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*Women's status detailed for trustees*

—Photo by Dick Wesley

A report on the hearing begins on page 4.

Major change in retirement announced; TIAA-CREF to be open to all employees

A major change has been announced in the University's retirement program which will increase retirement benefits for some 6,000 MSU employees and retirees.

The new plan will place personnel now in the University Noncontributory Retirement Plan (UNCRP) under coverage provided by the TIAA-CREF Retirement Program. The change will ultimately affect all labor and clerical-technical employees, plus some administrative - professional and cooperative extension employees and faculty.

The program was ratified Sunday by the membership of Local 1585 of the

American Federation of State, County and Municipal Employees (AFSCME). Information detailing effects of the change will be provided to faculty and staff well before the change takes effect on Jan. 1, 1973.

The noncontributory retirement plan was begun in 1937 and today provides a maximum of \$3,300 annually for retirees. It is one of only three remaining noncontributory plans in the country for university employees.

In recent years the noncontributory plan has been cited for several deficiencies which the new TIAA-CREF program will substantially correct. Among the current deficiencies are:

Low retirement benefits, unknown costs, delayed access to benefits, no death benefits prior to age 60 and no annual accounting of accrued benefits. In addition, anyone in the present program who leaves the University also leaves behind his retirement benefits.

MSU converted to the TIAA-CREF program in 1958 for faculty and A-P employees. TIAA (Teachers Insurance and Annuity Association) is a fixed-dollar retirement annuity and CREF (College Retirement Equities Fund) provides benefits based on common stock investments.

TIAA-CREF offers several advantages, such as: Employees can begin to draw

retirement pension at any age, and all accumulation in an employee's annuity — from both the individual's and MSU contributions — would be available to his or her survivors in case of death at any age.

* Options to provide for survivors are not chosen until an employee retires.

* CREF participation means a chance to keep up with inflation.

* Employees can "tax-defer" their contributions and receive an annual statement listing accumulations, death benefits and retirement projections.

* A participant has the chance to transfer participation if he or she leaves MSU, since some 2,400 public and private institutions are affiliated with TIAA-CREF, or may contribute on his own to his individual TIAA-CREF annuity.

IN BRIEF, THE retirement benefit change will mean:

* All employees — not just faculty and A-P's who are now the only ones eligible for TIAA-CREF — will participate in the plan. The Noncontributory Plan will be discontinued as of Jan. 1, 1973.

* All employees now in the noncontributory plan will receive greater retirement benefits from the new program and will lose no benefits as a result of the transition. For retirees on the noncontributory plan, the new pension ceiling will go to \$3,600, and all retirees will receive a pension increase on or about Jan. 1, 1973.

* In accordance with the participation guidelines, the University under the new program will contribute 6 per cent and the employee 3 per cent

Board wrestles with interim grievance procedures--the match is a draw

After acting on at least six motions, substitute motions and amendments on grievance procedures for nonreappointed faculty, the Board of Trustees Friday (Feb. 25) then rescinded them all for reconsideration next month.

That leaves the University with a frozen position on what the trustees had been asked to reaffirm last week.

Involved in the discussion were two separate sets of grievance procedures. The first is now being developed through University governance channels (News-Bulletin, Feb. 17) and scheduled to be discussed by the Elected Faculty Council March 13. The second is a set of

procedures to be available until the first set is approved.

The second set of procedures, then, is the status quo — a compilation of previously acted upon tenure procedures, adapted to cover nontenured faculty.

According to Provost John Cantlon, the Academic Council and Senate last spring decided that procedures for dismissal of tenured faculty could be expanded and adapted for appeals by nonreappointed faculty in the tenure stream. The procedures for dismissal of tenured faculty were approved by the trustees in 1967. The adaptation and expansion of these, Cantlon said, was to

cover both substantive and procedural matters.

The adaptation was completed by October, 1971, by the provost's office, University Attorney Leland W. Carr Jr., and the University Committee on Faculty Tenure (News-Bulletin, Oct. 21, 1971). Availability of these as interim procedures was reported to the trustees that month, but was not acted upon by them.

* * *

THE ASSEMBLED ACTIONS presented to the trustees Friday included actions taken in March, 1967; April, 1970; and May, 1971.

(Continued on page 3)

(Continued on page 6)

General education: A continual concern

The current deliberation on the place of general education at MSU is timely, but it isn't new.

It is only another chapter in a long - drawn out debate which has continued intermittently for at least 125 years, or since before this institution was established in 1855.

Thoughtful men in those days were levelling the same charge against higher education that is heard so often today - that it was not relevant to the needs of society. The universities they argued, were teaching only what was considered necessary to qualify a young man for "the higher walks of life." They contended that such teaching was not relevant to the needs of the people of Michigan, since 19 out of every 20 were engaged in some form of agriculture.

Madison Kuhn, professor of history, pointed out in his history of MSU that these leaders would not be satisfied with a mere academy or trade school. Their goal was a new kind of college offering "an enlightened liberal education," that would teach agriculture, all of the natural sciences, and mathematics, bookkeeping, engineering, architecture and landscape gardening.

They sought, in short, to infuse the traditional classical education with subject matter that promised direct benefit to the farmer - and the miller and the manufacturer, and members of their households.

But they were not blind to the value of liberal studies. One of their most articulate spokesmen, Bela Hubbard, cautioned: "Nor should the claims of literature and the fine arts be wholly neglected, as tending to polish the mind and manners, refine the taste, and add greater lustre and dignity to life." They pleaded for the same humane values urged by President Wharton today; one of the early Michigan educational philosophers reminded that a man is a man before he is a farmer, and his needs should be met in that order.

* * *

BUT NOW THE FOCUS of debate has shifted about 180 degrees: The founding fathers were arguing for more of the practical among the liberal; today the plea is for more of the liberal among the practical.

Given agreement that university education should provide both - and such agreement is still by no means universal - the central questions remain the same: What is the ideal mixture? How should it be administered?

Early statesmen seemed more sure of the answer than are those of today. Early legislative acts specified the course of instruction to be offered in the new college created in response to farmer appeals. For example, the Act of 1961 stated: "The course of instruction shall embrace the English language and literature, mathematics, civil engineering, agricultural chemistry, animal and vegetable anatomy and physiology, the veterinary art, entomology, geology . . . political rural and household economy, horticulture, moral philosophy, history . . ."

This revolutionary educational compound, first formulated in Michigan, was adopted by inference as a national policy in the Morrill Act of 1962.

* * *

AS MICHIGAN STATE achieved more autonomy, its subject matter was left increasingly to the faculty and the governing board. Their tendency to concentrate more and more on technical and scientific courses was not interrupted effectively until March, 1944, when the faculty of what was then the Division of Liberal Arts voted to offer more opportunities for general education in a student's first two years. A General College was established within the division concurrently.

The division's faculty voted to give its underclassmen an opportunity to complete eight comprehensive courses in English, social science, logic - philosophy - psychology, history of civilization, literature and fine arts, natural science, mathematics, and foreign language. In addition, they would be able to choose electives among such courses and speech, music, religion, and studio art.

This was MSU's first contribution to the movement toward more general education, initiated by the famous Harvard Report and the University of Florida, among others.

But it had a short life. Almost immediately, the general faculty authorized the creation of a special committee to study and make recommendations on a proposal to require two years of basic education for all students.

* * *

MOVING WITH REMARKABLE celerity, this special committee completed its study and its report in two months.

It had profited, to be sure, by the experienced advice of Floyd W. Reeves, who was then at the University of Chicago, but subsequently joined the faculty of MSU's College of Education.

On other campuses

FACULTY MEN PAID MORE. A report on faculty compensation at Central Michigan University has confirmed that "the average male faculty member is slightly better paid than the average female faculty member." Provost Charles Ping told the CMU trustees that while there is less than 1 percent difference at the assistant and associate professor ranks, male professors average 6.2 percent more per year than female professors. Ping noted that "academic preparation may explain at least part of the difference," since 97.2 percent of men professors have doctorates, compared with 76.9 of women professors.

* * *

A FOUR-DAY WEEK. The business office at the University of Minnesota has begun an experimental four-day work week. Employees who so chose are working from 7 a.m. to 5:30 p.m. four days a week, with half an hour for lunch and two 15-minute coffee breaks. Days off are rotated to allow each employee to have a chance for a three-day weekend. Most employees who decided to try the four-day week say they like it.

* * *

TUITION UP AT NORTHWESTERN. Northwestern University will raise its tuition next fall by \$300 a year in an effort to make significant improvements at the private university. The new tuition rate for undergraduates will be \$3,000 a year. Pres. Robert H. Strotz said that while some would consider the increase "more than absolutely necessary," it was being made to insure "an improved campus and an improved quality of education."

This report called for the establishment of the - then called Basic College, now University College. The original format called for this college to be responsible for undergraduate instruction in seven comprehensive basic courses: Written and spoken English, biological science, physical science, social science, effective living, history of civilization, and literature and fine arts.

With equal swiftness, the proposal was moved through faculty and administrative channels, and the first students in the Basic College were accepted in the fall of the same year (1944).

In subsequent years, there have been many changes, all well - argued and documented. But whether one looks back only four decades or more than 12, the same questions appear to demand an answer today: What is relevant education at MSU? How should it be taught?

All other questions seem to be merely those of procedure.

—JAMES H. DENISON

Council approves more of general ed document

The Academic Council Tuesday approved modification of general education requirements and will consider next Tuesday an implementation schedule.

General education requirements, as approved by the Council but not yet effective, include:

*The requirements no longer need to be met solely within University College.

*Forty-five credits will be required in general education, reasonably divided into areas of arts and humanities, biological, physical or mathematical science, social and behavioral sciences, and communication. Colleges still may substitute in the area closest to a student's major. Students may still waive any general education requirement upon demonstration of competence. And the University Curriculum Committee (UCC) in cooperation with the assistant provost for undergraduate education will develop criteria and acceptability for general education credit, subject to Council approval.

*The University College is authorized to develop more freshman-sophomore and upper-level general education courses.

*All colleges are encouraged to

provide access to general education courses now offered and to develop new courses.

*Fiscal limits on courses qualifying for general education credit shall be the responsibility of the provost's office. (The concern here is that expensive laboratory courses, for example, may be suggested as options for less expensive courses.)

*All course and credit proposals shall be routed through normal curricular channels.

Concern for grading procedures for general education (credit vs. no credit), and over waiver procedures and policy was expressed. These issues were referred to the educational policies committee, which has subcommittees working in these areas.

And there was again debate over which body should develop course criteria. The Council voted to have the steering committee appoint an ad hoc committee, including EPC and UCC members, to develop a criteria statement. The statement would be approved by UCC before it goes to the Council.

A motion to establish a general education council was tabled until next week.

Urban college proposal is set for Council next week

A heavy schedule faces the Academic Council for its next regularly scheduled meeting, Tuesday, March 7, at 3:15 p.m. in the Con Con Room of the International Center.

Provost John Cantlon and Lester V. Manderscheid, professor of agricultural economics and chairman of the University Educational Policies Committee, will report on the status of the College of Urban Development proposal. EPC has been discussing the proposal, soliciting faculty input, and was to have prepared a draft response to the proposal this week. EPC has been acting on this issue in its advisory capacity to the provost.

The Steering Committee of the Faculty will propose a policy on future resolutions of reprimand, in response to the concern expressed by some Council members over the way in which Bob Repas, professor of labor and industrial relations, was censured by the Council in November. (Trustee Clair White was also censured at that meeting.) The proposal states that motions of reprimand and censure moved in one session of the Council may not be acted on until the next session.

The steering committee will also present a policy regarding the use of tape recordings of Council meetings.

The University Committee on Academic Governance will propose a bylaw amendment to enfranchise instructors; Clyde Best, student member of the steering committee, will present a resolution from the Michigan Youth Politics Institute which seeks Council endorsement of student participation in the political process and urges faculty to encourage student involvement in campaigns and programs.

And the recommendation for an expanded Military Education Advisory Committee will be presented (News - Bulletin, Jan. 27).

The Elected Faculty Council, scheduled to meet Monday, March 13, at 3:15 p.m. in the Con Con Room will hear three reports and continue debate on the proposed interim faculty grievance procedure. The reports are from Herbert Jackson, professor of religion and chairman of the ad hoc committee which prepared a report on collective bargaining; a report from Jackson on the status of the request to the Michigan Employment Relations Commission for a unionization election here; and a report from an ad hoc committee to study possible affiliation with the Association of Michigan Collegiate Faculties.

The Board recap

Trustees postpone action on proposals . . .

(Concluded from page 1)

These provided procedures to be used in reappointment of nontenured faculty, including the requirement that: "Each basic academic unit shall base its judgments on criteria and procedures that are clearly formulated, objective and relevant. These criteria and procedures shall be known to all members of the unit . . . Review procedures shall be described in its bylaws and shall include a means by which the faculty member is evaluated and informed annually of his progress."

There was also provision for giving reasons in writing for nonreappointment if requested in writing by the faculty member.

Appeal of a decision not to reappoint, according to the document of assembled Board actions, called for an attempt at reconciliation at the basic administrative unit and college levels, and then written petition to the tenure committee for review.

The review would include a hearing, at which time parties could call, examine and cross examine witnesses, submit and examine documentary evidence, and summarize orally their claims and contentions.

Findings of the hearing committee (a subgroup of the tenure committee) would be submitted to the full tenure committee. If two-thirds of the tenure committee supported the contention that nonreappointment was unjustified, the judgment would be binding upon the provost, who would forward the decision to the president. The president would forward the findings to the trustees, who would have final jurisdiction.

* * *

TRUSTEE PATRICIA Carrigan objected to the two-thirds vote required in the tenure committee, because, she said, that body is made up almost entirely of tenured faculty. To be most fair to the nontenured faculty member,

she said, the required vote should be a simple majority.

She moved support of the administration's recommendation (the assembled actions) and further proposed the simple majority, provisions for open hearings, verbatim records, a time schedule and deferment of contract extensions until the April trustees meeting. That was defeated, with Carrigan, Warren Huff, Blanch Martin and Don Stevens voting in favor, and Frank Hartman, Frank Merriman, Ken Thompson and Clair White opposed.

A later motion from Martin to review the assembled actions step by step to determine what the trustees might like to amend was also defeated.

A motion by Merriman to approve the administration's recommendation (which reaffirmed the assembled actions) was also defeated. (Hartman, Merriman and Thompson voted in favor; Carrigan, Huff, Martin, Stevens and White opposed.)

White offered a resolution to extend the contract of Eileen Van Tassell, assistant professor of natural science, for one year because, according to the resolution, she has been unable to obtain reconsideration of her appointment under a procedure that meets the requirement of due process. Such a procedure, White's resolution stated, is not yet available.

White said he offered the resolution because he did not consider the reasons given for Miss Van Tassell's nonreappointment to be substantive.

Cantlon said the interim procedures provided a testing for adequacy of reasons. A review of the adequacy of procedures used in a decision not to reappoint, as well as review of substantive questions, are both available in the interim procedures, he said. Substantive questions include review of the "professional judgment exercised in the decision not to reappoint." But, the procedures state, procedural questions

require only a simple majority vote from the tenure committee, while substantive questions require a two-thirds majority. This relates to the concept of professional judgments resting primarily with the department involved.

White's resolution was amended to make it a class, rather than individual, action. Cantlon said this could involve 10 to 20 people.

AT THIS POINT, Cantlon repeated that procedures had been available since October, referring to the assembled actions the trustees were being asked to reaffirm.

President Wharton pointed out that approval of the resolution would essentially invalidate those procedures. This would leave the University with no grievance procedures until the document prepared by the Ad Hoc Committee on Faculty Rights and Responsibilities and Grievance Procedures is approved. There would also be serious financial implications, he said.

Nevertheless, White's resolution as amended was approved, with Carrigan, Huff, Martin, Stevens and White voting in favor, and Hartman, Merriman and Thompson opposed.

Wharton again stated that the trustees had wiped out the procedures

they had previously approved.

White disagreed, saying that the resolution was an "exception" to the procedures. The resolution in fact stated that the procedures were "not available," or, in other words, nonexistent.

Mrs. Carrigan articulated the trustees' quandary by asking how they could reaffirm procedures they found unsatisfactory. But at this point of the meeting, the trustees had defeated most other options open to them, including tabling.

So Stevens moved that all actions be reconsidered at the March Board meeting, when the administration would prepare a procedure encompassing the concerns expressed Friday. That motion was approved with Huff and White dissenting.

But the Board did approve unanimously a motion by Mrs. Carrigan which requested completion of the ad hoc committee's proposed grievance procedures for presentation to the Board in June. If the deadline cannot be met, the motion stated, "the Board may need to consider other means of bringing this matter to a prompt conclusion."

—BEVERLY TWITCHELL

New vice president, dean are among appointees

A new vice president, a dean and two department chairmen were among appointees approved last Friday by the Board of Trustees.

In all, the trustees gave approval to 68 appointments to the faculty, including 48 men and 20 women. Also OK'd were two academic promotions, 17 leaves, 21 resignations and terminations, and eight retirements.

The appointees include:

*Chicago restaurant executive Leslie W. Scott as vice president for development on April 15.

A former MSU faculty member and administrator, Scott, 57, served the past year as an unpaid consultant to President Wharton.

During that time, Scott helped review the organization and structure of the University's private - sector fund - raising efforts. He headed an ad hoc committee that recommended creation of an office of development. It also suggested eventual establishment of an MSU foundation to receive funds for the benefit of the University.

*Robert F. Banks as the second dean of James Madison College.

Banks, who had served as acting dean of the college since last July, has been an associate professor of Madison College since its inception in 1967. He served as its associate dean since July 1969.

*Robert C. Ward, an osteopathic physician from Mt. Clemens, as professor and chairman of the newly established Department of Family Medicine in the College of Osteopathic Medicine.

Ward has conducted a practice in family medicine in the Mt. Clemens area since 1958. He has served as an assistant professor and family medicine preceptor on the clinical faculty since osteopathic medicine became part of MSU.

*Erwin P. Bettinghaus as chairman of the Department of Communication, effective April 1. He succeeds Jack M. Bain, professor of communication, who was acting chairman.

Resolution raps action by three black faculty

The Board of Trustees does not endorse the recent actions of three black faculty members who have publicly accused the Big Ten of racism, according to a resolution approved by the Board at its meeting last week.

The resolution, offered by Trustee Ken Thompson, gave reasons for not supporting the actions of Robert Green, director of the Center for Urban Affairs; Joseph McMillan, director of Equal Opportunity Programs; and Thomas Gunnings, associate professor in the Counseling Center.

The resolution states that: the Board disclaims responsibility for uttering and publishing by the three black professors (referred to as "plaintiff") and "makes it clear plaintiff does not speak for the University;" the actions of the three "pre-empted" the Board from assisting in a manner which "would have been appropriate to seek remedy for alleged discrimination;" and the "Board urges discretion" to those who would use their roles in the University to implicate MSU "on a sensitive issue in an insensitive demeanor."

The resolution was supported by Thompson, Huff, Hartman, Merriman and White. Carrigan, Martin and Stevens opposed it.

Thompson's resolution was offered as a substitute for one presented by

Martin which would have supported the steps outlined by President Wharton in his response to the charges enumerated by the three black faculty members. Martin further encouraged investigation of those charges.

Little discussion was involved on the substitute resolution, but Mrs. Carrigan and Stevens announced after the vote that they publicly disassociated themselves from the action and that they considered it a "slap in the face" of black people and a "sham of University policy."

IN OTHER ACTION, the Board:

*Approved a new Health Care Authority to organize and administer health care services, including the program at Olin Health Center and other on-campus health care services that may be developed.

*Approved affiliation of the Department of Psychiatry with the College of Osteopathic Medicine, as well as the College of Human Medicine.

*Approved an annex to the Manly Miles Building to house the Educational Institute of the American Motel and Hotel Association.

*Approved changes in the employee leave policy (News-Bulletin, Feb. 24).

*Approved a new campus pet ordinance.

Channel 23 work OK'd

The University's new UHF channel 23 moved closer to operation with trustee approval of a \$651,000 budget for transmitting facilities and of the purchase of an RCA transmitter.

A Department of Health, Education and Welfare grant accepted by the Board last September will provide \$420,000 of the \$651,000. The funds are needed for an antenna, building alterations at the Dobie Road transmitter site, microwave equipment, testing and monitoring equipment, and the transmitter.

The University received two bids on the channel 23 transmitter — from RCA and General Electric at \$434,700 and

\$434,045 respectively. The WMSB - TV engineering staff reviewed the bids and reported that the GE equipment would cost \$3,000 more to install than the RCA unit because of space modifications and that the annual operating cost of the GE transmitter would be at least \$2,500 greater than that of the RCA.

Actual purchase price of the RCA unit will be \$349,000 because the WMSB engineers further recommended purchasing the micro - wave equipment and the testing and monitoring facilities separately.

Target date for channel 23 (WKAR - TV) operation, Page said, is September.

Women present their case: Discrimination in

About 300 persons — mostly women — attended a 3½ - hour hearing on the status of women before the Board of Trustees Friday (Feb. 25). About 100 returned for a continued three - hour session that evening.

President Wharton described the hearing's setting in terms of the work done in anti - discrimination policy at MSU, but he acknowledged that progress is believed sometimes to be too slow or transitory. He pledged the University's "good faith in doing everything we can to insure full equality of treatment for all on our campus."

The Board just listened to the statements, but did not attempt to answer any of the points raised.

Thirty - one persons addressed the trustees. Following are excerpts from some of their statements.

* * *

MILDRED B. ERICKSON, associate professor of American Thought and Language, speaking for the Faculty Women's Association: On university campuses women tend to be "invisible." Though they perform in a highly professional manner, they are seldom named to positions of leadership, to positions of spokespersonship or to committee leadership.

JOSEPHINE WHARTON, assistant to the director of Equal Opportunity Programs, speaking for the Black Women Employees Association: . . . Of the seven black females who have attained faculty status, the highest ranking female is an associate professor. With regard to the administrative - professional employees, which include 10 levels of appointment, all black females are employed at levels 1 to 4. In the clerical - technical staff, which includes 12 levels of employment, no black female is employed in any of the three highest levels. Eighty - five percent of these women are at the lower half of the scale . . . To date, the total number of black women identified as employees of this University is 329. Twenty-one are holding rank above the clerical-technical level. The clerical-technical salary payroll includes 91 black women; the labor payroll, 217. In the labor payroll category — which has the largest number of black female employees — only six of these black women are in supervisory positions. . . Black women are tired of being overqualified, underemployed, underpaid and excluded from positions with promotional opportunities. . . The only alternative is to correct these inequities and effect progressive change for the benefit of the entire University. When the minority is benefited, the majority also becomes a beneficiary.

COLLETTE MOSER, assistant professor of agricultural economics, speaking for the MSU Women's Alliance to End Sex Discrimination: . . . there are twice as many women as men below the poverty - income level, the unemployment rate for women is about twice that for men, and every minority group is 50 percent or more female. A most important area for examination on the part of the University is that of its educational output of women. . . A university which charges the same rate for tuition and fees for its female and male students should be concerned that its female graduates have as many opportunities as its male graduates for utilizing their resources and education.

ESTELLE LEVEN, instructor in continuing education, quoting a 1961 report to the provost on education for women: Most regular college programs are tailored to the needs and patterns of young people, and the administrative officers of these institutions — busy finding places and faculty for their expanding enrollments — are generally unconcerned or unable to give the advice that (mature) women should have concerning the relative merits for their purposes of the pursuit of graduate or professional education, refresher study, or some of the variety of adult education opportunities available.

L. EUDORA PETTIGREW, associate professor in the Center for Urban Affairs and in education, and member of the State of Michigan Women's Commission: Historically, university curriculums and/or research have not encouraged inquiry into the discrimination in education, employment and civil and political rights of women. Therefore, curriculum changes and/or development should focus on the

acquisition of data about legislative and employment practices that have perpetuated discrimination against all women — urban, suburban and rural — and propose solutions to alleviate discriminative conditions. Such a curriculum effort could be generated and conducted through the efforts of academic units in the planned School of Law, the colleges of medicine and the proposed College of Urban Development as well as other units.

JEANNIE FRY, graduate student, speaking for the Associated Women Students: There exists on campus no woman, no office, no committee that has begun to realize or, more importantly, has dealt with the problems of women students at MSU. Women students are continually facing discrimination both overtly and covertly and no service is enclosed in the University structure to deal with these problems. An office of Women's Advocate needs to be established immediately.

CAROLYN VOS, graduate student, speaking for the Associated Women Students: There are a number of inequities in women's athletics which can be identified from deficiencies demonstrated by the present structure of the athletic program. Students have had to pay for their participation in Women's Intercollegiate Athletics . . . There is not adequate funding for travel expenses . . . (There is a) lack of adequate facilities of women's intercollegiate athletic events . . . The time spent coaching by women faculty in the physical education department is not appropriately reflected by their salary.

MARGARET BUBOLZ, professor and chairman of family and child sciences: Concepts and patterns of marriage, family structure, work roles, sex roles, socialization of children, and life styles are changing. Under these circumstances, both the social roles and the self-concepts for women as well as men must be altered. It is against this backdrop of change that the position and status of women in the University must be examined. . . (Statistics indicate) that between 45 and 50 percent of all women of working age are in the labor force; about 40 percent of the total labor force is women. Between 5 and 6 million working women have children under six. Over half of all women who are heads of families are in the labor force. However, in spite of the need for society for women to work outside the home, and for women to work, most of those who do are also expected to carry family responsibilities, manage the home and bear major responsibility for child rearing . . . The latest data that I have (for the College of Human Ecology) indicate that in all categories of faculty ranks, both 10 and 12-month appointments, the college average and median salaries are below those for the University as a whole. The differences are the greatest at the upper ranks. . . I would hypothesize that the lesser value attached to women's work in general, and in particular to the College of Human Ecology where the fields of work are those traditionally associated with women, and which have not had a high economic value attached to them, is a significant factor in the relative status and position of this college, consciously or unconsciously.

VERNA HILDEBRAND, associate professor of family and child sciences and of family ecology: . . . Women, like blacks, have always feared the power structure. Like blacks, we have been socialized to know our place, to fit in with smiles, and to ask no disturbing questions . . . Vestiges of feudalism and plantation life, which restrict the rights of women, and especially minority women on this campus, must be ended. Give us an independent ombudswoman who can bring the dirty linen out of the campus closets.

ELEANOR MORRISON, instructor of family and child sciences: As presently enacted, the tenure system denies staff benefits such as retirement, automatic raises and hospitalization to any who are not full - time employees. It is also rarely possible to achieve a rank beyond that of instructor if a faculty member is not in the tenure stream, no matter how qualified or competent. And it is not possible to be in the tenure stream unless working on a full - time basis as a faculty member. Therefore, the system operates to keep the lowest paid, lowest status people frozen in their position, regardless of competency.



—Photo by Dick Wesley

numbers and attitudes

JOANNE EICHER, associate professor of human environment and design: Recent salary data confirm any suspicion that women have not had equal salaries in the University. They are further discriminated against meaningful participation when they are forced to choose between a full - time job with full benefits and responsibilities or part - time jobs with few or no benefits and little access to involvement in University affairs. For example, of the 475 professional faculty women currently employed in MSU, 223 are on temporary appointments and do not have access to benefits associated with the tenure system.

SHEILA GAHAGAN, undergraduate: As undergraduate women see more females in roles of higher status in areas previously closed to women, they will become aware of the opportunities available to them. The existing situation is perpetuating itself.

BARRIE THORNE, assistant professor of sociology, speaking for the Alliance to End Sex Discrimination: The prevalent attitude is that it's all right for a woman to get at B.A., but to go on to graduate or professional school would be unfeminine, or in any case the ambition is probably a whim. The sheer absence of women in faculty or administrative positions gives a silent but powerful message to women students that it would be foolish and unrealistic to aim too high. Women are told, in class or conversation, "A pretty girl like you will certainly get married. Why don't you stop with an M.A.?" "I just don't like women as doctors. They belong at home, cooking and cleaning." "You're so cute. I can't see you as a professor of anything." "Somehow I can never take women in this field seriously." . . . A woman is less likely to be judged on her own merits than as a member of a category for which there is a highly developed stereotype.

VICKI NEIBERG, speaking for the Alliance to End Sex Discrimination: The present University structure is inadequate to handle discrimination against women on this campus. The committees are set up to respond rather than initiate action. They handle only individual cases where the burden of proof is on the individual charging discrimination. This fails to take into account the true nature of the problem which involves subtle discriminatory practices, relationships between men and women and the strict socialization process most people have experienced.

A women's affirmative action group proposed

A special action - oriented program called "Affirmative Action for Women," has been proposed by Mary Virginia Moore, chairman of business law and office administration.

Miss Moore's proposal, originally made at Harvard University to the Institute for Educational Management, was forwarded to the Board of Trustees Friday, but she did not speak at the hearing.

Quoting Charles E. Silberman's "Crisis in the Classroom," she suggested that discrimination in education is the result of "mindlessness on the part of university administrators who have been too busy, or haven't thought it important to evaluate what they are doing or why they are doing it in terms of hiring, salary, promotion and recruitment practices."

She cited recent achievements for women in fields of law, medicine, and management, particularly at Harvard and Stanford Universities.

She recommended the establishment of an Affirmative Action Commission for Women at MSU, to "direct its attention to the interests and concerns of all women on campus," and to "begin the development of a well - defined five - year recruitment program through which women will be recruited in substantial numbers for faculty positions and administrative posts, and for assistant professor appointments."

She recommended that serious attempts be made to place women in all positions of professor rank and administrative positions made vacant in the next five years through retirement or resignation.

* * *

ADDRESSING THE HEARING Friday, but without prepared statements were:

Elizabeth Santos, a student wife, who spoke of daily pressures on married students, and of the need for adequate, inexpensive child day care facilities and medical facilities. She, like others at the hearing, also spoke of a need for a "women's center."

Mary Tomkins, associate professor of American Thought and Language, and member of the MSU Faculty Associates, reviewed faculty data and asked the trustees to direct the administration to disclose full salary information so that accurate information can be computed for women salary comparisons.

Janice Goldman, a clerical - technical employee in financial aids, and Grace Otte, a clerical - technical employee at WMSB, asked for C - T benefits similar to those of administrative - professional staff, including the opportunity to take courses and get reimbursement for courses completed. Miss Goldman also spoke of the C - T's "struggle for reclassification."

David Knudson, a doctoral candidate in history, raised an unpopular point at the hearing by discussing the reverse effects of discrimination when trying to fight discrimination against women and minorities. Job openings, he said, increasingly request blacks or minorities or women, cutting out white men. The result, he said, is that "equal opportunity programs are no longer equal opportunity programs."

SIX CHICANO WOMEN students and an employee also addressed the Board, but their comments were more directed toward the problem of discrimination against the total Chicano population than just against women. As Gloria Moron said, "it is difficult to distinguish between Chicano and Chicano in treatment. When you slap one, you slap all."

—BEVERLY TWITCHELL

New course will study current French films

The Department of Romance Languages and Literature is offering this spring for the first time a course on the "Contemporary French Film," (Romance Languages 499.)

Nine films by three of the most important current French directors — Francois Truffaut, Alain Resnais, and Jean - Luc Godard — will be the subject of the course, taught by Joseph Donohoe, associate professor of romance languages.

The first three weeks will deal with three Truffaut films, "Les quatre cents coups" (The Four Hundred Blows), "Ne tirez pas sur le pianiste" (Shoot the Piano Player), and "Jules et Jim." The second three weeks will concern three films by Resnais; "Hiroshima mon amour," "Last Year at Marienbad," and "La Guerre est finie" (The War is Over). The last three weeks will deal with Godard's "A Bout de souffle" (Breathless), "Vivre sa vie" (My Life to Live), and "Masculin - Feminin."

Each film is in French with English subtitles. As a result, the course is open to all students of the University regardless of French background. Each film will be shown twice a week, on Tuesday and Thursday night, and will be the subject of a weekly discussion session.

"THIS IS AN opportunity for students to take film seriously," says Donohoe. "We are not trying to develop a historical perspective but to discuss films in a dignified way as you do a novel or poem. We will approach film as an artistic expression."

The idea of a course in cinema is not a new one here. Five years ago Donohoe taught a course on Ingmar Bergman but was unable to generate sufficient interest. Since that time, however, he notes that numerous film groups have evolved on campus and he sees this as signaling a new interest among students in film and filmmaking.

* * *

CURRENTLY, THERE are 40 students pre - enrolled in the class. Donohoe says he will be satisfied with 80, but that "the sky's the limit" in terms of enrollment. Since each film costs over \$100, the more students enrolled, the more financially secure the course will be.

If the course is financially successful, Donohoe says it could become a regularly scheduled class dealing with Italian and Spanish, as well as French, films.

—MIKE MANLEY

Elsie Edwards: Serving MSU and the state for 27 years

In Dugger, Ind., MSU is known best as "Elsie's school."

And whenever Elsie Edwards goes home to Dugger (about 39 miles southeast of Terre Haute), there's always a welcome from townspeople, especially the ex - students she taught for about 20 years before she became interested in speech correction and hearing therapy.

Since 1945 her life has been centered around her audiology and speech sciences colleagues and students. When she first came to the MSU Department of Speech that year, there were about 12 majors in speech correction.

Hearing therapy did not enjoy the concentration that it does now in modern clinics; public school speech and hearing therapy was in its infancy.

Today, she notes, audiology and speech sciences (replacing the term, speech correction and hearing therapy), is a full - fledged department of the College of Communication Arts; the department's modern new clinic is open on Wilson Road; and several new staff members have been added to strengthen the clinical program.

In July, Miss Edwards will start a one - year consultantship before retiring in 1973.

Miss Edwards has given herself to MSU, largely through many years of traveling to continuing education centers across the state to teach speech correction for public school teachers and to supervise students in the schools. And many times she had to be back on campus for an eight o'clock class next morning — regardless of weather and physical drawbacks.

SHE BEGAN TEACHING in a rural one - room school in Indiana when she was only 17. Her students in the upper grades were within a few months of her age but Miss Edwards recalls that she managed to "keep the upperhand."

In 1940 she decided to return to school for the bachelor's degree, which she earned along with the master's

degree in 1945 at Indiana State Teachers College (now Indiana State University).

She took a leave of absence from MSU to finish the Ed.D. degree at Wayne University in 1956.

Miss Edwards' dedication to the profession recently resulted in statewide and national recognition. In October she was awarded high honor by the Michigan Speech and Hearing Association and in November she received recognition as a fellow in the American Speech and Hearing Association during its annual meeting in Chicago. She has served both organizations as officer and as committee member.

Basketball games reset

Changes in the starting times of the final two home varsity basketball games of the season were announced this week by Acting Athletic Director Burt Smith.

Home games this Saturday (March 4) with Michigan and following Saturday (March 11) with Northwestern both will be played at 2 p.m. rather than the usual starting time of 8 p.m.

"These changes were made with the concurrence of the other schools involved," Smith said.

MSU News-Bulletin

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—Photo by Bob Brown

Man-made membranes?

Man - assembled biological membranes may eventually be efficient enough for use as solar batteries. Here, MSU biophysicist Jay S. Huebner makes a biological membrane from an extract of plant chlorophyll. Such membranes may someday produce products of photosynthesis.

Longevity dictates retirement difference

Longer female life expectancy — a “statistically inescapable” fact — dictates that if women in a group retirement plan wish to get as much annual annuity as men when they retire, they’ll somehow have to put more into the plan while they are working.

That was the report last week to the Board of Trustees by Thomas C. Edwards, president of TIAA-CREF. His organization provides the retirement program for some 2,700 University faculty and staff, and it came under some fire at the January Board meeting when Trustee Pat Carrigan pointed out that women — by virtue of life expectancy — draw lower annual retirement incomes than men.

Edwards said that situation can be remedied, but it would mean increased

contributions by the University or the individual, or by both.

The trustees have asked MSU officials to study the TIAA-CREF programs here to see if any remedies are needed or possible.

MSU EMPLOYEES now under TIAA-CREF pay 5 per cent of their wages toward retirement, and the University contributes 10 per cent. This means that a man and a single woman who have the same number of years’ service, identical incomes during their working careers and who are under identical plans would arrive at retirement with the same amount in annuity accumulation. But since the woman is expected to live longer, her annual annuity payments will be less than the man’s.

Retirement change . . .

(Concluded from page 1)

of the employee’s total earnings. The contribution rates will be increased to 8 per cent (University) and 4 per cent (individual) on July 1, 1975, and to 10 per cent - 5 per cent on July 1, 1977.

* Participation in the new TIAA-CREF plan will be offered to full-time employees with at least three years of service. It will be required as a condition of employment for those who have attained age 35 and have three or

more years of service on Jan. 1, 1973. Initial participation may be delayed until July 1, 1973.

Additional information concerning the new retirement program will be carried in subsequent issues of the News - Bulletin and in publications by the Staff Benefits Division. Employees have been asked to hold any individual questions until more complete information can be distributed.

Around the campus: A weekly review

Stravinsky concert Sunday

Igor Stravinsky’s “A Soldier’s Tale (Histoire Du Soldat)” will be presented by the music and theatre departments in a memorial concert to the 20th century composer who died last April at the age of 89.

Performances will be at 2 p.m. and 8:15 p.m. Sunday (March 5) in the Fairchild Theatre.

The work, which is to be “read, played and danced” according to Stravinsky’s instructions, is based on a collection of Russian fairy tales. An ensemble of seven instruments acts both as a chamber orchestra and as solo instruments throughout the story as it is narrated by the Reader, and acted and danced by the Princess, the Soldier and the Devil.

Appearing as the ensemble will be music faculty members Walter Verdehr, violin; Virginia Bodman, bass; Elsa Ludewig Verdehr, clarinet; Edgar Kirk, bassoon; Gene Dobbins, trumpet; Mike Lorenz, trombone; and Mark Johnson, percussion. The conductor will be Dennis Burk.

The production will be staged under the direction of Donald E. LaCasse with choreography by William Moulton. The Soldier will be portrayed by Nick Kryah and the Devil will be played by Les Washington, both graduate assistants in the theater department. The Reader will be Fred Carlisle, professor of English.

The work was written in 1918, at the beginning of Stravinsky’s neo - classic

period. According to violinist Walter Verdehr, the music “has a great deal of charm, is witty and sardonic. Everything is a little tongue - in - cheek.”

Conductor Dennis Burk calls the work an “outstanding example of orchestral writing, equal in difficulty to the other Stravinsky orchestral ballets.” Considerable virtuosity is demanded especially from the violin and trumpet.

Both concerts are free and open to the public.

‘Gondoliers’ this weekend

The MSU Opera Workshop will present Gilbert and Sullivan’s Comic operetta, “The Gondoliers” this weekend in the Music Auditorium. Performances will be at 8:15 p.m. on Friday, and at 2 p.m. and 8:15 p.m. on Saturday. Admission is \$1 for the evening performances and 75 cents for the Saturday matinee.

The fully staged production will include soloists, chorus, dancers and orchestra. The workshop, directed by Mrs. Leona Witter, has given past productions of Mozart’s “Cost Fan Tutti” and Menotti’s “Amahl and the Night Visitors”.

Sigma Xi talk today

A world authority on health, Frank W. Lowenstein of the Department of Health, Education and Welfare, will discuss nutrition and health at the

annual Sigma Xi Lecture today at Lowenstein’s slide showing and talk, open to the public, will be in Room 110 Anthony Hall. He will discuss “The National Health Survey.”

In addition to his extensive studies of nutritional problems in this country, he has also investigated related diseases in many parts of the world including Africa and the Amazon Basin of South America.

Sponsors of the lecture are the MSU chapter of Sigma Xi, and the Departments of Food Science and Human Nutrition, and Human Development.

Screening group is set

Membership of a special committee to evaluate candidates for vice president for student affairs has been completed, and President Wharton will ask the nine - member committee to report its findings to him by April 1 so that he may make a recommendation to the Board of Trustees as soon as possible thereafter.

Although the procedures to be used in the evaluation process were announced by Wharton on Nov. 30, the selection of members by the various campus constituencies involved was only recently completed.

Elected by the Academic Council were: Marjorie Gesner, College of Arts and Letters; Dozier Thornton, College of Social Science; and Paula M. Fochtman, junior.

Elected by the steering committee was Walter F. Johnson, College of Education.

One student was selected by ASMSU: Robert Rosenthal, a junior.

Named by the Council of Graduate Students was Tom O’Shea, doctoral candidate, College of Education.

Three members were selected by Wharton: James Rust, University ombudsman, as an “administrative officer familiar with responsibilities of position,” Emery Foster, assistant vice president for business operations, from the “nonacademic administrative ranks,” and Ruth Hamilton, sociology and Center for Urban Affairs, as a “nonadministrative faculty member.”

Journal offers cash prize

The economics department will present a \$50 prize for the best of five papers published in its second annual undergraduate journal, “The MSU Economist.” Book prizes will be given to all five authors of papers published.

Any undergraduate paper which uses economic analysis in the discussion of a problem may be submitted to the economics department. Papers will also be selected for publication from those submitted by department faculty as the best in their classes.

Deadline for papers is April 15. The journal will be published in September and will contain papers written between spring term 1971 and winter term 1972.

BULLETINS

- PHI KAPPA PHI** The officers and committee chairmen of Phi Kappa Phi will meet at 3 p.m., Thursday, March 9, in President Wharton's conference room.
- WOMEN'S BOWLING** The MSU Women's Bowling League needs full-time and substitute bowlers on Wednesday nights at 5:45. If interested, contact Doris Brewer, 3-3960.
- BOTANICAL CLUB** The Red Cedar Chapter of the Michigan Botanical Club will meet at 7:30 p.m., March 7, in 204 Horticulture. Barbara Clark will discuss Estivant Pines.
- FACULTY WOMEN** The Faculty Women's Association will hold an open meeting with President Wharton at 7:30 p.m., Monday, March 6, in the Student Services Bldg. lounge. For information, call Eleanor Huzar, 5-7511.
- ASHDOD EXCAVATION** The Central Michigan Archaeological Society will present an illustrated public lecture at 8 p.m., Monday, March 6, in the Main Gallery at Kresge Art Center. David Noel Freedman of the Department of Near East Studies, U. of Michigan, will speak on "Excavation at Ashdod."

- THEATRE TRIP** The Business Women's Club is planning to see "No, No, Nanette" at the Fisher Theatre, Saturday, April 1. For information and reservations, call Virginia Ross, 5-8416.
- ACADEMIC COUNCIL** The regular meeting of the Academic Council will be held at 3:15 p.m., Tuesday, March 7, in the Con Con Room of the Center for International Programs.
- NURSING LECTURE** Jeanne Riddle of the Wayne State U. School of Medicine will discuss the scanning electron microscope in "The Third Dimension of Disease" at a meeting of Sigma Theta Tau at 8 p.m., Friday, March 10, at the Hospitality Inn.
- SAUSAGE SALE** The Food Science Club will have a limited amount of sausage for sale at 85 cents a pound. The sausage may be purchased from 9 a.m. to noon and 1 to 4 p.m. on Monday and Tuesday, March 6 and 7, in the Meats Laboratory lobby. Due to the limited amount available, no phone orders will be taken.

EXHIBITIONS

Kresge Art Center

Main Gallery: Works from the permanent collection.

Entrance Gallery (March 4-26): Paintings and prints by artists who are members of the Michigan Academy of Science, Arts and Letters.

North Gallery (March 4-26): Paintings by two staff artists, Anthony DeBlasi and Allen Leepa.

Center for International Programs

Main lobby: The Organization for Tropical Studies
The Fulbright Exchange Program

Museum

First floor: Tombstone rubbings by Chet Trout

CONFERENCES

- March 3-4 Gladiolus Growers Conference
March 4-5 4-H Leadermete
March 6-8 Workshop on Differentiated Staffing
March 6-8 Effective Manager's Workshop
March 6-10 Basic Life & Health Insurance Inst.
March 7-10 Bank Administration Inst.
March 8-9 Workmen's Compensation in Michigan Schools

- March 9-10 Allied Industrial Workers-Collective Bargaining
March 9-10 Motivation for Profit in Agriculture

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

MONDAY, MARCH 6, 1972

- Phosphates and other radicals in soils and their impact on the environment. **B. Ellis**, 3 p.m., 103 Anthony (Animal Husbandry).
Basic principles and applications to the studies of radical ions. **Allen J. Bard**, U. of Texas at Austin, 4 p.m., 138 Chemistry (Chemistry).
Potential of hypophysiotropic hormone in animal industry. **E.M. Convey**, 12:30 p.m., 126 Anthony (Dairy Science).

- "Where have all the leaders gone?" **Eugene E. Jennings. Robert Green and Herbert Garfinkel**, 3 p.m., 116 Eppley Center (Management).
A scheme of subdivisions for the general model of a stellar atmosphere. **Richard N. Thomas**, Joint Institute for Laboratory Astrophysics, U. of Colorado, 4 p.m., 118 Physics-Astronomy (Physics).
Effects of vasoligation on spermatogenesis in the white rat. **Patricia A. Noden**, 4 p.m., 216 Giltner (Physiology).

TUESDAY, MARCH 7, 1972

- Biosynthesis of fatty acids by isolated chloroplasts. **P. Stumpf**, U. of California, Davis, 4:10 p.m., 101 Biochemistry (AEC Plant Research Laboratory).
Coulometric titrations in clinical chemistry and toxicology. **W.C. Purdy**, U. of Maryland, 4 p.m., 136 Chemistry (Chemistry).
On man-machine interfacing. **Andrew B. Haynes, Jr.**, 3 p.m., 102B Wells (Computer Science).
USDA entomology research program at Michigan State. **Richard Connin, James Webster and Stanley Wellso**, 7:30 p.m., 244 Natural Science (Entomology).
Behavior and maze performance of young rats fed a low level of methyl mercuric chloride. **Elizabeth Post**, 12:30 p.m., 102 Human Ecology (Food Science & Human Nutrition).
Oral contraceptive steroids, Norethynodrel and Mestranol: Effects on tissue uptake and utilization of Glucose U ¹⁴C. **David Lei**, 12:30 p.m., 102 Human Ecology (Food Science & Human Nutrition).
Ad Lib differential feeding of parabiotic rats. **Nathan Shier**, 12:30 p.m., 102 Human Ecology (Food Science & Human Nutrition).
The use of the weaning meadow vole, *Nuciotus pennsylvanicus*, as a bioassay for the determination of protein quality. **V. Marcarian**, 4:10 p.m., 110 Anthony (Food Science & Human Nutrition).
Sink effect on behavior of fruiting plants and their products. **Gerhard Bunemann**, Institute Fur Obstbau, West Berlin, 4 p.m., 206 Horticulture (Horticulture).
The quantitative approach in the social sciences. **Charles Wrigley**, 4 p.m., 304A Wells (Mathematics).

- Transformation and hypersensitivity states. **K. Mathews**, U. of Michigan, 4:10 p.m., 146 Giltner (Microbiology & Public Health).
Chronic murine pneumonia in rats. **George Jersey**, 4:10 p.m., 346 Giltner (Pathology).
Compound decision problem approximation to "Bayes risk" by procedures Bayes against diffuse priors. **James Hannan**, 4:10 p.m., 405A Wells (Statistics & Probability).

WEDNESDAY, MARCH 8, 1972

- Corn blight in Michigan. **Albert H. Ellingboe**, 4:10 p.m., 168 Plant Biology Lab (Botany & Plant Pathology).
Radical ion annihilation reactions-electrogenerated chemiluminescence. **Allen J. Bard**, U. of Texas at Austin, 3 p.m., 136 Chemistry (Chemistry).
Toward the redistribution of income in Panama. **Milton Taylor**, 3 p.m., 3 Marshall (Economic Development).
Problems in feeding Great Lakes fish to mink. **Robert K. Ringer**, 4:10 p.m., 131 Anthony (Institute of Nutrition).
Philosophy in a biological metaphor. **Joseph F. Hanna**, 4 p.m., 104 Bessey (Philosophy).

THURSDAY, MARCH 9, 1972

- Regulation of gluconeogenesis. **Henry Lardy**, U. of Wisconsin, Madison, 4 p.m., 101 Biochemistry (Biochemistry).
Applications of electron spin resonance and intermolecular electron transfer reactions. **Allen J. Bard**, U. of Texas at Austin, 3 p.m., 136 Chemistry (Chemistry).
Coagulation in estuaries. **James K. Edzwald**, 2 p.m., 146 Engineering (Civil Engineering).
Survey of water reclamation projects. **Robert C. Ball**, 1:30 p.m., 221 Natural Resources (Fisheries & Wildlife).
The Knopp-Schnee theorem. **A. Peyerimhoff**, U. of Ulm, Germany, 4:10 p.m., 304A Wells (Mathematics).
Organophosphates—"irreversible" inhibitors of cholinesterases or more? **Frank Welsch**, 4 p.m., 449B Life Science 1 (Pharmacology).
Calculation of the absolute cross-section of two nucleon transfer reactions. **B. Bayman**, U. of Minnesota, 8 p.m., Cyclotron Seminar Room (Physics).

FRIDAY, MARCH 10, 1972

- Induced technical change and agricultural development. **Vernon Ruttan**, U. of Minnesota, 3:30 p.m., 213 Agriculture (Agricultural Economics).
Mechanisms of numbers regulation in animal populations. **Walter H. Conley**, 11:30 a.m., 140 Natural Science (Zoology).

Friday, March 3, 1972

- 12:30 p.m. Polled Hereford spring show. Livestock Pavilion.
1 p.m. Swimming—Big Ten Meet. Men's IM Pool.
7 p.m. "Tommy"—New Players and ASMSU Pop Entertainment combine forces to present the rock opera made famous by England's "The Who." Tickets may be purchased at the Union Ticket Office. Erickson Kiva.
7:30 p.m. Swimming—Big Ten meet. Men's IM Pool.
8 p.m. "U.F.O."—Probing the possibilities of life existing on other planets, this program portrays stories of mysterious flying saucer encounters. Tickets at door. Abrams Planetarium.
8 p.m. World Travel Series—Stan Midgley explores "British Columbia." Auditorium.
8:15 p.m. "The Gondoliers"—The MSU Opera Workshop will present a fully staged production of Gilbert and Sullivan's work. Tickets are available at the Music Department and at the door. Music Auditorium.
8:15 p.m. "Oedipus the King"—The MSU Department of Theatre will present a graduate thesis production of Sophocles' tragedy, directed by Michael Firestone. Tickets are available in advance from the theatre boxoffice from 12-5 p.m. weekdays. Arena Theatre.
10 p.m. "U.F.O." (see above). Abrams.
10 p.m. "Tommy" (see above). Erickson Kiva.

Saturday, March 4, 1972

- 11:30 a.m. Polled Hereford spring sale. Livestock Pavilion.
12 p.m. Swimming—Big Ten meet. Men's IM Pool.
2 p.m. Basketball—MSU vs. Michigan. Jenison Fieldhouse.
2 p.m. "The Gondoliers" (see March 3). Music Auditorium.
2:30 p.m. "U.F.O." (see March 3). Abrams.
7 p.m. "Tommy" (see March 3). Erickson Kiva.
7:30 p.m. Swimming—Big Ten meet. Men's IM Pool.
8 p.m. "U.F.O." (see March 3). Abrams.
8 p.m. World Travel Series (see March 3). Auditorium.
8:15 p.m. "Oedipus the King" (see March 3). Arena Theatre.
8:15 p.m. "The Gondoliers" (see March 3). Music Auditorium.
10 p.m. "Tommy" (see March 3). Erickson Kiva.
10 p.m. "U.F.O." (see March 3). Abrams.

Sunday, March 5, 1972

- 2 p.m. "Histoire du Soldat" (The Soldier's Tale)—This 1918 work by Igor Stravinsky will be presented by the faculty of the music and theatre departments and members of Orchesis. Admission is free. Fairchild Theatre.
4 p.m. "U.F.O." (see March 3). Abrams.
4 p.m. Concert—The 100-piece Symphonic Band and the 55-piece Wind Ensemble will perform at East Lansing High School. Admission is free.

- 8 p.m. "Tommy" (see March 3). Erickson Kiva.
8:15 p.m. "Oedipus the King" (see March 3). Arena Theatre.
8:15 p.m. Graduate Recital—Judith Connelly, soprano. Music Auditorium.
8:15 p.m. "Histoire du Soldat" (see above). Fairchild Theatre.

Monday, March 6, 1972

- 8:15 p.m. "Tommy" (see March 3). Erickson Kiva.
8:15 p.m. Graduate recital—Kristine Kullberg, violinist. Music Auditorium.

Tuesday, March 7, 1972

- 12 p.m. University Club luncheon—Sylvan Wittwer will discuss "World Food Problems."
8 p.m. Folkdancing—International folkdancing is taught for singles and couples. St. John Student Center, 327 M.A.C.
8:15 p.m. "Oedipus the King" (see March 3). Arena Theatre.
8:15 p.m. Graduate recital—Donald Sanders, pianist. Music Auditorium.
8:15 p.m. Lecture-Concert Series "A"—One of the world's finest orchestras, the Vienna Symphony will make its second appearance at MSU under the baton of Josef Krips. Tickets are available at the Union Ticket Office. Auditorium.

Wednesday, March 8, 1972

- 8 p.m. "Thought—Talk and Prayer"—Lillian Greene will discuss business at St. John Student Center, 327 M.A.C.
8:15 p.m. Lecture-Concert Series "B"—American pianist Andre Watts will be heard in a concert of works by Liszt and Schubert. Tickets are available at the Union Ticket Office. Auditorium.

Thursday, March 9, 1972

- 8 p.m. "Civilisation"—"The Light of Experience," Part VIII of Kenneth Clark's series, will be shown by the Friends of the Library. Admission free. 108B Wells.
8:15 p.m. Concert—The MSU Symphony Orchestra will present its annual Honors Concert. Admission is free. Fairchild Theatre.

Saturday, March 11, 1972

- 2 p.m. Basketball—MSU vs. Northwestern U. Jenison Fieldhouse.
8:15 p.m. Concert—Under the direction of Dennis Burkh, the MSU Chamber Orchestra will present works by Beethoven and Rossini with David Renner, pianist, playing a Mozart concerto. Admission is free. Music Auditorium.

BULLETINS

LAST NEWS-BULLETIN

The March 9 issue of the MSU News-Bulletin will be the last for winter term. Notices of events occurring between March 9 and March 30 must be sent to Patricia Grauer, 109 Agriculture Hall, by noon, Tuesday, March 7, for inclusion. The first issue of spring term will appear March 30.

ACADEMIC APPAREL

Faculty members and advanced degree candidates who wish to rent academic apparel for winter term graduation, Sunday, March 12, should inquire at the Union Desk or call 5-3498. The deadline for reservation orders is Monday, March 6. Hoods from other Universities must be ordered specially and require an early reservation.

COMMENCEMENT

Advanced degree commencement will be held at 10 a.m. and baccalaureate commencement at 3 p.m. on Sunday, March 12, in the Auditorium. Members of the faculty should assemble and don academic costume in the west basement of the auditorium at least 30 minutes before the ceremony.

GRAD ASSISTANT FORMS

Graduate Assistant Appointment Recommendation forms for spring term are due in the Budget Office, 432 Administration Bldg., by noon, Wednesday, March 15, 1972. All forms received before the deadline will be processed for the April 15th payroll.

GRADING PROCEDURES

Grade cards will be delivered to departmental offices for basic courses on March 6, all others on March 9. They should be checked immediately to see that there is a card for every student. All grades are due in the Office of the Registrar 36 hours after the final examination is given.

OPENING EXHIBIT

There will be an opening exhibit at Kresge Art Center from 2 to 5 p.m., Sunday, March 5. Featured exhibits will be paintings and prints from the Michigan Academy of Science, Arts and Letters, and paintings by staff artists Anthony DeBlasi and Allen Leepa. Refreshments will be served.

SIGMA XI

Frank W. Lowenstein of the Dept. of Health, Education and Welfare will present the annual Sigma Xi lecture on "The National Health Survey" at 4 p.m., Thursday, March 2, in 110 Anthony. Dr. Lowenstein is considered a world authority on health and is recognized especially for his work on child nutrition.

FACULTY FOLK

The Faculty Folk will meet at 1 p.m. Friday, March 10, at the University Club, where Richard C. Bates will speak on "Going to Pot." A nursery is available at People's Church and reservations must be made by March 8 by calling Mrs. C.R. Halverson, 337-0184 or Mrs. J.S. Bolen, 351-0423.

ZPG MEETING

Allan Beegle will speak on "Changing American Fertility" at a meeting of Zero Population Growth, 7:30 p.m., Sunday, March 5, in Union Parlor C.

AUFS LECTURER

Louis Dupree, member of the American Universities Field Staff, will be on campus April 10-22, and is available for preliminary scheduling for courses and seminars. He is an anthropologist who has specialized in the areas of the Middle East and central Asia with particular emphasis on Afghanistan and Pakistan. For more information, call Charles Gliozzo, Dept. of Humanities, 3-5242.

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.