

Faculty raises: Senior ranks favored

Faculty salary increases for 1971-72 are generally higher for those at the senior ranks and for those on 12-month appointments, according to a report from the provost's office.

The report — including 2,418 faculty both on the campus and in off-campus extension — shows that the average raise for all faculty was \$1,192, or 7.4 percent.

The average raise for professors, however, was \$1,322 (7.2 percent) for 10-month appointees, and \$1,753 (7.9 percent) for 12-month appointees.

Among all ranks, the average increase for 12-month appointees was \$1,343 (7.7 percent) and \$1,023 for 10-month faculty (7 percent).

The increases reflect salary recommendations made prior to last year's wage-price freeze, although the raises were not implemented until October. That retroactive implementation followed a ruling from the Cost of Living Council.

The accompanying tables detail salary increases by rank and by appointment.

It is pointed out in the provost's report that in the second table, compiled under guidelines from the American Association of University Professors, some percentages differ from those in the University's own report. But in the AAUP report, for example, persons who were promoted are shown at their former rather than their new and higher level, and it attempts to include only those faculty involved mainly in teaching.

The provost's report also notes that both tables show that guidelines recommended by the faculty affairs and faculty compensation committee — higher increases for faculty at the senior ranks, for those on 12-month appointments and for those promoted — were followed in distributing raises.



Salaries: Faculty guidelines followed.

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MSU Faculty Salary Increases, as of July 1, 1971

Rank	Number in Rank	Average Increase	Percent Increase
Professor 10 month	412	\$1,322	7.2%
Professor 12 month	476	1,753	7.9
Assoc. Prof. 10 month	312	1,018	7.3
Assoc. Prof. 12 month	219	1,394	7.9
Ass't. Prof. 10 month	295	772	6.5
Ass't. Prof. 12 month	154	1,110	7.1
Instructor 10 month	108	618	6.2
Instructor 12 month	62	771	6.5
Other 10 month	13	708	6.7
Other 12 month	367	974	7.8
Total 10 month	1,140	1,023	7.0
Total 12 month	1,278	1,343	7.7
Combined total	2,418	\$1,192	7.4%

(This tabulation includes on-campus faculty and off-campus extension personnel who were on the regular payroll in 1970-71. All disciplines are included. Dean and vice presidents are excluded.)

Faculty Salary Increases as Compiled for AAUP Survey

Rank	Number in Rank	Average Increase	Percent Increase
Professor 10 month	329	\$1,340	7.2%
Professor 12 month	218	1,756	7.8
Assoc. Prof. 10 month	263	1,081	7.6
Assoc. Prof. 12 month	72	1,429	7.9
Ass't. Prof. 10 month	284	810	6.7
Ass't. Prof. 12 month	59	1,135	7.5
Instructor 10 month	107	700	6.9
Instructor 12 month	22	1,464	11.8
Total 10 month	983	1,048	7.1
Total 12 month	371	1,577	7.9
Combined Total	1,354	\$1,114	7.4%

(The national AAUP survey attempts to focus on the instructional staff. It includes only those persons whose salaries are derived at least 50% from instructional funds. It excludes human medicine and osteopathic medicine, but includes veterinary medicine and nursing. It includes department chairmen, but excludes deans, vice presidents, etc. Persons who were promoted are included at their 1970-71 rank. Note: A high proportion of the 22 12-month instructors were promoted to assistant professor rank and received "promotion increases.")

Keith Groty named to new assistant VP position

A long recognized need for coordination in personnel policies was filled by the Board of Trustees last Friday.

By unanimous vote, the Board created a new position — assistant vice president for personnel and employee relations in the Office of the Executive Vice President and Secretary to the Board of Trustees.

The trustees also approved the appointment of C. Keith Groty to fill the new position, effective Jan. 1.

Changes in the University's personnel policies and practices are to be expected, but first there will be a thorough study of the problems, priorities and possible consequences of reorganization, according to Groty.

He explains that historically, there have been two channels for handling personnel on campus. Board appointees and graduate assistants are handled through the provost's office, while classified employees such as administrative professional, clerical-technical, and operational employees are handled through the personnel office.

Added to this, student personnel are handled through the individual departments, except in the summer when student employees are handled through the personnel office.

Bridging these systems, Groty said, is the Staff Benefits Division which serves both Board-appointed employees and employees hired under the classified system.

As a result of this diversity, he emphasized, relations between the policies in one division and those in another are not always compatible.

"It has resulted in entirely different policies being developed for one group than another," he said.

Groty sees his task as "bringing together and making compatible the different personnel policies for the different categories of personnel, and, where policies are purposely different, to formalize the rationale for such differences."

Since he is filling a new position in the University, however, he does not anticipate making immediate changes.

"It is important," he noted, "that the scope of the responsibilities and the impact of the position be studied and that possible changes be well planned in advance of implementation."

* * *

ACTING DIRECTOR of the School of Labor and Industrial Relations prior to his appointment, Groty has been a member of the MSU faculty since 1969.

He said that to the extent his new duties permit, he intends to remain active in teaching and conducting research in public personnel and employee relations.

He will continue as assistant professor of labor and industrial relations, and of administration and higher education.

Groty noted, however, that he probably will not continue to work as a

(Continued on page 4)

Books

'Practicing what it preaches'

Recycle! urges the book. And it practices what it preaches.

"Environmental Quality: Now or Never" is the first text in the nation to be published from 100 percent recycled paper, says its editor, Charles L. San Clemente, professor of microbiology and public health.

The newly published work is itself an ecosystem of ideas. It is a species of conglomerate prose that says that tokenism is the enemy.

The American malady of excessive body fat, for example, is often a shortener of lives. "If all of the people in the United States were returned to their ideal weight, the average life - expectancy . . . would increase by about seven years," contends W. N. Hubbard of Upjohn, one of the some 40 authors of the book.

But, "if all forms of cancer were to be eliminated," he adds, "the average life expectancy would increase for a maximum of three years."

And it is such misplaced emphasis that has put this nation into an environmental crisis, say some of the book's other contributors.

"We compare our production of specific material goods . . . with that of other countries, and we think our country is not doing so well if we aren't out-producing almost every country in the world in most categories," writes Richard J. Hall, an MSU psychologist.

"But do we compare our 'production' of paintings, novels, philosophies, and scientific theories with that of other countries? . . . Do we compare the amount of unspoiled and unpolluted land, air and water that we have with other countries? .

IDEAS ON HUMAN VALUES are recurrent in the book, which is an outcome of a 1970 summer institute held at Kellogg Center.

And some flaws in the American system are scored, Robert R. Rice, MSU's acting dean of human ecology, raps a system that "has perpetuated hate among urban people - forcing the have to hate the have - nots and vice versa, while the haves get richer and the have - nots get poorer. Ghetto minorities are being pushed further and further apart from the rest of society.

Rice adds: "This system tosses a bone among the Chicanos, Indians, blacks and poor whites and then says 'Go get it!' While these minorities are fighting each other, the system goes on about its business of maintaining the status quo. But these minorities are wiser now. They are beginning to stop fighting each other and are attempting to find a means to an end instead of an end to a means. Black people are tired. A change of emphasis is a definite necessity. Equality must come before ecology."

THE BOOK BREATHEs with conflicting views. One author sees food as a seriously limiting factor; another says agriculture can produce whatever amount of food is necessary for survival.

"Although food is the major critical issue of the day, this is not even mentioned, far less analyzed as to our future," writes MSU food scientist George A. Borgstrom. "This is what is so immensely frightening: To have a whole large discipline supported by a great section of the intellectual community being that completely removed from the realities of the day . . . The vital relationship between food and ecology is so badly blurred and befuddled by pollution matters that little time and thinking are devoted to a critical analysis of man's actual survival basis."

But S. H. Wittwer, director of the Agricultural Experiment Station, writes: "Contrary to many communications of noted authorities, and some respected scientists, the people of the earth have more food per capita today than ever before. Recent achievements in agricultural technology have for the first time in history made it possible to feed all the people of the earth."

The people need to hear more from university experts, argues Ralph A. MacMullan, director of the Michigan Department of Natural Resources:

"Many times, as a state administrator, I've wondered why the dickens the people of the University sitting out here in their ivory tower could fail so badly in relations with the Legislature, or in their ability to influence public policy in reasonable directions. 'Why the devil haven't we heard from the universities?' I think. 'They should stand up and speak out for what's right.'"

SEVERAL AUTHORS URGE greater cooperation among segments of society. And some are specific in their suggestions.

"We should conclude," writes Howard Tanner, natural resources professor, "that the solution to our problem of organic wastes and nutrients is not to discharge them into the water where unscheduled, haphazard and detrimental recycling will occur, but rather to retain them in carefully designed biological systems. These systems can be designed to produce valuable plant and animal growths made up of preferred species, produced on schedule, and yielding substantial dollar values."

Just published by the Continuing Education Service, the 320 - page paperback is the brainchild of San Clemente, who edited the text and directed the summer institute.

The institute was sponsored by Society for Industrial Microbiology, Michigan State AFL - CIO, Michigan Agricultural Experiment Station, and MSU's College of Natural Science, Department of Microbiology and Public Health, Continuing Education Service, and Center for Environmental Quality.

- PHILLIP E. MILLER

Council to discuss transcripts, general ed

Because of the controversial Academic Council censure motion - and Prof. Bob Repas' attempts to get a transcript of the November meeting when the motion was passed - the Academic Council will receive next week a proposed policy on access to transcriptions of the Council meetings.

The proposal states that tape recordings of the meetings are to be kept in the exclusive custody of the Secretary of the Faculties and that any member of the academic community desiring access to the tapes may petition the Steering Committee for authorization, which would normally be given only when the petitioner is personally involved in an issue discussed by the Council.

The proposal was developed by Steering Committee member Thomas Greer, professor of humanities.

Also on the agenda for Tuesday's Academic Council meeting (3:15 p.m. in the Con Con Room of the Center for International Programs), are:

* Continued discussion of the proposed rules for joint appointments of nontenured faculty (News-Bulletin,

Jan. 6). The item, introduced at the January Council meeting, will be further discussed Tuesday, but will not be acted upon until the March meeting.

* Election of Academic Council representatives (two faculty and one student) to the special committee on selection of a vice president for student affairs.

* Discussion (for action) on the proposed modifications for general education (News-Bulletin, Oct. 7)

* Introduction (for action in March) of the proposed expansion of the Military Education Advisory Committee (MEAC).

The MEAC now consists of six faculty members outside the departments of military science and aerospace studies; two students appointed by ASMSU; plus the two department chairmen and Assistant Provost Herman King as ex officio members.

In May 1970, when the campus was involved in the controversy of what should happen to ROTC, the Academic Council reaffirmed that the programs should be continued with academic

credit. At that time the Council also requested a review by the Educational Policies Committee (EDC) and the University Curriculum Committee (UCC) of the policies and curricula covering military education.

On the basis of that review, the two committees jointly recommend addition

of the two department chairmen as voting members of MEAC; addition of one student from each of the departments as voting members; addition of one liaison member from EPC and UCC as ex officio members; and selection of a chairman from among the voting members. The chairman has been Herman King.

Band concert is Sunday

Mark Hindsley, emeritus conductor of bands at the University of Illinois, will lead the MSU Symphonic Band in several of his transcriptions of orchestra works during the band's winter concert at 4 p.m. Sunday (Jan. 30) in the Okemos Fine Arts Center Auditorium. The concert is open to the public without charge.

Director of Bands Kenneth Bloomquist says that Hindsley's band

transcriptions of music written originally for other media are among the finest available.

The works will include "The Flying Dutchman Overture" by Wagner, "El Salon Mexico" by Copeland, and "Les Preludes" by Liszt. Under the baton of Bloomquist, the group will perform Andreas Markis' "Aegean Festival Overture," a contemporary work in a traditional harmonic style.

While on the campus, Hindsley will present a lecture on "Intonation Peculiarities and Problems Associated with Wind Instruments" at 12:40 p.m. Friday in the Music Auditorium.

Schultz here for series

Economist Theodore W. Schultz is delivering a series of seminars on agricultural economics and human capital here this week.

Schultz, of the University of Chicago is noted for introducing the concept of investment in human beings through education and training. He was awarded an honorary degree at MSU in 1962.

Sponsored by the Department of Agricultural Economics, Schultz will speak today on "Fertility, Children and Population: A New Economic Approach," from 3 to 4:30 p.m. in 213 Agriculture Hall.

State of U speech to be Feb. 14

President Wharton's State of the University address will be delivered Feb. 14 at a special meeting of the Academic Council, to which the public will be invited.

The annual convocation of faculty is usually held as a special Academic Senate meeting, but because of the past experience and recent changes in the governance structure, Wharton said he would like to change the format.

Location has not yet been

determined, but, Wharton said, "in keeping with the spirit of the new age of majority and the expanded role which the students now play in academic governance, the meeting will be held in one of the residence hall dining rooms." The 30 to 45 - minute speech will be followed by an informal reception, to which Academic Council, University community and Board of Trustee members and University officers will be invited.

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Editor: Gene Rietfors
Associate editor: Beverly Twitchell
Associate editor: Patricia Grauer

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Around the campus: A weekly review

Women set meet today

An organizational meeting for women and women's groups concerned about their status at the University will be held at 3 p.m. today (Jan. 27) in Room 34 of the Union.

The meeting has been called by a group of about 50 women who have been meeting for the last two weeks with representatives from the Office of Equal Opportunity Programs (EOP), at EOP's invitation. The original intent was to form an advisory commission to EOP, but the women said they preferred to report directly to the president.

At last week's meeting, the women briefly discussed formation of a coalition of women's groups and interested individuals.

They also discussed conflicting correspondence to and from President Wharton. An ad hoc group of women had met and sent a letter to the President informing him of their preference of working with him rather than EOP. But a letter sent to the Board of Trustees — and read by Trustee Warren Huff at the meeting — did not refer to this preference of the women.

Last Friday, the ad hoc group of women received a response from Wharton explaining the discrepancy as a problem in timing of receipt of their letter. According to a spokesman in the president's office, his letter also gave rationale as to why it may be preferable to establish the advisory group with EOP rather than with the president's office.

While Wayne State University and the University of Michigan do have women's commissions advisory to the president, Wharton pointed out that neither institution has an office as functional as our EOP office to handle discrimination.

Wharton said he hoped the issue would not be permitted to "obscure or distort the major goal which I believe we share: Finding the best means for women to articulate their special concerns and to offer advisory assistance to the University."

About 12 women attended the Thursday night trustee meeting and briefly addressed the Board. A "working paper" from the Alliance to End Sex Discrimination at MSU was distributed to all board members.

The women were told that a special hearing will be held in February — probably at a Thursday evening meeting — with a mechanism to be set up so that all women desiring to address the Board may do so.

President Wharton said that attempts would be made to allow sufficient time for all to speak, though the women were asked by Trustee Pat Carrigan to coordinate their presentations to avoid duplicating remarks.

Series looks at Asia

When the war between India and Pakistan was raging several weeks ago, both Subbiah Hannappan and Baljit Singh noticed that more and more of their friends and colleagues were pumping them for information on the conflict.

So Kannappan, an economist, and Singh, a political scientist, decided to

capitalize on the swell of interest and launch a seminar series to focus on "South Asia and U.S. Foreign Policy."

Now, with three weekly seminars completed, the two Indian-born professors have seen attendance grow from an initial turnout of just more than 20 to about 85 last week.

The growing interest forced them to move the seminars from a small classroom in the International Center to the Con-Con Room, where, at 7:30 tonight, the fourth seminar will be conducted.

Tonight's topic is "The U.S. and India and Pakistan," with Singh and Ralph Smuckler, dean of international programs, scheduled to present papers.

Both Kannappan and Singh emphasize that faculty time and effort in the series is voluntary. Other program participants so far include William T. Ross, director of the Asian Studies Center (which sponsors the series) and Albert Levak, professor of social science.

At least two students plan to use the symposium as the occasion to develop papers for course credit, and the final seminar in the series will be devoted to drafting a seminar position paper than can be sent to Congress and policymakers in Washington, D.C.

The India-Pakistan war aroused new U.S. public interest in Southern Asia, Kannappan says, and disclosure of confidential documents by Columnist Jack Anderson has spurred that interest.

Kannappan and Singh report that most of those attending the seminars are not faculty, but interested townspeople from throughout the area.

And the weekly sessions are not simply exchanges of charges from supporters of each nation in the conflict, but, says Kannappan, "truly intellectual exchanges."

Seminars are scheduled for each Thursday through March 2. They being at 7:30 p.m. in the Con Con Room and run for about two hours.

Budget cuts are made

The University will meet a state-imposed 2 percent reduction in its current appropriations without sacrificing essential educational services.

President Wharton said that the administration told the Board of Trustees of contingency plans in September and simultaneously began instituting internal savings to offset the probable reductions.

"Accordingly, the University set aside a portion of each original allocation to its academic units and 'froze' expenditures in selected nonacademic areas pending notification from the state of the extent to which reductions would be required. When the reduction was announced by Gov. Milliken, it therefore came as unwelcome but not unexpected news.

He added: "We feel that we have managed to absorb the reduction with a minimum of disruption in our instructional, research and service programs because of this contingency planning process. The most obvious short-range curtailments have been the cancellation of many low-enrollment course sections. This will work some hardships on individual students whose academic plans may have been dependent upon taking a specific course a certain term, but it has permitted the

vast majority of our students to escape a direct impact on their program.

Wharton said that the "longer-range effects of the reduction will have a far greater impact if such mid-year budget reductions are repeated.

"This is the second consecutive year in which University funds have been reduced after appropriations had been made. The consequences are particularly acute in the noninstructional areas which absorbed the bulk of the reduction again this year in the form of deferring expenditures for updating and maintaining the University's physical plant. There is a limit on how long this can be done without the eventual cost being far greater than what is 'saved.'"

Another top safety prize

MSU is one of only four universities in the country to recently receive the highest award given by the National Safety Council for campus safety programs. It marks the fourth time since 1965 that MSU has received the council's Award of Honor.

The council operates the annual awards program to give colleges and universities throughout the country the opportunity to evaluate and upgrade their safety programs.

Richard O. Bernitt, director of public safety, said that establishment of a written safety policy by the Board of Trustees, and the employment of several safety specialists have helped make the campus a safer place to work and study.

Carl J. Eigenauer, safety engineer, added that there has been a steady increase in participation in safety programs by faculty, staff and students, and that efforts at disseminating safety information have increased in recent years.

The three universities honored along with MSU were the University of Kentucky, the University of Illinois at Chicago Circle, and the University of California's Davis campus.

Minority enrollment up

Nearly 1,000 more minority students were enrolled at MSU this fall than were a year ago, according to data collected during fall term registration.

The data show that about 3,024 minority students are enrolled, or about 7.2 percent of the total student body. These include approximately 41 American Indians, 237 Spanish American, 237 Oriental Americans, and 2,509 blacks.

The data is based on voluntary identification by students at registration so the figures are approximate and not accurate counts. But considerable effort — including telephone and registration information checks — was made to validate response. Of the 41,649 student enrollment, only about 500 persons are not accounted for.

The data on minority students is collected to comply with Title VI of the Civil Rights Act of 1964 and is sent to the Office for Civil Rights of the U.S. Department of Health, Education and Welfare.

Trying to 'sense' the land

MSU and the University of Michigan are making joint efforts to use remote sensing technology to improve the management of this state's and land and water resources.

Funded primarily by a \$200,000 grant from the National Aeronautics and Space Administration (NASA), the project combines MSU's broad knowledge of natural resources and land use planning with U-M's Willow Run Laboratories' long-standing experience in remote sensing.

"Remote sensing" refers to the electronic gathering of information from afar, usually by aircraft or satellite. In this case, Willow Run Laboratories are providing specially equipped aircraft loaded with sophisticated infrared, radar and optical imaging systems. In flights over Michigan, these remote sensing systems will collect data for the faculty and research staff of the two schools.

Information gathered by the Willow Run planes will be augmented by high altitude aerial photography taken by NASA. Researchers expect that the NASA Earth Resources Technology Satellite (ERTS), scheduled for launch later this year, will provide further valuable assistance to their regional projects.

William M. Brown, director of the U-M's Willow Run Labs, said that remote sensing will be used for mapping and evaluating soil, vegetation, geologic features, urban growth, current land use and other factors vital in determining the best use of land.

At MSU, the effort is coordinated through the Agricultural Experiment Station and involves researchers from five departments and two colleges. Principal investigators are Raymond Vlasin, chairman of the Department of Resource Development, and Myles Boylan, director of the School of Urban Planning and Landscape Architecture.

The drive to establish the inter-university, inter-agency project was led by Axel L. Andersen, MSU coordinator for remote sensing programs and professor of botany and plant pathology.

By applying recently developed technology to the collection and analysis of data on resource problems, U-M and MSU scientists hope to help various governmental units curb practices that result in indiscriminate urban sprawl, disappearance of good agricultural and recreational land, water and air pollution, and traffic congestion.

Worker dies in accident

Byron G. Robson, a farm maintenance worker, died last week (Jan. 19) in a tractor accident at the beef cattle research center. He was 62.

Campus police said Mr. Robson's clothing caught in the tractor's control lever, pulling the machine into reverse as he was dismounting. He fell under the tractor.

A member of the staff for 15 years, Mr. Robson is survived by his wife, Arlene, three daughters, two sons and nine grandchildren. Funeral services were conducted Saturday.

The Board recap

Faculty salaries will be 'de-classified'

It shouldn't be too long before faculty salary information — including names — is as accessible as the Library or the nearest departmental office, or for a small charge.

The Board of Trustees last week rejected the administration's proposed policy on faculty salary release in favor of an alternative plan presented by Trustee Patricia Carrigan.

The administration proposal was a modified version of that suggested by the faculty affairs and faculty compensation committee last fall (News-Bulletin Nov. 18). The FAFCC had recommended release of high, low, median and average salaries of each academic rank in each unit without identifying names, and with salaries reported in 10-month equivalents.

The administration had further suggested tabulations on a full-time equivalent basis, excluding deans from college listing, and that the data be available in deans' and vice presidents' offices, and at the Library reference desk.

Mrs. Carrigan's proposal (approved with Carrigan, Huff, Stevens, Hartman, Martin and White voting in favor; Merriman opposed and Thompson absent) has three provisions:

- * That salary documents be regularly placed in the Library and each

- departmental office, with additional copies available for purchase as public documents;
- * That the information include name, rank or title, department, and annual salary, for each faculty member, and at least the following information: Sex, years of professional experience, term of appointment, and assigned time fraction;
- * That a parallel document be compiled for "temporary" faculty.

Mrs. Carrigan also asked that the annual faculty salary proposal submitted to the Board include the same information and be prefaced by a statement of the guidelines for the recommendations submitted. The motion passed with the same vote breakdown.

In other action, the trustees:

- * Approved the appointment of Keith Goldhammer as dean of education, effective July 1. Goldhammer is now dean of education at Oregon State University. Trustee Clair White cast the sole negative vote on the appointment because he said he objected to the salary offered the dean (\$35,500). Provost John Cantlon said that the salary was in line with those of other deans.
- * Approved the appointment of C. Keith Groty, acting director of labor and industrial relations, as assistant vice

- president for personnel and employee relations.
- * Approved revised salary schedules for all nonfaculty groups (News-Bulletin, Jan. 13).
- * Approved employment of Daverman Associates, Inc. of Grand Rapids as architects for the Ice Arena, which, Breslin said, should be completed in about two years.
- * Approved establishment of four departments in the College of Osteopathic Medicine: Family medicine, community medicine, osteopathic

- medicine and biomechanics, effective July 1.
- * Awarded a contract to Phillips Broadcasting Equipment Corp. for \$226,326, for studio cameras and controls for color television production in Life Sciences I.
- * Accepted \$3,066,570 in gifts, grants and scholarship funds from 11 federal, eight state and 23 industrial agencies.
- * Approved 14 appointments, five academic promotions, 39 leaves, 16 transfers and changes in assignment, 21 resignations and terminations and 23 retirements.

Action 'not unexpected,' says FAFCC chairman

Trustees' rejection of the salary policy recommended by the administration and the faculty affairs and faculty compensation committee (FAFCC) was "not unexpected," Frederick Williams, professor of history and FAFCC chairman, said Friday. But it did raise a new concern for him.

At least three trustees had expressed support for public access to faculty salaries in October. After that meeting the FAFCC was asked to poll the faculty.

Faculty wishes expressed in that poll were not followed, Williams said, but "as far as I'm concerned, the Board had the authority to act. The committee did what it was asked to do."

But he is concerned that: "As a result of the Board action, a legitimate question which ought to be considered by the academic community is this: 'Can we maintain a system of academic governance when a small faction of the faculty operates outside the system and receives the same opportunity to influence final decisions that is accorded to duly established bodies?'"

Williams refers to the fact that the salary release policy approved by the trustees is essentially the same as that proposed by the Committee for a Rational Pay Policy, headed by Bob Repas, professor of labor and industrial relations.

Repas read a prepared statement to the trustees Friday, as did Williams and Provost John Cantlon.

Repas said after the meeting that

Keith Groty . . .

(Concluded from page 1)

neutral in public labor disputes appointed by the Michigan Employment Relations Commission.

He has served as a fact-finder in public labor disputes for the State of Michigan, as an arbitrator for the American Arbitration Association and MERC, and as a contract arbitrator under the Michigan Police and Firefighter Arbitration Act.

He has also been a conciliator in school - community disputes and was chairman of the Governor's Special Commission in the Borgess Hospital labor disputes. He was also a member of the Human Relations Study Committee for the East Lansing public schools.

Groty has served as a consultant to the American Association of School Administrators, the American Library Association, the Public Personnel Association, the Michigan Association

of School Administrators, the Michigan School Boards Association, the Michigan Community College Association and the Michigan Association of Counties, among others.

Prior to joining the faculty, Groty was school district personnel director and negotiator in Southfield from 1966 to 1969. He was a school counselor and chief negotiator for the teachers in Royal Oak from 1964 to 1966 and a science teacher in Royal Oak from 1962 to 1964.

He holds the bachelor's, master's and Ph.D. degrees from the University of Michigan.

Groty has contributed several articles to professional journals. His memberships include: The National and Detroit Industrial Relations Research Association, and the Industrial Relations Association of Detroit.

— BARBARA MC INTOSH

there was no substantive amendment he would have added to Trustee Patricia Carrigan's proposal (which was adopted by the Board).

Mrs. Carrigan said her main concern was the public responsibility of the Board and legal implications, the same concerns expressed by Repas.

The administration had proposed a more general release of information, which, Cantlon said, would still afford some privacy to individual faculty members.

* * *

AFTER READING his statement to the Board, Repas discussed the action of the Academic Council in which he and Trustee Clair White were censured for their activity in releasing salary information last fall.

Repas said he had been unsuccessful in obtaining a transcript of the tape-recorded Council meeting so that he could vindicate his reputation.

President Wharton explained that the Council's policy was to tape the meetings only to facilitate the work of the Secretary of the Faculties, who prepares the minutes.

A motion from Don Stevens stating that all necessary information be made available to Repas was withdrawn after Cantlon and Milton Muelder, vice president for research development, (both council members) said they thought the Council would vote to do that if requested.

And Repas told the Board that if he had no success, he would be back.

Gifts and grants: The thought counts

Each month the Board of Trustees accepts several million dollars in gifts, grants and scholarship funds, and the large ones — like last fall's \$420,000 grant from the Department of Health, Education and Welfare to support the installation of UHF channel 23 — command most of the public attention.

But the University needs the smaller contributions too, ones that won't make headlines but nonetheless keep research projects alive.

Who, for instance, read about the \$10 grant given to the Department of Large Animal Surgery and Medicine by Mrs. Boots Lowther and daughters to support equine research? Probably nobody.

What follows then is a populist look at some of the gifts and grants received during the past few months, some of

the monetary contributions that might not make the news.

The smallest gift or grant received during the past five months was one for \$5 given to the Department of Small Animal Surgery and Medicine by William B. Stores to support research. The same department received separate gifts of \$10 and \$15 from Robert L. Mahr, one for use in radiology and the other for the purchase of orthopedic instruments.

The Chesapeake & Ohio Railway, Co. gave the packaging school \$266.26 to conduct research in control of damage in distribution. Packaging also received \$160.96 from Colonial Products Co. for research on the same problem.

Many of the gifts and grants are designated to help cover expenses of various activities and projects. For

example, Botany and Plant Pathology received \$200 from E.I. du Pont de Nemours & Co. to help cover the cost for color prints in a bulletin on fruit tree diseases. And the American Oil Co. gave the 4-H Youth Programs \$100 to help defray expenses of the 4-H Tractor Operator Contest winner's trip.

The gifts and grants — large and small — cover a variety of subject areas. Some include:

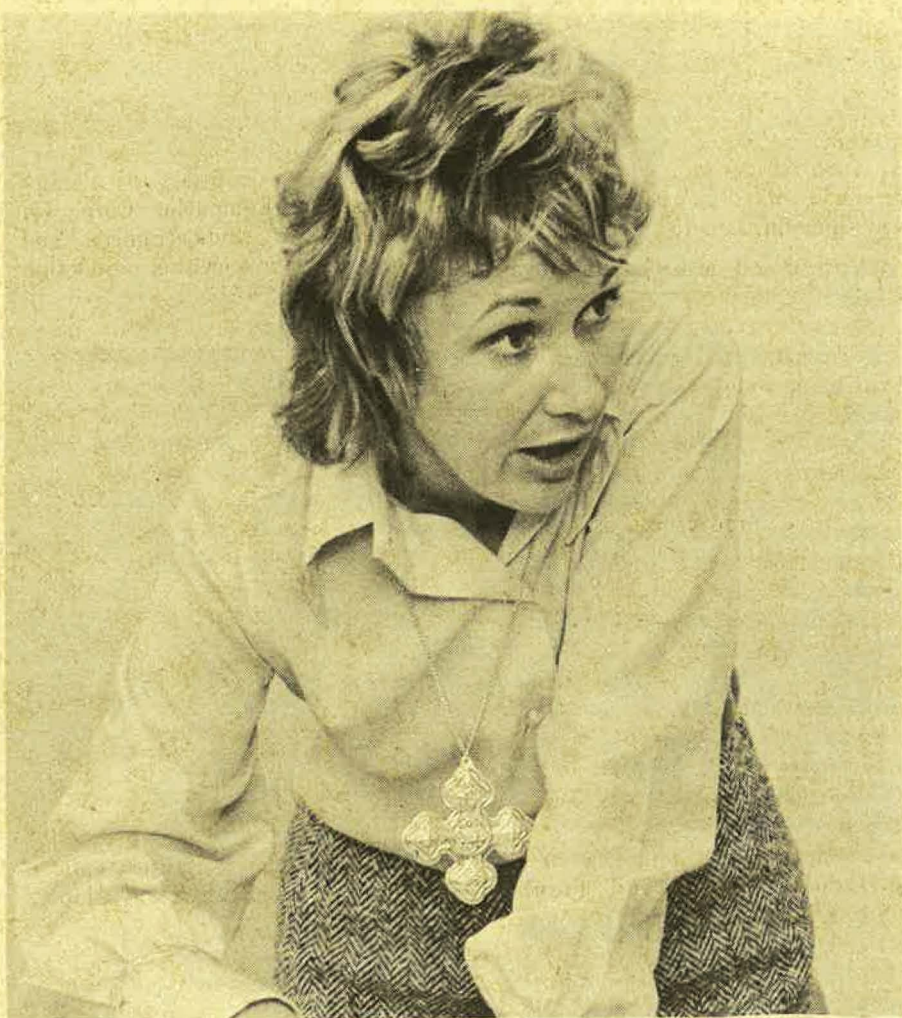
- * A \$750 grant from the Michigan Bean Commission to the Department of Food Science and Human Nutrition for the testing of colored bean recipes in Midland schools.
- * A \$500 grant from the Modern Language Association of American to Herbert Bergman, professor of American thought and language, for his work on Walt Whitman.

- * Forty-four medical textbooks valued at \$500 given to the staff physicians at Olin Health Center by Mrs. Lawrence A. Drolett of Lansing.
- * A \$33.75 gift from the J. Frank Schmidt & Son Co. to the Department of Campus Park and Planning to increase MSU's collection of rare landscape woody plant materials.
- * Two separate \$500 grants given to the Horticulture Department by the Pickle Packers International, Inc., to support on-going research on cucumber breeding.

Although this list does not begin to exhaust the number and variety of gifts and grants under \$1,000, it emphasizes the fact that without these smaller contributions, many University functions, particularly in research, would be reduced or curtailed.

—MIKE MANLEY

Finding better opportunities for women



'Not a hard-line feminist'

— Photo by Bill Mitcham

"The biggest problem I have with this job is that when I say what I feel should be said, I come out sounding like a hard-line feminist."

Gail Morris takes her work seriously. After three weeks in her new position as an assistant director in the Placement Bureau, she is a walking array of programs, projections, problems and probabilities of employment for women.

She believes that employment discrimination against women is real.

She said a Placement Bureau survey has shown, for example, that females holding bachelor's degrees from MSU in business and the social sciences earn respectively \$1,927 and \$1,110 less than the average graduates from those MSU colleges.

"On the national level," Mrs. Morris said, "98 percent of the persons earning \$15,000 or more are male."

But Mrs. Morris is not one to shout "male chauvinist" at the first provocation.

"Many women discriminate against themselves," she said. "They place more restrictions on location and travel than men do. They're not training for the professions that are in high demand. And they are not aspiring to the job level that their male counterparts do."

"We have found that women are, for the most part, majoring in the over-supplied, low-demand fields — especially liberal arts, education, and social science," she said. "Many of the recruiters who come to the campus are in business, industry and government. And I would say that 80 to 90 percent of the students who have scheduled interviews this term have been male."

Citing a projection for 1980 given to a U.S. House committee by the Bureau of Labor Statistics, Mrs. Morris urged women to "train for the fields where the most progress can be made — in demand, in salaries, and in upward mobility."

"This report shows that the greatest demand in 1980 is going to be for chemists, counselors, dieticians, dentists, physicians, and physicists," she said. "Women who want jobs need to consider these fields."

What recommendations would Mrs. Morris give a job-seeking female college graduate?

"First, and most importantly," she said, "she must know herself. She has to formulate a well-defined employment objective and strive to reach it. Employers are not hiring students who come in and say they'll take anything the company has to offer."

"Secondly, she must stop thinking only in the narrow categories of teaching, social work, and nursing," Mrs. Morris said, "and be willing to consider using these same skills in positions in business, industry, and government."

"There are opportunities there, waiting for the right woman." — PATRICIA GRAUER

The State News:

They too practice what they preach

While grievance procedures are at an impasse in the Elected Faculty Council, the State News has forged ahead and developed its own set, using the proposed faculty document as a basis.

But the State News policy doesn't stop with grievance procedures. It also incorporates two other issues recently at the forefront of campus debate: Written reasons for dismissal and publishing staff salaries. Since the State News has editorially supported these issues, it's a matter of the proverbial "practice what you preach."

The student paper's grievance document grew out of an incident last fall when a staff member ran for an Academic Council seat and editors thought it would be a conflict of interest.

The State News Staff Association, loosely in existence for some time, protested that action, then went on to develop formal bylaws for itself, and the grievance procedure.

Led by its representative, Sylvia Smith, who covers the faculty beat and thus followed development and debate of the proposed faculty grievance procedures — the State News document was prepared, hammered out with the editorial board, and agreed upon — even welcomed — by both the staff and the board.

AMONG PROVISIONS of the procedure is requirement of written

reasons from the editor-in-chief in cases when staff members are fired, suspended or reduced in pay. A decision to fire, suspend or reduce pay may be appealed by the staff member to a grievance committee of two members from the editorial board and two members from the staff.

The grievance committee has final jurisdiction over the matter within the editorial department — thus not precluding appeal to such outside bodies as the Student-Faculty Judiciary or the Anti-Discrimination Judicial Board.

Another provision of the State News document is availability of salary ranges, and of salaries by name and job title if staff members agree to such availability. The managing editor polled staff members and so far none has requested that the information be withheld. Availability means just that — and not necessarily mass publication of the information.

Another provision states that editors shall inform each new staff member, in writing, of policies concerning conflicts of interest, working conditions, staff responsibilities and job descriptions.

THE STAFF TRIED to keep the document as unrestrictive on the editor-in-chief as possible, Miss Smith said, as they tried to avoid adversarial relationships between the editor and staff. A restrictive or overly specific procedure is inappropriate for the State News, she said, since new editors are appointed each year and the staff has a high turnover rate.

An adversary relationship is undesirable, she said, because the publication of a student newspaper is "a community effort," with students who are classmates and friends on both sides, staff and editorial board.

Editor-in-chief John Juel agreed. He said there was a "fine line" between editor and staff status since editors are drawn from staff members. He also agreed on the nonadversary aspect of

the procedures, citing the importance of having a close working relationship. He said he thought the document was "fair in every way," and "a very good thing."

The State News staff is composed completely of students. Six editors are on the editorial board: The editor-in-chief, managing editor, and campus, editorial, city and sports editors.

Editors' salaries range from \$80 to \$90 weekly, and they work from 30 to 50 hours a week.

There are about 50 "full-time" staff members, working from 15 to 25 hours weekly (and probably more, in some cases), with salaries ranging from \$10 weekly for interns to \$40 weekly.

—BEVERLY TWITCHELL

Achievements

GORDON J. ALDRIDGE, professor of social work, has been appointed to the International Committee on Public Relations in Rehabilitation, formed to further a "world rehabilitation movement." His appointment was made by the Hellenic Institute for Research and Vocational Rehabilitation of the Disabled, Athens, Greece.

DAVID D. ANDERSON, professor of American Thought and Language, has been elected chairman of the Modern Literature Section of the Midwest Modern Language Association.

ROBERT L. BLOMSTROM, director of the School of Hotel, Restaurant and Institutional Management, has been elected to the Board of Trustees of the National Institute for the Food Service Industry.

Recently presented "outstanding specialist" by the Extension Specialists' Association were ANITA DEAN, food and nutrition specialist; LOUIS J. BOYD, dairy specialist; and EDWARD MILLER, swine specialist.

CLYDE M. CAMPBELL, professor emeritus of education and coordinator of the Mott Intern Program, has received a distinguished service award — as "Michigan's Most Outstanding Educator" for 1971 — from the Elementary Principals Association.

EDWARD H. CARLSON, associate professor of physics, has been awarded a bursary from the Special Programs of the NATO Visiting Professorships and Senior Fellowships Scheme. He will work at the University of Pisa, Italy, where he is on sabbatical leave.

JAMES R. ENGELKES, assistant professor of counseling, personnel services and educational psychology, has been elected to a two-year term on the executive council of the American Rehabilitation Counseling Association.

ROBERT L. GREEN, professor of educational psychology and director of the Center for Urban Affairs, recently delivered a series of lectures in Israel and East Africa on the status of education for the disadvantaged in the U.S.

GEORGE V. GORE III, assistant professor of special education, and members of the Tape Committee of the National Braille Association have produced a tape recording manual for use in producing educational materials. It has been purchased by the Library of Congress.

JOHN LAETZ, business manager of athletics, has been named Athletic Business Manager of the Year (1971) by the College Athletic Business Managers Association.

Press Club lectures set

"Tensions Between the United States and India" is the topic of a key address by India's Ambassador Jha to be heard this week on WKAR - AM. Jha will address Washington's National Press Club in a presentation heard live today at 1 p.m.

Sterilization surgery — a new benefit

Faculty and staff members who plan to practice population control through surgery will receive an economic incentive from one of the University's group hospitalization insurers.

Effective immediately, the American Plan will expand its benefits to include a surgery schedule for both male and female sterilization.

For men, the new benefit means that up to \$75 will be paid on a vasectomy; for women, the benefit for surgical sterilization will pay up to \$240. Before the benefit was added, sterilization operations were covered only if they were medically necessary.

Announcement of this benefit and a summary of American Plan changes made during the past year were mailed this week to faculty and staff by the Staff Benefits Division.

The new schedule for sterilization surgery could decrease total claims paid by the American Plan. The insurance company would realize a saving, for example, by paying as many as eight or nine separate vasectomies claims,

provided the result is the prevention of at least one maternity claim.

Increased American Plan benefits are also based on the company's good claims record with MSU, said Gary Posner, director of staff benefits. He pointed out that all policyholders benefit by trying to keep medical costs down.

Further information is available from staff benefits, 353-4434.

STAFF BEBENITS has also announced that physicians' statements will no longer be required for persons who sign up for the American Plan after they have been employed by MSU for 60 days. Previously, a physician's statement of insurability was waived only for those who either enrolled within 60 days of their beginning employment date, or who signed up during an open enrollment period.

Also sent out this week were copies of the amendment for all persons in the group life insurance plan. The amendment states that an individual's

life insurance is doubled in the event of accidental death.

IN A PAIR of benefit items at last week's Board of Trustees meeting, the Board approved a change for Administrative - Professional employees and heard a report on alleged discrimination existing in annuities paid under the TIAA - CREF program.

The A - P benefit change provides that an employee with at least five years' continuous full - time service will be eligible for sick leave in case of total disability, as defined in the long - term disability plan. This means that a disabled employee could receive full salary for up to six months. The plan's coverage takes effect after six months' disability.

Trustee Pat Carrigan at Friday's meeting said that annuities paid to TIAA - CREF policyholders discriminate against women, because they are based on longer life expectancy for women. She noted that a study of TIAA - CREF is underway at Wayne State University.

It was pointed out that for all life insurance, actuarial data is based on women living longer than men. President Wharton indicated that the matter would be examined and that officials at Wayne State would be contacted.

Check exemptions

Faculty and staff who have not yet checked — and adjusted if necessary — their withholding exemptions are urged to do so at the Payroll Division, Room 350 Administration Building.

Effective Jan. 16, new withholding tables will mean a small take - home check for some employees, particularly those who are single (News-Bulletin, Jan. 6). Taxpayers can adjust their withholding by filing a new income tax exemption certificate (W-4 form). Information and the forms are available in the Payroll Division.

'On Human Justice' opens next week

"On Human Justice" is the topic of the sixth annual University College Symposium that will bring four distinguished educators and public servants to the campus for a series of lectures and discussions next week (Jan 31 - Feb. 2).

Featured participants during the three - day symposium will be Detroit Congressman John Conyers Jr., former Pennsylvania Sen. Joseph S. Clark; intellectual historian Roland Stromberg; and Biblical scholar David W. D. Dickson.

Conyers and Clark have selected the symposium theme, "On Human Justice" as the topic for their addresses to be delivered at 7 p.m., Jan. 31 and 4 p.m., Feb. 1, respectively.

Dickson, a former MSU faculty member, will discuss "Basic Biblical and Renaissance theories of Justice" at 7 p.m., Feb. 1, and Stromberg will explore the "Historical Perspective on the Idea of Human Justice" at 4 p.m., Feb. 2.

All addresses will be in the Auditorium and will be open to the

public as well as faculty and students.

The speakers will be available for informal discussions with student groups during the period.

A highlight of the symposium will be a panel discussion involving all four participants televised by WMSB, from 11:30 a.m. to 1 p.m., Jan. 31. Walter Adams, distinguished professor of economics will moderate the televised discussion. Kresge Art Center is featuring a series of originals and reproductions through Feb. 2 that emphasize the symposium theme.

Conyers, a Democrat, is in his fourth term in the U.S. House of Representatives where he has authored and supported a number of antidiscrimination and antipoverty bills. He is a lawyer, a former union official, and a vice chairman of the National Board of Americans for Democratic Action.

Clark served 12 years in the Senate beginning in 1956, and prior to that was the first Democratic mayor of Philadelphia in 67 years. From 1969 until last fall, he was elected president of World Federalists, an international organization concerned with promoting "World Peace Through World Law."

Stromberg, a professor of history at the University of Wisconsin, Milwaukee, is the author of a number of books, including "An Intellectual History of Modern Europe," that has become a widely used textbook on that subject.

Dickson is professor of English and assistant to the president of the State University of New York at Stony Brook. Before he accepted that position in 1969, he was provost and vice president for academic affairs at Federal City College in Washington, D.C., and prior to that was vice president for academic affairs at Northern Michigan University. He taught English at MSU from 1948 to 1963.

Preview concert: Learning about music, musicians

Members of the music faculty will appear with the MSU Symphony and Chamber Orchestra in a winter preview concert tonight at 8:15 in Fairchild Theatre.

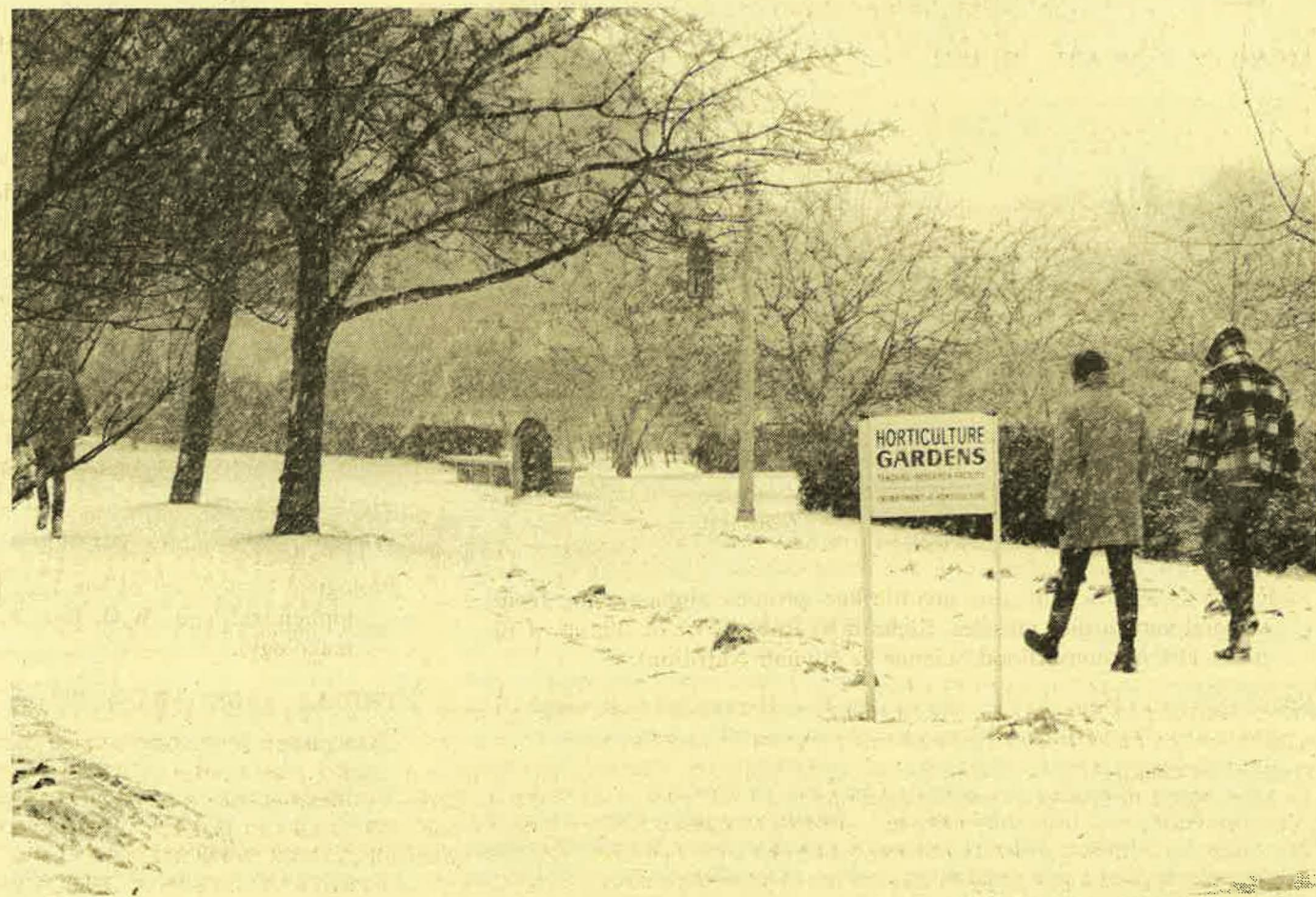
The selections performed will be from future music department winter term concerts. The program will include excerpts from Stravinsky's "A Soldier's Tale", Rossini's "Barber of Seville Overture" and Puccini's "Turandot."

Ken Beachler, director of the Lecture - Concert Series will be host for the program. According to Beachler, "the preview concerts give the audience an opportunity to find out why musicians play what they play and to find out about the musicians themselves."

Beachler will introduce the musicians to the audience and discuss the music with them, and answer questions from the audience.

Well - known music faculty members Elsa Ludewig - Verdehr, clarinetist and David Renner, pianist will perform a work from their joint recital on February 4. Also appearing will be the Beaumont String Quartet and the New

Musical Arts Ensemble, a group devoted to "contemporary musical ideas". Conductor of the symphony is Dennis Burkh.



Ruler needed

The Steering Committee is seeking two parliamentarians for Academic Council meetings — one student and one faculty member. The committee hopes for volunteers to come forth from the Council membership at Tuesday's meeting.

... but nothing is blooming today.

— Photo by Dick Wesley

BULLETINS

BOARD MATERIAL Material for the February 18 meeting of the Board of Trustees is due in the office of the executive vice president or the provost by January 28.

ACADEMIC COUNCIL There will be an Academic Council meeting Tuesday, Feb. 1, at 3:15 p.m. in the Con Con Room, International Center.

REAL ESTATE & VETS A program on buying real estate will be held for MSU veterans at 7:30 p.m., Wednesday, Feb. 2 in 35 Union. Sponsored by the office of the Veterans Coordinator, the program will include presentations from the VA Regional Office, the Lansing Board of Realtors, and the Ingham County Dept. of Veterans Affairs.

AEBLESKIVERS! Tickets can now be purchased from members of the Faculty Women's Association for the annual aebleskiver luncheon to be held at 11 a.m., Saturday, February 12. Proceeds provide scholarships for women students at MSU.

GAMUT "Changing Tradition: Life in the People's Republic of China" is the topic of a special showing of "Gamut" on Channel 10, WMSB, at 11 a.m., Saturday, January 29.

BOTANICAL CLUB The Red Cedar Chapter of the Michigan Botanical Club will meet at 7:30 p.m., Tuesday, Feb. 1 in 204 Horticulture. Henry A. Imshaug, curator of the Cryptogamic Herbarium, will speak on "Expedition to Isla de los Estados."

SEMINARS ON AGING The second of a series of seminars on aging sponsored by the MSU Volunteer Bureau will be held at 7 p.m., Tuesday, Feb. 1 in Room 30 of the Union. Dena Cederquist will speak on "Nutrition and Aging."

STATISTICAL SERVICE A free statistical consultation service is available to anyone at MSU through the Dept. of Statistics and Probability. Call 5-4684.

VIEW THE ECLIPSE Astronomers and early birds will have an opportunity to view a total eclipse of the moon beginning at 5 a.m., Sunday, Jan. 30, at Abrams Planetarium. A Planetarium staff member will be on hand until 7 a.m. to answer questions about the phenomenon. The viewing will not be held in case of cloudy weather. Michigan viewers will not have another opportunity to see a total eclipse until 1975.

GALWAY KINNELL New England poet Galway Kinnell will read his poetry in the Gold Room of the Union at 8 p.m., Wednesday, Feb. 2. Kinnell has published three books of poetry, numerous translations, and a novel.

BOOK DRIVE Books for educational and research purposes are now being collected for use in universities in South Vietnam by MSU students from Vietnam. Donations of books, time, or money can be made by contacting Miss Phung thi Nguyet Hong at 352 W. Owen, or Tran Quoc Hue at 227 W. Owen.

CREATIVE WRITERS Faculty Folk Creative Writers will meet at 1:15 p.m., Wednesday, Feb. 2, at the home of Mrs. Dan C. English, 830 Audobon, East Lansing. Mrs. Wilson Paul will lead the program.

HUDDLESON LECTURE The annual Huddleson Lecture in Microbiology will be held at 1:30 p.m., Friday, February 18, in the Erickson Kiva. The lecture was established in the honor of I. Forest Huddleson, a distinguished MSU microbiologist whose 50 years of research encompassed problems in immunology and the pathogenesis of disease. Robert A. Good, head of the Dept. of Pathology at the U. of Minnesota Medical School, will lecture on "Developmental Immunobiology, Cellular Engineering and Cancer."

CONFERENCES

Jan. 30 Management & Communications
Jan. 31 Michigan State University Florists Days
Jan. 31. Fire Insurance Workshop
Jan. 31 E. L. IIA Insurance 23
Feb. 1 NEHC Conf. on Traffic Safety

Feb. 2 Principles & Practices of Ground Water Hydraulics

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.

SEMINARS

THURSDAY, JANUARY 27, 1972

United States and India and Pakistan. **Baljit Singh** and **Ralph Smuckler**, 7:30 p.m., Con Con Room, International Center (Asian Studies Center).

A unique, simple, and rapid purification procedure for porcine liver and kidney phosphofructokinases based on the enzymes' unusual solubility characteristics. **T.H. Massey**, 4 p.m., 101 Biochemistry (Biochemistry).

MONDAY, JANUARY 31, 1972

Effects of UV radiation on blue-green algae. **C. Van Ballen**, Institute of Marine Science, U. of Texas, 4:10 p.m., 101 Biochemistry (AEC Plant Research Lab).

The dairy industry of 1985. **Louis Boyd**, 12:30 p.m., 126 Anthony (Dairy Science).

Erythropoiesis in rainbow trout. **Richard Walker**, 4 p.m., 216 Giltner (Physiology).

TUESDAY, FEBRUARY 1, 1972

Metal ion transfer and catalysis in peptide complexes. **Dale W. Margerum**, Purdue U., 4 p.m., Chemistry (Chemistry).

Turnover of hepatic and adipose site malic enzyme in meal fed rats. **J.P. Olson**, 12:30 p.m., 102 Human Ecology (Food Science & Human Nutrition).

Molecular properties of the myofibrillar protein alpha-actinin from skeletal and cardiac muscles. **Richard N. Robson**, U. of Illinois, 4:10 p.m., 110 Anthony (Food Science & Human Nutrition).

Recent advances in postharvest physiology. **R.C. Herner** and **D.R. Dilley**, 4 p.m., 206 Horticulture (Horticulture).

Mathematics education in Australia. **Joseph N. Payne**, U. of Michigan, 4 p.m., 304A Wells Hall (Mathematics).

An experimental investigation of the Hopkinson pressure bar test. **Wm. N. Sharpe, Jr.**, 4:10 p.m., 312 Engineering.

Genetic abnormalities of the serum complement system: Biosynthesis of complement components in complement deficient animals. **H.R. Colten**, Harvard Medical School, 4:10 p.m., 146 Giltner (Microbiology & Public Health).

Constructive analysis and probability. **Robert Ash**, U. of Illinois, 4:10 p.m., 405A Wells (Statistics & Probability).

WEDNESDAY, FEBRUARY 2, 1972

Some possible roles of Lignans, tannins, resin acids, and stilbenes in wood pathology. **John H. Hart**, 4:10 p.m., 168 Plant Biology Lab (Botany & Plant Pathology).

Economics of urbanization in less developed countries. **Gerald Desmond**, Center for Housing, Building & Planning, United Nations, 3 p.m., 3 Marshall (Economic Development).

Idealizer rings. **C. Robson**, U. of Leeds, England, 4:10 p.m., 304A Wells (Mathematics).

THURSDAY, FEBRUARY 3, 1972

Public sector development through institution building. **Melvin Blase**, U. of Missouri, 3:30 p.m., 213 Agriculture (Agricultural Economics).

The environmental mercury problem. **Frank M. D'Itri**, 1:30 p.m., 221 Natural Resources (Institute of Water Research).

Biological disposition of the radiopaque substances ioponoic acid and iophenoxic acid. **W.O. Berndt**, 4 p.m., B449 Life Science 1 (Pharmacology).

FRIDAY, FEBRUARY 4, 1972

Cytochrome C: the oxidized and reduced structures of an ancient protein. **R.E. Dickerson**, California Institute of Technology, 4 p.m., 101 Biochemistry (Biochemistry).

Stream ecosystem structure and function. **Kenneth W. Cummins**, 11:30 a.m., 140 Natural Science (Zoology).

Friday, January 28, 1972

- 3:30 p.m. Wrestling—MSU vs. Purdue. Men's IM Sports Arena.
- 7:30 p.m. Swimming—MSU vs. Purdue. Men's IM Pool.
- 8 p.m. "U.F.O."—Probing the possibility of life existing on other planets, this program portrays stories of mysterious flying saucer encounters. Tickets at door. Abrams. Planetarium.
- 8 p.m. Green Splash Water Show—Synchronized swimming is done by members of Green Splash women's swimming honorary. Women's IM Pool.
- 8 p.m. Jam session—A variety of folk songs and views on justice will be presented in "Let's Get Together," presented in conjunction with the University College Symposium. Wonders Kiva.
- 10 p.m. "U.F.O." (see above). Abrams.

- 7 p.m. University College Symposium—Biblical scholar David W.D. Dickson will speak on "Basic Biblical and Renaissance Theories of Justice." Auditorium.
- 8 p.m. Basketball—MSU vs. Notre Dame. Jenison.
- 8 p.m. Folkdancing—International folkdancing is taught for singles and couples. St. John Student Parish, 327 M.A.C.

Wednesday, February 2, 1972

- 4 p.m. University College Symposium—Intellectual historian Roland Stromberg explores "The Historical Perspective on the Idea of Human Justice." Auditorium.
- 8:15 p.m. "A Cry of Players"—This bawdy comedy by William Gibson set in Elizabethan England, concerns the early life of Shakespeare. This University Theatre production is a season coupon book bonus. Cash sales at door. Arena Theatre.

Thursday, February 3, 1972

- 8:15 p.m. "A Cry of Players" (see Feb. 2). Arena Theatre.
- 8:15 p.m. Symphonic Wind Ensemble. Music Auditorium.

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- 8:15 p.m. "A Cry of Players" (see Feb. 2). Arena Theatre.
- 8:15 p.m. Faculty recital—Elsa Ludewig Verdehr, clarinetist. Music Auditorium.
- 10 p.m. "U.F.O." (see Jan. 28). Abrams.

Saturday, February 5, 1972

- 1:30 p.m. Gymnastics—MSU vs. Iowa. IM Sports Arena.
- 2 p.m. Track—MSU vs. Northwestern U. Jenison.
- 2:30 p.m. "U.F.O." (see Jan. 28). Abrams.
- 7:30 p.m. Wrestling—MSU vs. Oklahoma. IM Sports Arena.
- 8 p.m. World Travel Series—Norm Wakeman travels "From Palm Springs to Lake Louise." Auditorium.
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MICHIGAN
STATE
UNIVERSITY

Calendar of Events

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Saturday, January 29, 1972

- 10 a.m. Horseshoers clinic—Sponsored by Michigan Horseshoers Association. Livestock Pavilion.
- 2 p.m. Swimming—MSU vs. Iowa. Men's IM Pool.
- 2:05 p.m. Basketball—MSU vs. Indiana. Jenison.
- 2:30 p.m. "U.F.O." (see Jan. 28). Abrams.
- 3:30 p.m. Wrestling—MSU vs. Illinois. Men's IM Sports Arena.
- 7 p.m. Pony Pull. Livestock Pavilion.
- 8 p.m. "U.F.O." (see Jan. 28). Abrams.
- 8 p.m. Green Splash Water Show (see Jan. 28). Women's IM Pool.
- 8 p.m. Jam session (see Jan. 28). Wonders Kiva.
- 8 p.m. World Travel Series—Harry Reed speaks on "The New Holland." Auditorium.
- 10 p.m. "U.F.O." (see Jan. 28). Abrams.

Sunday, January 30, 1972

- 4 p.m. Concert—MSU's Symphonic Band will be conducted by Kenneth Bloomquist and Mark Hindsley, conductor emeritus at the U. of Illinois. Okemos Fine Arts Center.
- 4 p.m. "U.F.O." (see Jan. 28). Abrams.

Monday, January 31, 1972

- 11:30 a.m. University College Symposium—Participants John Conyers, Jr., Joseph S. Clark, Roland Stromberg, and David W.D. Dickson will be featured in a panel discussion on human justice on Channel 10, WMSB.
- 7 p.m. University College Symposium—Detroit Congressman John Conyers, Jr., will speak on the theme "On Human Justice." Reception follows. Auditorium.

Tuesday, February 1, 1972

- 4 p.m. University College Symposium—Former Pennsylvania senator Joseph S. Clark will deliver an address on the symposium theme: "On Human Justice." Auditorium.

EXHIBITIONS

Kresge Art Center

Main Gallery: Works from the permanent collection.

North Gallery: (thru Jan. 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.

Entrance Gallery: (thru Jan. 30) Graduate Drawings

Photographic: 301 Student Services—The 8th Annual Military Pictures of the Year competition winners are now on view. The photographs have been on exhibition throughout the U.S., overseas military bases, and at National Press Photographers Association seminars. They will remain for the next four weeks.

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.