at MSU)."

Foster said that the University has its own qualified electrical engineers who have regularly inspected the work of all electrical contractors on the campus. They follow federal codes in their inspections, the same codes specified by Michigan law.

He also reported that the state does all plumbing inspection at MSU and semiannually inspects all campus elevators. Foster said that MSU will "observe any state law as long as we know we are supposed to." And McCoy said that the state is now in a position to provide personnel to carry out electrical inspections.

A Rhodes winner

Alan L. VerPlanck, a senior English major, has won a coveted Rhodes Scholarship. He is among 32 American men awarded a scholarship, which carries a \$3,600 annual stipend and provides a minimum two years' study at Oxford University in England. He is MSU's fourth Rhodes Scholar.

"A young man of lively mind, with a tremendously broad scope of

intellectual interests" is how Frank Blackington, director of the Honors College, characterizes VerPlanck.

"He is a man of letters," Blackington said, "a kind of Renaissance man who has at least one foot firmly planted in the social-cultural issues of today."

A writer, VerPlanck has had poetry published in "Preview" magazine of the University of Idaho and has received Creative Writing Awards in essay and fiction from the English department. He is editor of the Honors College Bulletin and the Red Cedar Review.

He has also been active in local theatre, having appeared in "Under Milkwood" and "Spoon River." He also wrote a full musical score for "Under Milkwood" and a partial score for "Spoon River."

In November, VerPlanck was elected a member of Phi Beta Kappa.

At Oxford, he will study English and intellectual history.

Rhodes Scholarships were established in 1902 by the will of Cecil Rhodes, the British philanthropist and colonizer. Annually, 72 winners are chosen from around the world with 32 coming from the U.S. Winners are chosen for their intellectual attainment, character, leadership and physical vigor.

Bus fare up

Effective immediately, faculty-staff parking gate cards will not be honored as University bus passes, and students will pay more to ride the buses.

Both actions were given the go-ahead last week by the Federal Price Commission. Revocation of gate card-bus pass privilege and the bus pass price hike had been overruled last fall as a result of the price freeze.

Bus passes will now cost \$1 more a term. Students who had fall passes will pay \$16 this term to ride the buses, and those who had no fall passes will pay \$21. Passes for commuter service (from the Farm Lane Commuter lot to the Shaw Lane lot) will be \$9 a term.

More students for agriculture

The fastest growing of the big agricultural colleges is at MSU. Undergraduate enrollment in the College of Agriculture and Natural Resources has jumped 20.5 percent over a year ago. Its total enrollment, including graduate students and those in the two-year agricultural technology program, stands at 3,017 — up 13.4 percent.

The MSU college now ranks seventh in the U.S. in enrollment of undergraduates in agriculture. Iowa State University is first with 2,912. Then comes Purdue, 2,593; Cornell, 3,580; Ohio State, 2,450; Texas A & M, 1,843; Missouri, 1,766; and MSU, 1,732.

David Armstrong, assistant dean in charge of resident instruction noted that much of the increase has come in the natural resources division of the college, especially the Departments of Resource Development, Park and Recreation Resources and Forestry. But the agriculture departments have been increasing, too — especially in animal husbandry where undergraduate enrollment jumped from 97 to 136.

Evening courses set

The winter term catalog for MSU's Evening College begins with a course on changing one's life style and concludes with another pointing up divergent views on youth and youthfulness in today's society.

In between are 54 other courses in fields such as cybernetics, ecology, electron microscopy, recorded blues, the children of tomorrow, language, philosophy, estate planning, orchid culture, sky watching, self-defense, yogic exercise and suicide.

There's "Ballet for Adults" on Sundays; "Phase II of Women: Potentials and Perspectives" on Thursdays, and "Field Natural Science" on Saturdays.

For those who want to keep up with the news and the world around them, there are courses such as "The Arab-Israeli Conflict," "China Faces the World," U.S. Foreign Policy in the 70s" and "North Ireland: Civil or Religious War."

For the intellectually oriented, there's a comparison of culture and civilization, a study of the individual and his relation to the universe and an intriguing innovation, "The Literature of Imagination — Preparing Man for an Unknown Future."

Most classes begin the week of Jan. 10 and meet two hours a night, one night a week for six to eight weeks.

Evening College registration in the main lobby of Kellogg Center continues 8 a.m. to 5 p.m. weekdays until classes begin. Evening registration is 5 to 7:30 p.m. Mondays through Thursdays.

Additional information may be obtained by contacting the Evening College office, Charles A. McKee, director, 18 Kellogg Center, 355-4562.

Sales tax on books

A revised state sales tax bill signed last week removed the sales tax exemption on all educational materials sold by university-operated book stores. This means that effective Monday, textbooks and other educational materials sold by the MSU Bookstore will carry the standard 4 per cent sales tax. All off-campus stores had already been assessing the sales tax.

Job outlook is bleak

A survey taken by the Placement Bureau shows that employers themselves are predicting a bleak year for the 1972 college-educated job-seeker.

Compiled by John D. Shingleton, director of placement and L. Patrick Scheetz, assistant director of placement, the study queried 346 employers in business, industry and government from across the nation.

Total anticipated hiring from all the agencies was down 1.8% from last year for bachelor's degree candidates. Showing statistically significant projected increases in hiring bachelor's candidates over last year were hospitals and health services (up 20 percent), and hotels, motels, resorts, and camps (up 16.4 percent).

Employers in agribusiness (down 77.3 percent), construction and building material manufacturing (down 26.3 percent), aerospace and components (down 25.8 percent), and electronics and instruments (down 15.8 percent), projected significant decreases in hiring those with bachelor's degrees.

Demand for master's degrees, the survey noted, dropped 12.4 percent from last year, with significant decreases of 33 percent or more in construction and building material manufacturing; agribusiness; banking, finance and insurance; electrical machinery and equipment; food and beverage processing; governmental administration; hotels, motels, resorts and camps; and metals and metal products.

The only increases for master's degrees are in accounting; aerospace and components; chemicals, drugs, and allied products; and research and consulting services.

Demand for doctorate degree candidates dropped 26.8 percent from last year, with increases noted only for chemicals, drugs, and allied products and glass, paper and packaging (from one to four candidates hired). The usual doctoral haven of research and consulting services dropped 75 percent from last year for these employers.

Computers mated

The state of Michigan reached a milestone in higher education recently when a computer at the University of Michigan ordered a computer at Wayne State University to perform a computational task.

A computer at MSU could just as easily have ordered either the WSU or U-M computers to perform the historic task, for the transmission realized a five-year effort to connect the computer facilities of the state's three largest universities.

The three-way computer hookup is called MERIT (Michigan Educational Research Information Triad) computer network.

Milton E. Muelder, MSU vice president for research development, said the MERIT system "constitutes an asset of inestimable value for the researcher and teacher, and it enhances and expands greatly computer resources which are not present at the respective campuses."

Muelder added that "it further provides a capability of expansion to serve other educational institutions in Michigan as well."

U-M Prof. Bertram Herzog, the director of MERIT, said that facilities to be both consumers and producers of computer resources, MERIT is flexible enough to add other colleges and universities to the system solely as consumers. This would give them access to the network's resources without expensive duplication of equipment.

MERIT was formally created in the fall of 1966 by the Michigan Interuniversity Committee on Information Systems (MICIS). Backed by matching funds from the state and the National Science Foundation, MERIT began to move to the construction phase in July 1969.

"While there are a few similar computer networks in the country," Herzog said, "Michigan's is the first to be built around different production computers which supply the daily computing needs of the universities."

Salary list triggers a variety of facul

Faculty members may hold wide ranging views about the propriety of publishing salaries in a newspaper, but they seem to be in relative agreement on one point: The list printed in The State Journal (Dec. 2, 1971) only begins to reveal how salaries are determined at MSU.

One member of the economics faculty summed it up: "It is just a list of prices without any description of the goods."

An associate professor in biochemistry said that he would "like to see some education go along with this list . . . I'm afraid of negative public reaction."

And a chemistry faculty member noted that if such reaction comes, "our real hope . . . is to put on a good educational campaign to convince people that we're worth what we're paid."

Interviews with more than 20 faculty picked at random from among nine colleges reveal a variety of reactions to publication of the list. And it appears that — with some exceptions — faculty in colleges with higher salary medians tend to disapprove of having salaries in the paper, and those in colleges lower on the pay scale are more likely to approve.

A DEPARTMENT CHAIRMAN in the College of Engineering called the listing "an invasion of personal privacy. If people came here with this understanding (that salaries would be made public), it would be one thing," he said. "But when they don't expect it, it can be quite a shock."

One of the economics faculty said the publication "was an extremely arrogant act . . . At best, it causes trouble and mischief." But another economist was less concerned: "This might create ill will . . . but I don't put much social value on this kind of ill will."

A professor in horticulture was troubled about the effects of having salaries made public. "The results are much worse than I had thought," he said, "especially on those whose salaries are lower . . . This is very hard on morale."

"I can see signs of deleterious effects on personal relationships," noted a professor of biochemistry.

SOME WELCOMED salary disclosure, even in the newspaper; a few contended that such action was overdue.

"This is just one more step in opening up people in their relationships with each other," said an associate professor of chemistry. "It will create some short-term trauma, but it will be beneficial in the long run."

A member of the art department said he was glad that "the list is finally out," even though some of the discrepancies "are very discouraging to many of us who have been here many years."

A NUMBER OF FACULTY expressed surprise at some of their colleagues' salaries, and a few said they were dismayed at apparent inequities.

The State Journal: A 'wedge' for accessibility

One newspaper saw it as "an area of secrecy" long in need of public disclosure. Another viewed it as a list of data "that didn't mean anything by itself."

And those, basically, are the reasons why one paper (The State Journal) decided to print MSU's faculty salary list (Dec. 2, 1971) and why another (The State News) chose not to.

Pat McCarthy, city editor of The State Journal, said his paper's decision to run the list was based on two factors: "It was a good news story," and it involved "an area of secrecy" in which the Journal felt disclosure "was long overdue."

Kenneth Gunderman, Journal managing editor, added that published the list was in keeping with the paper's "long-standing policy of printing public salaries," although the faculty list provided "more detail than normal."

"If the list hadn't been distributed earlier (by the Committee for a Rational Pay Policy), we would not have printed the whole thing," Gunderman said.

Reader response to the Journal was surprisingly sparse, Gunderman noted. He said that within five days after it was printed, "fewer than a dozen calls" had been received at the paper.

McCarthy said the Journal was not likely to publish any other salary lists from MSU. He added that administrative-professional staff

salaries have not been made available to the paper.

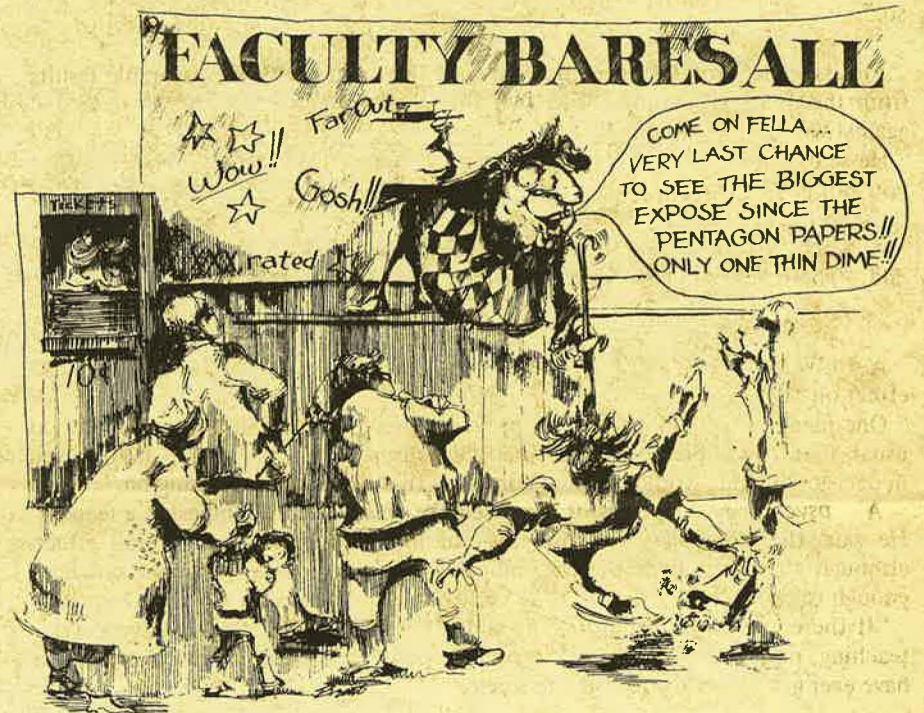
Gunderman said that by printing faculty salaries the paper was "trying to force a point" and provide "a wedge" to the availability of MSU salary information in the future. He said the the Journal did not have access to faculty salaries in the past (except for those that accompany personnel items on agendas at Board of Trustees meetings), but it has been able to learn the salaries of other state-supported employees, such as those in the civil service.

McCarthy said he could not recall any specific cases of the Journal asking for and being denied access to MSU salaries, but he added: "We are just well aware of the (MSU) policy of secrecy." (News-Bulletin, Oct. 21, 1971).

McCarthy acknowledged limitations in failing to print a list with a breakdown of 10- and 12-months' appointments. But he said that two subsequent stories in the paper were designed to point up any salary inequities. (story in the Dec. 5 Journal noted a \$21,000 discrepancy between high and low salary among professors, although the low salary turned out to be for a professor on half-time status.)

"If they (faculty salaries) can't be defended," McCarthy said, they'll be corrected."

STATE NEWS EDITOR John Juel said his paper gave "a great deal of thought" to publishing the list, but



he added: "It came down to whether we could find any advantage to printing the list."

"We just didn't see any value in taking up space with information that didn't mean anything by itself," Juel said.

He said that the absence of a 10- and 12-month breakdown, plus the inability to make any comparisons among salaries, eventually convinced the paper's editors not to print the list.

"We are very strong on the idea that the public should have access to this kind of information," he said. The State News earlier had made copies of the list available to the MSU Library and to the library in James Madison College.

Both Juel and The State Journal editors said they had only minor concern over invasion of privacy, since the list had already been circulated to more than 2,000 faculty members.

—GENE RIETFORS

Censure, salary debates don't make Academic

Censure and salary information aren't on next week's Academic Council agenda, but they were the most discussed items at last Monday's Steering Committee meeting.

A proposal from the arts and letters advisory council for more specific compilation of data relating to published salaries was deemed inappropriate for presentation to the Academic Council.

The advisory council had voted in December to ask that the University Faculty Affairs and Faculty Compensation Committee (FAFCC) or an ad hoc committee be asked by the Academic Council to compile such data as length of appointment, work load, longevity, sex, full or part-time employment; to compile rationale for all apparent discrepancies in salaries;

and to recommend rectification for inequities in salary.

Frederick Williams, professor of history and FAFCC chairman, said he approved the spirit of the advisory council proposal, but he told the Steering Committee that the specifics would be "impossible" to meet.

Williams said that guidelines are needed to allow for class actions. Individual grievances, he said, could best be handled at the department and college levels.

Herbert Jackson, professor of religion and chairman of the arts and letters advisory council, said the concern was for quick action. Others at the meeting said that if there weren't quick action, "collective bargaining could be coming."

The proposal was ruled inappropriate

to forward to the Academic Council because the items are included in the charge to the FAFCC. Arts and letters could, however, raise the issue from the Council floor.

Williams reported that the committee will hold open hearings as soon as possible to obtain faculty views on matters regarding salaries.

* * *

NO ONE WANTED to reopen the matter of censure (Prof. Bob Repas of labor and industrial relations and Trustee Clair White were censured at the last Academic Council meeting for their actions in releasing faculty salary information), but the matter was discussed.

Mark Rilling, associate professor of psychology and Council member, expressed procedural concern about the

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Williams, motion on a explained th that way be asked that th the meeting; could have

ty responses

One associate professor in biochemistry said he was surprised at some of the high salaries among full professors, and he added: "I didn't realize how low some of the salaries are in arts and letters, and University College."

A professor in horticulture said the list was a revelation to some of the younger faculty, since it revealed some high ranges among senior faculty. But a member of the mathematics department said that "some of the older faculty were taken aback . . . since years of service don't count for a great deal."

One professor of American Thought and Language said he wasn't surprised by the listing: "It was interesting to have my suspicions confirmed . . . I guess I read it because it depresses me."

A woman in the College of Education said she was appalled by the discrepancies among departments. "I feel teaching is teaching, regardless of the area of competency — there ought to be some consistency in salaries throughout the University. Who says chemistry is more important over a long period of time than music?"

But several faculty said they accepted salary differences among disciplines. A member of the chemistry faculty was explicit: "The University has to be competitive. You can't get a doctor for what you can pay a Spanish teacher. We can't live that far outside the world."

PUBLICATION OF SALARY information may help create a renewed push toward collective bargaining among faculty, according to several persons. One professor who opposes bargaining said that "this (the list) may be the thing that leads to unionization." An associate professor in University College said: "I hope so."

An associate professor in education said there may be some favorable results from the salary disclosure. "The fact that women are completely discriminated against was obvious," he said.

He said that he was not concerned with the high salaries ("More power to you if you can get it."), but he added that there should be "an equalizing pressure" for those in the low ranges.

A biochemist who admitted to "mixed feelings" about the list's publication said, "There ought to be a basic salary for a university professor."

A FEW FACULTY said the The State Journal's action wouldn't have much effect on salaries here.

One member of the journalism department predicted "a flurry of excitement, as usual, then it will die down." But he said he hoped that "those who are involved in decision-making would be more conscious that the public is looking on."

A psychology professor dismissed the episode as "a tempest in a teapot." He said that the salary disclosure is not likely to have much overall effect, although the furor over the list indicates that some people "might not have enough to do."

"If there are salary inequities," he said, "it points up the fact that the criteria — teaching, publications and public service — need to be changed. How many people have ever got raises for their public service?"

SOME HAVE CONTENDED that senior faculty did not receive proportionately higher increases, as recommended by the faculty compensation committee.

But Herman King, assistant provost, said that the recommendation was followed, since those in the professorial ranks generally received higher dollar increases than lower-ranking colleagues. The recommendation concerned dollar raises, not percentage raises, he said.

And King said that the Board of Trustees this month is likely to consider a proposal that MSU release faculty salary information as suggested by the faculty compensation committee, but with a few refinements. It is proposed that joint appointments be reflected on a full-time equivalent basis, that the data be converted to a 10-month rate, and that any changes since July 1 be included. But the proposed list would not include names.

Council agenda

was not at the Council said he thought the action's concern, however, was procedures and criteria for asked for assurance that freedom would not be ensure action.

committee member Thomas or of humanities, also e censure move was very bad," and said that is needed so that such not made without prior e process.

who made the censure point of personal privilege, he secured the floor in cause his committee had move be made early in o wait for "new business" eant that many of the

Council members might have left by that time, he said.

Williams reiterated the grounds for his motion and pointed out that censure procedures are not usually written in to due process, just as they are not for matters of commendation.

Greer said that the substantive grounds used for the censure were arguable, and that while "Roberts Rules of Order" does not cover censure procedures, the action was a matter of principle and should have at least appeared on the agenda. Lack of time was no excuse, he said, because "what's the rush?"

Williams also pointed out that a move to reconsider the action later in the meeting was defeated. And, he said, "we have a lot of work to do and we need not to nurse grudges but to work together (on salary schedules)."

Tenure group to report on joint appointments

Who grants tenure to a faculty member on joint appointment with two or more departments? What happens if one department says yes and the other says no?

The questions have been real ones for those members of the faculty who have no single "home" department. They have also led to requests for deviations from tenure regulations to allow department chairmen and deans more time to evaluate the faculty member. If the deviation is not approved by the faculty tenure committee, the faculty member may not be reappointed.

The problem of joint appointments has been studied by the University Faculty Tenure Committee (FTC) for more than a year, and the FTC hopes to recommend to the Academic Council next week new procedures for handling such cases.

Under the recommended procedures:

- * Appointments split 50-50 between departments would not be allowed. A majority department—one which pays 60 per cent or more of the faculty member's salary—would be clearly specified and would hold prime responsibility for reappointment actions.

- * The majority department would specify performance, promotion and retention criteria, including specifications of secondary assignments with another department. Those specifications would be coordinated with the secondary department.

- * Faculty members with joint appointments would be informed of their rights and privileges with each academic unit with which they are affiliated and how these rights may differ from those of full-time members.

- * At the time of joint appointment, the non-tenured faculty member would be told the conditions under which the secondary appointment might be terminated during the probationary period.

- * At the end of the first probationary appointment, if the faculty member is recommended for reappointment by the majority department for an additional

probationary period, new negotiations may occur with the secondary or other departments. The secondary department may at this time reduce or terminate the percentage of its participation in the joint arrangement. If the majority department or another department is unwilling to assume the percentage released by the secondary department, the faculty member would not be retained.

- * At the end of a probationary period when a tenure decision must be made, if the majority department recommends tenure for the faculty member, the minority (or secondary) department must abide by the decision. If the majority department decides against granting tenure, the faculty member is available for majority consideration by other units, but would not be eligible for additional probationary periods.

- * All statements of duties, rights, responsibilities, privileges, criteria and procedures for retention would be made in writing to the faculty member.

The rules, if approved by the Academic Council and the board of Trustees, would apply to all joint appointments of nontenured faculty entered into on or after July 1, 1972. Joint appointments effective before that date would be reviewed and, where applicable, the rules would be implemented "as seems fair, advisable and mutually agreeable, and to the extent that such implementation does not constitute to the faculty member disadvantage or hardship that would not otherwise arise," according to the FTC recommendations.

The rules would be in full effect by July 1, 1975.

The provost's office would monitor compliance with the rules, and the FTC would still have the prerogative to hear and decide case appeals based on alleged violation of the rules.

Joint appointments are common among the residential colleges, the College of Human Medicine, and faculty in interdisciplinary areas.

—BEVERLY TWITCHELL

AD search underway

The search and selection process for a successor to Clarence (Biggie) Munn as athletic director is underway.

John Fuzak, chairman of the athletic council, has been designated chairman of the committee by vote of the 12-man group.

This is the second phase of the work which will end with the eventual appointment by President Wharton of a person to succeed the stroke-stricken Munn, athletic director for 18 years. The appointment is subject to confirmation by the Board of Trustees.

The first phase was the work by a five-man subcommittee to set up procedures for the search and selection process and to start development of a set of criteria for a new director.

"We now are accepting nominations of candidates," Fuzak said. "This is the first step, to build a list of possibilities for the position. Later on the sifting and winnowing will begin. Our charge is to come up with three likely candidates and present their names to Jack Breslin.

"I think it appropriate to say here and now that the identities of candidates will be held in the strictest confidence by the committee. We feel this is necessary to protect their good names and their security in their present positions."

To expedite the initial screening, Fuzak has named a six-man subcommittee to take the complete list of applicants and reduce it to a list of 12 to 20 names. Those names will then go to the whole committee for final consideration. The subcommittee, chaired by John Zimmer, includes Clayton Kowalk, Wilbur Brookover, Charles Scarborough, Louis Twardzik and Harold Buckner.

Policy set

A new policy concerning faculty pay for off-campus teaching went into effect Jan. 1. All assistant deans for continuing education have received copies of the policy. Any faculty member who wishes to have a personal copy may contact the Continuing Education Business Office at 355-0140.

Women's meet

Women are invited to attend an open organizational meeting for a women's advisory commission on the status of women at the University today at 3 p.m. in 401 Hannah Administration Building.

The commission would be advisory to the Equal Opportunity Office.

Campus beauty doesn't just happen

We've heard the figures before: 7,000 species and varieties of trees, shrubs and vines; more than 15,000 trees and woody shrubs; 2,010 acres of developed or planned campus; 32 miles of roadways, 96 miles of walkways, 11 miles of bicycle paths, and 18,600 parking spaces.

And the Red Cedar ducks.

University faculty, students and employees may admire the park-like campus, occasionally feed a duck, expect their parking spaces and sidewalks clear, and, of course, start each day with an empty wastebasket.

But it's easy to ignore — or at least not to realize — that those figures in the first paragraph represent trees and plants that require constant care, lawns which must be watered, mowed, and from which leaves must be removed, pavement which must be well-marked, clear of ice and snow and of fallen trees.

There's just more to getting on campus each day than meets the proverbial eye. Someone has to do all these things . . . including removing tons of trash each day from the collective offices and buildings. And feeding the ducks in the winter. All this is the full-time concern of the 58 employees in grounds maintenance.

These men include gardeners who spend one-fifth of their time just picking up the litter the campus community leaves behind. Most of the rest of their time is used to keep the campus beautiful and healthy: Lawn mowing, plant watering, seeding, leaf disposal, working with trees. And about 6 percent of their time is spent removing snow.

And, of course, someone has to: Keep those 27 holes of golf course playable, prepare and maintain the stadium and other athletic facilities for the thousands who use them. Keep domestic ducks from interbreeding with our campus mallards. Keep the lethal beetle away from our some 2,000 elm trees. Keep the trash bins empty.

* * *

THE SOMEONE IS the grounds crew — divided into areas of gardening, tree maintenance, trash, and snow removal. There is also a crew to add finishing touches to newly developed areas on campus. When a new building goes up, the site crew handles seeding, planting, tree and shrub transplants, road or land grading — anything the contractors do not do.

The trash crew makes daily — sometimes twice-a-day — stops at most campus buildings, filling huge trucks with 15,000 pounds of trash per load — and several loads are taken daily to a landfill in Lansing.

The grounds maintenance job is one of tremendous proportions, and there are

still more examples: 14,000 cubic yards of compressed leaves are gathered each year, dumped on a compost pile and later used with new plantings.

There is a good deal of cooperation and coordination with other campus units, with entomologists and soil scientists, for examples. There is a spray committee which discusses ecological concerns related to the need to spray the grounds in the fight against bugs and disease.

* * *

THE OPERATION HAS had to grow with the campus. Less than 30 years ago only 600 acres of campus required care; that area has more than tripled. Old ledgers show that less than 40 years ago only nine full-time employees maintained the grounds. They were supplemented by student help. Today the work force is nearly doubled with student employees added.

And only 12 years ago, the entire department was housed in a small shed (30 feet by 70 feet) near the Computer Center with a makeshift canvas garage for the equipment.

It's been said that former president John Hannah took such an interest in the appearance of the campus that even individual trees did not escape his notice. Department Superintendent Burt Ferris remembers that when the stadium was being expanded, Hannah would be there at 6:30 a.m. to view the proceedings.

* * *

THE CREW ITSELF takes pride in the work it does.

"We feel, and we're prejudiced, that we've got probably the best cared-for campus there is," says Charles Kell, administrative assistant for grounds maintenance. "We're told that it's true. And it takes a lot of planning, cooperation and work by everyone concerned."

Herb Meyer is a senior gardener in charge of the area which includes the president's home — a job he's had for 22 years.

"It's very interesting," he says, "there are nice plant materials to work with, a nice garden, and I like the people."

He says he puts in a "little extra effort" when the Whartons are entertaining, and that Mrs. Wharton comes out the next morning to personally thank him, "and that," he says, "makes it really nice."

So wherever one may look, there are examples of the grounds crew's concerns — from flowers to street signs, from highway markings to neat lawns, from healthy trees to healthy ducks.

And the crew may even be called upon to use its equipment to help a limp camel stand up — as they once were by the veterinary clinic. Concerns of grounds maintenance are as diverse as the University it serves.

—BEVERLY TWITCHELL

MSU scientists report at AAAS meetings

Fifteen MSU mathematicians and scientists met in Philadelphia over the holidays for the annual national meeting of the American Association for the Advancement of Science (AAAS) to present and discuss research findings.

Topics under investigation ranged from ecological to psychological.

"Perhaps Philadelphia was a very symbolic setting for us," said MSU zoologist William E. Cooper, who chaired the AAAS Division of Ecology

meetings on natural ecosystem studies. "It is time to engaged in rational evaluations of alternatives to current life styles," he said.

"At the rate the environment is deteriorating now," said engineer Robert H. Boling, "without our really knowing why and how, we have reached a critical point where we must answer some of the major questions. We really don't know how to reverse a lot of the environmental degradation because the environmental systems aren't understood."

"We are trying to make a translation of information of biological phenomena of a three dimensional world into a mathematical framework," Boling said. "Our approach is a play-off between the two — biological and mathematical."

"Already, questions have arisen for which no answers were available," he added. "That is how we got into studies of how streams can or cannot handle pollution."

Boling said that MSU research has now shown that streams can process "a lot more organic matter than was previously thought."

All organic pollution need not be eliminated from streams to keep them clean enough to support trout and other clean-water life, Kenneth W. Cummins, fresh-water ecologist from the Kellogg Biological Station, told scientists at the AAAS meeting. His statement was based on research in progress at the station near Hickory Corners.

Other MSU researchers at the meeting were engineer Donald J. Montgomery, mathematician William M. Fitzgerald; natural scientist John N. Moore; psychologists Ralph Levine and Andrew M. Barclay; science educators T. Wayne Taylor and Julian R. Brandou; and zoologists Martin Balaban, Lynwood Clemens, Samoa J. R. Wallach, John A. King and Peter C. Fraleigh.

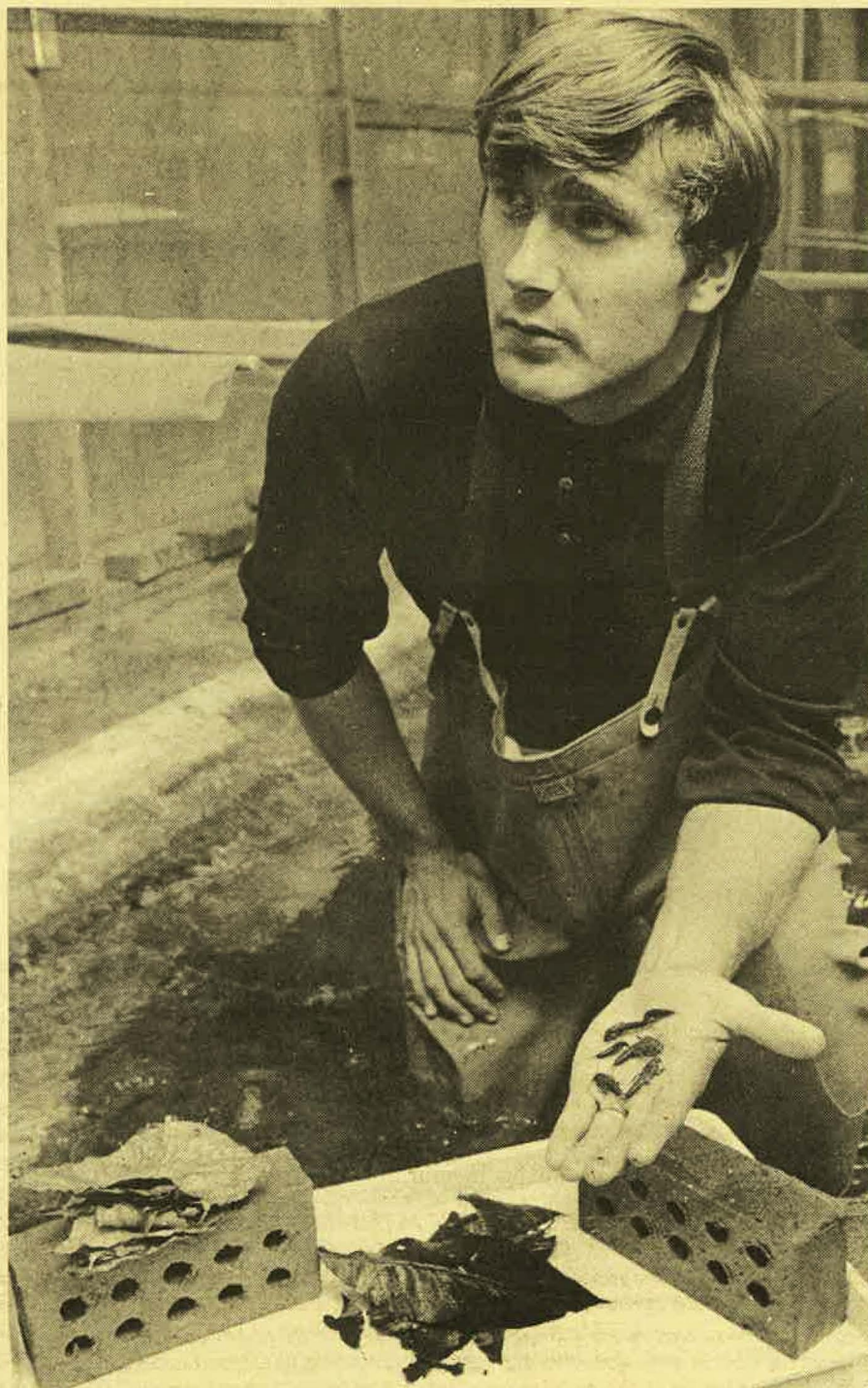
—PHILLIP E. MILLER

Seminar series to explore Pakistani war

The political power plays and the religious-cultural differences behind the Indo-Pakistani war will be examined in a series of eight seminars on "South Asia and U.S. Foreign Policy." Open to the public free of charge, the series of seminars is being offered by the Asian Studies Center as a public service.

South Asian specialists from MSU and other universities will conduct the seminars which will be held from 7:30 to 9:30 p.m. Thursdays in Room 106 Center for International Programs. The first session will be Thursday (Jan. 6).

The seminar will be offered on a non-credit basis. However, seniors and graduate students are encouraged to make arrangements for independent study credits with faculty members participating in the seminar.



Cleaning streams: Research technician John C. Wuycheck displays water animals captured from an experimental stream at MSU's Kellogg Biological Station. A report on how streams clean themselves was given by Kenneth W. Cummins at the recent AAAS meetings.

—Photo by Dick Wesley

BULLETINS

OPENING EXHIBIT

There will be an opening in the Kresge Art Center Gallery, 2-5 p.m., Sunday, Jan. 9, for the exhibition of graduate drawings and the work of Midwest photographers.

COMPUTER LAB SERVICE

The Computer Laboratory Key-punching Service, 504 Computer Center, is now able to give excellent turnaround on keypunching and verifying jobs. Also available is the continuous form copying service, which takes 14 x 11 continuous form computer output, reduces to 8½ x 11 sheets, and collates into as many sets as needed. For information call 5-5005.

BORLAUG FILM

"Norman Borlaug Revolutionary," a 27-minute film produced by the Peace Corps, will be shown at 4 p.m., Thursday, Jan. 6, in 206 Horticulture. A representative from the Peace Corps office in Detroit will be available for questions and commentary.

N'COMERS-FACULTY FOLK

Newcomer wives will entertain the Faculty Folk with "An Afternoon of Music" under the direction of Robert Harris at 1 p.m., Friday, Jan. 14, at the Union. A nursery is available, but reservations must be made by calling Mrs. C.R. Halverson, 337-0184 or Mrs. J.S. Bolen, 351-0423.

CONFERENCES

- Jan. 10-11 MIRA Invitational Winter Conference
- Jan. 10-13 Kellogg Farmers
- Jan. 10-14 Juvenile Officers Course
- Jan 13-14 Drafting Contract Language

All conferences will be held in Kellogg Center unless otherwise noted.

Students and faculty members are welcome to attend these continuing education programs. Those who are interested should make arrangements in advance with the Office of University Conferences, 5-4590.

EXHIBITIONS

Kresge Art Center

North Gallery, January 8-30: Midwest Photographers: Vernon Cheek, Purdue U.; Phil Davis, U. of Michigan; Arnold Gassan, Les Sattinger, Ohio U.; John Schulze, U. of Iowa; Art Sinsabaugh, U. of Illinois; Doug Stewart, Northern Illinois U.; Henry H. Smith, Indiana U.; Charles Swedlund, Southern Illinois U.

Main Gallery: Works from the permanent collection.

Entrance Gallery: January 8-30: Graduate Drawings

Center for International Programs

Main lobby exhibits: Research in Yucatan, Summer Russian Language Program, and Peace Corps Intern Program in the Philippines.

SEMINARS

FRIDAY, JANUARY 7, 1972

Structural aspects of gene action. **Aimee H. Bakken**, Division of Biology, Oak Ridge National Laboratory, 11:30 a.m., 140 Natural Sciences (Zoology).

Some remarks on the estimation of distribution mixtures. **P.D.M. MacDonald**, Dept. of Applied Mathematics, McMaster University, Hamilton, Ontario. 4:10 p.m., 405A Wells (Statistics and Probability).

MONDAY, JANUARY 10, 1972

Perspectives and problems in research on the repair of DNA. **James Trosko**, 4:10 p.m., 101 Biochemistry (AEC Plant Research Lab).

WEDNESDAY, JANUARY 12, 1972

The effect of zinc deficiency on some aspects of animal behavior. **Donald Oberlease**, Wayne State, 4:10 p.m., 131 Anthony (Institute of Nutrition).

Effect of dieldrin on liver mitochondria and nucleic acid and protein metabolism in brain and liver. **W.G. Bergen**, 3 p.m., 103 Anthony (Animal Husbandry).

THURSDAY, JANUARY 13, 1972

Local government education and agricultural economics. **Al House**, 3:30 p.m., 16 Agriculture Hall (Agricultural Economics).

Infective heredity in bacteria. **N.D. Zinder**, Rockefeller University, New York. 4:10 p.m., 335 Giltner (Microbiology & Public Health).

Life in the frozen state. **Armand Karow**, Dept. of Pharmacology, Medical College of Georgia, 4 p.m., 136 Chemistry (Biophysics).

SOMMIS-master plan for computers, programs and systems, State of Michigan. **John Quinn**, Management Science, State of Michigan, 7:30 p.m., 102B Wells (Computer Science).

The effect of stress on pregnancy in the rat. **Jean Euker**, 4 p.m., 146 Giltner (Physiology).

Primary productivity and mineral accumulation in naturally occurring populations of submerged macrophytes growing in wastewater lagoons. **Dennis Tierney**, 1:30 p.m., 221 Natural Resources (Fisheries & Wildlife).

TUESDAY, JANUARY 11, 1972

What's new in scandium chemistry? **Gordon Melson**, 4 p.m., 136 Chemistry (Chemistry).

Functional significance of brain catecholamines in the actions of amantadine and the amphetamines. **John E. Thornburg**, 4 p.m., B-449 Life Science 1 (Pharmacology).

Identification of endogenous auxins in sour cherry (*Prunus cerasus* L. cv. Montmorency) fruit and their role in fruit development. **Murray E. Hopping**, 4 p.m., 206 Horticulture (Horticulture).

Tensions in ranked systems. **Patrick Doreian**, Department of Sociology, University of Essex, 7:30 p.m., 466 Berkey (Sociology).

The problems of underdevelopment: a look at Peru. **Joanne Fino**, 12:30 p.m., 102 Human Ecology (Nutrition).

FRIDAY, JANUARY 14, 1972

Veterinary medicine in Australia and New Zealand. **Dr. C.C. Beck**, Parke-Davis and Company, 4:10 p.m., 346 Giltner (Pathology).

Genetic control of meiosis in *Drosophila melanogaster*. **Brian K. Davis**, 11:30 a.m., 140 Natural Science (Zoology).

Friday, January 7, 1972

- 7:30 p.m. Hockey—MSU vs. North Dakota. Ice Arena.
- 8 p.m. "U.F.O."—A new program probes the possibility of life existing on other planets, and portrays stories of mysterious flying saucer encounters. Tickets at door. Abrams Planetarium.
- 8 p.m. "Harvey"—The Winter Repertory Festival Company will present a student production of Mary Chase's comedy that features a 6-foot rabbit. Arena Theatre.
- 8:15 p.m. Recital—Charles Sander, associate professor of pathology, will perform works for violin by Tartini-Kreisler, Prokofieff, Bloch, and Saint-Saens. Music Auditorium.
- 10 p.m. "U.F.O." (see above). Abrams.

Saturday, January 8, 1972

- 1:30 p.m. Gymnastics—MSU vs. North Carolina. Jenison.
- 2 p.m. Swimming—MSU vs. Iowa State. IM Pool.
- 2:30 p.m. "U.F.O." (see Jan. 7). Abrams.
- 7:30 p.m. Hockey—MSU vs. North Dakota. Ice Arena.
- 8 p.m. "U.F.O." (see Jan. 7). Abrams.
- 8 p.m. "Harvey" (see Jan. 7). Arena Theatre.
- 8 p.m. World Travel Series—Lewis Cotlow leads an expedition through the "Congo." Auditorium.
- 10 p.m. "U.F.O." (see Jan. 7). Abrams.

Sunday, January 9, 1972

- 4 p.m. "U.F.O." (see Jan. 7). Abrams.
- 8 p.m. "Harvey" (see Jan. 7). Arena Theatre.

Monday, January 10, 1972

- 8:15 p.m. Recital—Four students present an evening of piano and dance, featuring individual choreography and works by Liszt, Weber, and Bartok. Music Auditorium.

Tuesday, January 11, 1972

- 3:15 p.m. Academic Council. Con Con Room, International Center.
- 8 p.m. Basketball—MSU vs. Wisconsin. Jenison.

Thursday, January 13, 1972

- 8 p.m. Sky Scanning—Observers will discuss the coming lunar eclipse. No admission charge. Abrams.

Friday, January 14, 1972

- 7:30 p.m. Hockey—MSU vs. Notre Dame. Ice Arena.
- 7:30 p.m. Wrestling—MSU vs. Southern Illinois. IM Sports Arena.
- 8 p.m. "Phedre"—Racine's classic tragedy will be performed by the Winter Repertory Festival Company. Arena Theatre.
- 8 p.m. "U.F.O." (see Jan. 7). Abrams.
- 10 p.m. "U.F.O." (see Jan. 7). Abrams.

Saturday, January 15, 1972

- 2:30 p.m. "U.F.O." (see Jan. 7). Abrams.
- 7:30 p.m. Hockey—MSU vs. Notre Dame. Ice Arena.
- 8 p.m. World Travel Series—"The Bahamas from Top to Bottom" will be discussed by Harry Pederson. Auditorium.
- 8 p.m. "U.F.O." (see Jan. 7). Abrams.
- 8 p.m. "Phedre" (see Jan. 14). Arena Theatre.
- 10 p.m. "U.F.O." (see Jan. 7). Abrams.

BULLETINS

AUFS LECTURER

Thomas Sanders, member of the American Universities Field Staff on Latin American Studies will be available for preliminary scheduling of courses and seminars Jan 31-Feb. 4. He has written numerous articles on Chile, Brazil, and Colombia as well as authoring "Protestant Concepts of Church and State." Lecture topics include Chilean politics; agrarian reform in Chile, Brazilian politics, family planning in Latin America, radical Catholicism in Latin America, internal migration, etc. For information, contact Charles Gliozzo, 3-5242, Dept. of Humanities.

COURSE IDEAS?

Faculty and staff members interested in teaching a non-credit course program for Spring 1972 evening College should submit course ideas to Charles A. McKee, 19 Kellogg Center, 5-4562.

TROPICAL STUDIES GROUP

The Tropical Studies Group will meet at noon Wednesday, Jan. 12, in Parlor B of the Crossroads Cafeteria for lunch. A lecture by William B. Drew, "Preliminary Reconnaissance on Defoliation Problems in Vietnam," will follow in 204 International Center.

TICKET SALE

Counter sales for winter term events in the Lecture-Concert series open Tuesday, Jan. 11, at the Union Ticket Office. For information call, 5-6686 or 5-3361.

RETIREEES CLUB

The Retirees Club will meet at 1 p.m., Monday, Jan. 10, in the Union Club Room. Robert Coleman will offer a lecture and slides on Spain. Those who wish may meet for lunch at noon in the Union Grill.

FIELDSTAFF

Persons interested in receiving the American Universities Fieldstaff Reports on Asia, Africa, or Latin America may contact Charles Gliozzo, 3-5242, Dept. of Humanities.

FACULTY FOLK ART

Faculty Folk Art Group will meet at 1 p.m., Monday, Jan. 10, in Quonset 75 with Mrs. David Bing. Instructions in painting will be given. For information call 351-9175 or 349-9293.

NAVAL RESERVE

Naval Reserve Research Company 9-16 in East Lansing has openings for reserve officers of all ranks who have training in scientific research, all branches of engineering, applied technology, biology, statistics, education, management, medicine, administration, or legal work. Members may earn retirement points through drill attendance, two weeks training duty with pay, and correspondence courses. For information, call William Meggitt, 5-0207 or Charles Cress, 3-8854.

Information on MSU events may be submitted, for possible inclusion in the bulletins, to Patricia Grauer, 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.