

Board affirms urban affairs commitment

The Board of Trustees has given its unanimous support to the University's commitment to focus primary attention on expansion of academic programs in urban affairs.

By voice vote at its March 17 meeting, the trustees endorsed a resolution offered by Blanche Martin to:

* Support President Wharton's position that urban affairs "shall be a priority area for expansion of academic programs."

* Charge Wharton to develop — with the advice of appropriate MSU committees and others — "one or more feasible proposals" for consideration by the Board to provide "the necessary academic, research and service thrusts toward solution of the major problems of urban society." Recommendations

will be reported to the Board no later than its May meeting.

* Request Wharton "to explore informally with other interested Michigan universities the possibility of joint efforts in this area."

* * *

FOLLOWING THE MARCH 17 meeting, Wharton said that a University-based urban affairs college could play a significant role in developing a statewide "urban extension system" — one of the concepts he is now exploring.

And he reiterated his personal support for a degree-granting college as "the best means of strengthening an academic and research response to urban problems, especially if we are to prepare the sorely needed, trained professionals who will grapple with

these problems as a permanent career."

He said that the need in the past has not been fully met by "graduates trained solely in traditional disciplines."

"Equally important, such a college could be the focal point of extension activities in the state's urban areas," Wharton added. "I would like to discuss this with other Michigan universities who may be interested in a cooperative approach to such an extension program."

A proposal for a college of urban development, originating in the Center for Urban Affairs, has been in the educational policies' committee since December (News - Bulletin, March 9). The EPC's report is expected this week.

But before it could be fully evaluated, the proposal drew criticism

from four trustees who said in a letter to Wharton that it was unacceptable to meet what they saw to be the needs of the cities.

Wharton emphasized that the action at this month's Board meeting "definitely did not preclude consideration of a college of urban development."

"Their resolution was neither a compromise nor a substitute. It represented authorization to me to explore any and all possibilities and to come back with a set of recommendations."

He said that the earlier letter from the four trustees was in response to the specific proposal, not necessarily at the

(continued on page 2)

MSU VERTICAL FILE

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Michigan State University

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Seventeen women named to steering group; first meeting is scheduled for this week

Seventeen women were named earlier this month by President Wharton to a steering committee to design and recommend a permanent advisory structure on the status of women at MSU.

The women, selected from a list of volunteers, represent faculty, staff and student constituencies. The group will select its own chairwoman and will decide if its meetings are to be open.

The first organizational meeting is to be held Friday (March 31), possibly with President Wharton to discuss the group's charge.

The steering committee is to function over a three-month period to:

*Determine the type of organizational structure most responsive to the needs and special interests of women.

*Define the issues of concern regarding the status of women at MSU.

*Assume the role of women's advocate.

*Develop a proposal for future action.

The steering committee was proposed during meetings last term by an informal

group of women who originally met at the invitation of the Office of Equal Opportunity Programs (EOP).

Steering committee members are: Margaret Bubolz, professor and chairman of family and child sciences; Laurine Fitzgerald, associate dean of students; Ann Tukey Harrison, associate professor of romance languages; Joann Collins, a counselor in financial aids; Josephine F. Wharton, assistant to the director of EOP.

Also: Carol Naille, senior clerk in financial aids; Roberta Smith, editorial assistant in engineering; Verna Bradley, food service supervisor in McDonel Hall; Linda K. Hamilton, section head in the library; Laura Henderson, academic adviser in University College; Eunice Richardson, staff nurse at Olin Health Center; and Vicki Neiberg, coordinator of the Alliance to End Sex Discrimination.

Also: Graduate students Marylee Davis,

education, and Mary Kay Scullion, education; and undergraduates Bridget Denihan, president of the Associated Women Students, Lin Mracheck and Elva Revilla.

Olga Dominquez of the EOP staff will serve as staff assistant to the steering committee.

ONE WEEK BEFORE naming the steering committee, Wharton announced six affirmative action steps toward assuring the equality of treatment of women on campus.

He said the steps would complement the University's major objectives of securing more women in faculty and administrative positions, improving personnel practices and providing greater educational opportunities for women.

The six steps outlined by Wharton are:

*Elimination of salary inequities between equally-qualified men and women faculty by making individual salary adjustments within the next few weeks and assigning a share of anticipated fiscal year 1972-73 salary increase

appropriations for additional improvements.

*Development of a system to provide central posting of faculty vacancies which could induce the recruitment of more women and minority applicants for available positions.

*Strengthening of the Personnel Office's responsibility as the focal point for nonacademic employment, referral of applicants for nonacademic vacancies, recruitment and testing of applicants.

*Evaluation of the existing child-care center and determination of feasibility of providing additional self-supporting facilities.

*Completion of work by a task force assigned by Wharton to recommend the extent to which fringe benefits should accrue to temporary and part-time staff employees in faculty and administrative positions.

*Development of a University policy defining the role of women's intercollegiate athletics on campus and the support to which they are entitled.



— Photo by Bob Brown

Staff retirees honored

Two of this year's three retirees with more than 40 years' service were on hand at last week's retirement and service award dinner. With President Wharton are Glenn Williams (left), 43 years, and Vern Severance, 42 years. Absent from the dinner was Hazel Brickley, also with 42 years at MSU. A story is on page 6.

'Rights' draft published

Drafts of two sections of the proposed "Rights and Responsibilities of the Faculty at MSU" have been prepared by the Ad Hoc Committee to Study Faculty Rights, Responsibilities, and Grievance Procedures and appear on pages 4 and 5 of today's News-Bulletin.

The committee is seeking reaction to the substance, scope and detail of the two draft sections.

But the two sections are only part of the total document on which the committee is working, so the outline for the total document is also printed.

Reactions can be directed to E. Fred Carlisle, associate chairman of English and chairman of the ad hoc

committee, or to any committee member. There will also be open meetings of the committee scheduled in April.

Ad hoc committee members are: Peter D. Asquith, assistant professor of philosophy; Assistant Provost Herman King; Madison Kuhn, professor of history; Robert W. Little, professor in engineering; Moreau Maxwell, professor of anthropology; Gerald Miller, professor of communications; David H. Sanders, associate professor of psychiatry and psychology; John F. A. Taylor, professor of philosophy; Sandra A. Warden, associate professor in Justin Morrill; and Rita Zemach, assistant professor in engineering.

The Board recap

Trustees affirm commitment . . .

(concluded from page 1)

concept of a degree - granting college. And he noted that only one trustee (Warren Huff) has publicly opposed a degree-granting college; other trustees have reserved judgment until a proposal is put before them, and others have publicly supported a college.

* * *

AT THE BOARD'S March meeting, general support was voiced for the Martin motion, but two trustees — Huff and Clair White — raised issues related to the resolution.

Huff produced a copy of a letter sent to the trustees by State Rep. James Del Rio of Detroit (in which Del Rio characterized the four trustees' statement of opposition to the urban development college proposal as an "Apprentice Bigot letter" and in which he suggested that if the college is not established, "then I think your whole financial structure should be revoked").

Huff labeled the Del Rio letter an attempt by the legislator to "badger other elected state officials," and he

said that passage of the Martin resolution did not constitute the trustees' bending to pressure.

White then released a statement of his own in which he said he will contact members of the governing bodies of MSU, the University of Michigan and

Wayne State University to suggest that the three groups meet informally not later than May 15 "to discuss the feasibility of establishment of a consortium of the three universities to focus their combined resources on the State of Michigan's urban problems."

And in a final March action related to the urban affairs issue, the Board approved a Don Stevens motion to designate Martin as a trustee with "special expertise" to work directly with the administration in developing proposals to deal with urban problems.

Amended grievance procedures passed

An amended set of interim grievance procedures for nonreappointed faculty was passed quickly and unanimously by the Board of Trustees at its March meeting — a sharp contrast from the session of a month earlier when the Board generated a lot of motion but no action on the procedures.

The approved procedures represent a compilation of already approved tenure procedures adapted for nontenured faculty (News - Bulletin, March 2).

Amendments adopted at the latest meeting provide that: A transcription of appeal proceedings shall be made in the event of subsequent challenge, with

copies to be made available at cost to the grievant; and if a majority (rather than two - thirds) of the University Tenure Committee agrees that a nonreappointment is unjustified, the judgment is binding upon the provost, who forwards the decision to the president.

Provost John Cantlon noted that some questions had been raised regarding the openness of hearings. He said that hearings would be closed unless one party requests and the second party consents to opening it.

The Board also adopted two suggestions from Patricia Carrigan: "That anyone wishing to appeal under these procedures must file a written petition within 10 days of board action on the amended procedures;" and that, based on "reasonable assurance that the appeal process can be completed within two months," the trustees will wait until May to consider any contract extensions.

IN OTHER ACTIONS, the Board:

* Approved 80 faculty appointments, 65 of them men, 15 women. Included are Gerhard H. Magnus, new chairman of the art department, effective July 1; Philip Greenman, professor in osteopathic medicine, as chairman of the new biomechanics department, effective July 1; James P. Howard as chairman of community medicine, effective July 1; and Marta Tienda, assistant to the Cooperative Extension Service director, to develop programs for Chicano families.

* Accepted \$1,787,018 in gifts and grants, including \$409,614 from the MSU Alumni Association. The alumni association funds brought its total 1971 contributions to \$1,683,032.

* Accepted some \$16,000 from the State News, representing half of the paper's excess net profits from the past fiscal year. The money goes for student financial aids.

Council will meet Tuesday; special session set on April 11

The Academic Council will meet next Tuesday (April 4) at 3:15 p.m. in the Con Con Room of the Center for International Programs to consider:

*A University Curriculum Committee report.

*An Academic Council tape policy.

*The proposed expansion of the Military Education Advisory Committee.

*Proposed bylaw changes to allow for instructor participation and for filling student vacancies on standing committees.

*A proposed policy on joint appointments of nontenured faculty in the tenure stream.

A special meeting of the Council is scheduled for April 11 to consider: The interim grievance procedures approved earlier this month by the Elected Faculty Council; a policy on future resolutions of reprimand; and to hear a report and recommendations on the development of procedures for faculty consultation in selection of principal academic officers.

EFC okays interim procedures, agrees to recorded hearings

The Elected Faculty Council has approved the proposed interim grievance procedures from the Ad Hoc Committee to Study Faculty Rights, Responsibilities, and Grievance Procedures. The procedures are to be interim until the "rights and responsibilities" portion of the committee's charge is completed.

The procedures are expected to be considered at a special meeting of the Academic Council April 11.

The Elected Faculty Council (EFC) amended the proposed procedures by excluding all grievances concerning extensions of reappointment, dismissal, termination or nonreappointment of faculty in the tenure track. All such cases would follow procedures through the University Committee on Faculty Tenure.

After considerable discussion, the

EFC also approved provision for tape recordings to be kept for all hearings under the interim grievance procedure.

In other action, the EFC approved a motion from the Steering Committee of the Faculty to distribute to all faculty members: (1) A statement of the nature, purposes and dues of the Association of Michigan Collegiate Faculties (AMCF), and (2) a payroll deduction authorization card for a \$2 deduction from one month's salary to be used by the EFC for expenses of AMCF membership and other EFC activities.

The EFC also voted to receive the report of the ad hoc committee to study collective bargaining, but also to request the committee to continue its work of gathering information until further notice.

'Masses' aired

A 60-minute Easter special, "Masses" — an aural blend of nine recorded versions of the Mass from around the world — will be heard on WKAR-AM and FM Friday (March 31) beginning at 11 a.m.

"Masses" is a performance of folk, flamenco, yodelling, jazz creole and traditional Masses combined with poetry, dialogue and personal perspectives. It was produced by the Canadian Broadcasting Corporation.

History in sound

'Don't flinch-hit the line hard!'

G. Robert Vincent is curator of the National Voice Library, perhaps the most inclusive archive of historically significant recorded sound. The collection is housed on the fourth floor, west wing of the MSU Library. It contains actual recordings of events and personalities dating back as far as 1888. This is the first in a series of features by Vincent that will relate stories behind some of these recordings.

One of the first recordings I ever made was of Theodore Roosevelt. I was only 12 years old at the time. After school, I published an amateur magazine called "The Boys' Paper." I got ads from various companies to pay for the printing, and I called on famous editors and invited them to write stories for my magazine.

One day an associate editor of The Outlook magazine said he would like to introduce me to The Outlook's contributing editor. That was just what I'd hoped for, because the contributing editor was Theodore Roosevelt. On the appointed day in the magazine's offices, I was there, and Roosevelt appeared, beaming, showing his teeth. It was an early thrill for me.



Early in 1912, when Roosevelt's friends prevailed upon him to run for president, we formed a club during the campaign and called it "The Boys' Progressive League."

It was at a session of this club that some members had the bright ideas to invite Teddy Roosevelt to address our next meeting. We drove out to Oyster Bay, Roosevelt's home. Of course, we had a hard time even getting an audience with our hero.

"I'm sorry Robert," he said, "but I have three other speaking engagements for that evening."

But I replied: "Colonel, we thought something like that would be the case, so we brought an Edison cylinder phonograph, and all you have to do is speak into it and then we'll reproduce your voice at the meeting."

Teddy looked cornered. "I never talk into a phonograph," he said, "it's against my principles . . ."

But when he saw our disappointment, he did permit us to set up the machine, cleared his throat and spoke:

"In this way, I desire to greet the Boys' Progressive League at their meeting at the Hotel Manhattan . . . I feel that the Progressive Party should appeal peculiarly to the young men who are to be the next generation of voters . . . I wish to see you boys act as good citizens, in the same way I'd expect any one of you to act in a football game. In other words, don't flinch, don't foul and hit the line hard."

(Next: The birth of the phonograph through the words of Thomas Alva Edison.)

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Around the campus: A weekly review

Law school recommended

A special joint committee of the Legislature recently called for the establishment of Michigan's third state-supported law school at MSU. Releasing its findings at a news conference, the committee recommended that the Legislature appropriate \$796,114 to start the law school here.

The committee also urged that the new school open as soon as possible, hopefully by fall, 1972. The University has indicated that due to the vast amount of planning and recruiting still to be done, January, 1973, would be the earliest date the school could start.

The law school proposal is now under consideration by the appropriation committees of the House and Senate as part of the University's general fund request and is expected to be discussed at budget hearings in mid-April.

President Wharton expressed approval of the report, and he said he hoped the Legislature "will adopt the recommendation of its committee and appropriate the necessary planning funds which would permit us to launch the college at the earliest practicable time."

Food group is created

A Consortium for the Development of Technology has been formed by five U.S. university food science departments, including MSU's Department of Food Science and Human Nutrition.

"We are identifying pressing food technology problems of underdeveloped nations," says Walter M. Urbain, professor of food science and campus representative of the group. He recently

returned from a meeting of the experts in Guatemala.

The unique organization of food technology experts, which first met last October has received through the Central American Research Institute for Industry \$69,000 from the U.S. Agency for International Development.

First project of the consortium is to work with five Central American countries investigating vital food trouble spots in Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. The consortium will train U.S. and Central American personnel in problem areas of food science under a contract with the Central American Research Institute for Industry.

Econ journal moves here

The Journal of Economic Issues, a quarterly affiliated with the Association for Evolutionary Economics, will be published from MSU beginning this month.

The journal was first published at the University of Texas in 1966 and later moved to the Boston campus of the University of Massachusetts. On this campus, it will be a joint venture of the Department of Economics and the Bureau of Business and Economic Research.

Warren J. Samuels, editor, says several innovations are planned for the journal. "We will publish a special issue each year on a single topic of concern to institutional economists," he says. "In December we'll devote a special issue to incomes policy and other macroeconomic questions, and next year we hope to concentrate on the topic of law and economics."

'An era has ended'

"...What we are talking about is an open university, as open to the diversity and aspirations of its students, faculty and administration members as it professes to be open about ideas and scholarly pursuits. We are talking about a setting in which democratic values and ideals can flower; a model community that can become a microcosm of what the larger society should be.

"I do not believe that this can be achieved without continued student activism. To the degree that universities have changed, it is due to the intensity of student concern. The widely publicized demonstrations and campus risings of the late 1960s seem to have come to an end and the media are full of stories about student withdrawal, student apathy and student silence. We are told that the nation has achieved its long-sought-for cooling of the campus.

"There are some parallels between the student movement and the civil rights movement, and it is because of those parallels that I am convinced that so-called student apathy is a myth. Black people, too, are said to be content with their lot since there have been no major riots in recent years.

"Why does this society need to use violence and audible protest as a measure of people's attitudes toward inequality and injustice? The absence of campus unrest is a reflection not only of repressive measures in some states and of progressive reforms in others; it also signifies a new stage in the development of the university's institutional response to the challenge of change. . . .

"The era of demonstrations and confrontations has ended — both on-campus and off. But the revolution for human dignity continues, and there must be no confusion of style with substance. The 1970s will be a time of new issues demanding new techniques. The problems of democratizing the university and making it more responsive to the needs of the society it must serve will continue to be the focus of concern by the community of scholars and students committed to change. And the problems of democratizing the total society to be fully responsive to the needs of the poor and the black will continue to be the focus of concern by a broad coalition of white and black citizens. . . ."

—VERNON E. JORDAN JR.
Executive Director, National Urban League
At winter commencement, March 12

Seminar series opens

Enrollment for the spring Faculty Seminars has been extended until April 7. Faculty members interested in enrolling should contact the seminar leader directly or attend the first or second session of the seminar.

Spring seminars are: "Southeast Asia and the Great Powers" with Wesley Fishel, professor of political science and of James Madison, Tuesdays from 7:30 to 9:30 p.m.; and "The Psychology of Modernization" with Stanley Stark, professor of management, Thursdays from 7:30 to 9:30 p.m.

Both seminars will meet in a seminar room on the ground floor of the University Club.

Further information is available from Warren Samuels, professor of economics, cochairman of the Committee on Faculty Seminars.

Former counselor dies

Services were held this week in Amherst, Mass., for Mrs. Isabelle Gonon, former counselor for women at MSU who died March 25 in Amherst. She was 68.

Mrs. Gonon first joined the staff in

1944 and was named counselor for women the following year. She served in that post until her resignation in September of 1953. As counselor for women she was in charge of the entire guidance program for coeds living in the residence halls and was faculty adviser for the many women's organizations on campus.

A graduate of Mt. Holyoke College, Mass., Mrs. Gonon received her master's degree from Smith College, Mass., and studied for a year at the University of Paris, France, and Bryn Mawr College in Pennsylvania.

IRS reminder is issued

The Internal Revenue Service has issued a reminder to working students to file form W-4E if they want their wages to be exempt from federal tax withholding. To qualify, a student must not have owed any income tax last year and expect not to owe any this year. Previously filed W-4E forms expire on April 30.

Students paid under the graduate student payroll must have the exemption certificate on file at the Payroll Division, Office of the Comptroller, 350 Administration Building, by May 5. Other students must have the exemption certificate filed before May 12 in order to have income tax deductions reflected in subsequent checks.

On other campuses

EQUAL PENSIONS URGED. A proposal has been made in the New York Legislature to change teachers' pensions and end a \$2,800 - a - year advantage that retired men now have over retired women. That figure was the annual income difference cited in the case of identical 35-year careers by a man and a woman under New York's state pension system. A bill proposed would provide equal pensions for retired men and women teachers and would compensate for the fact that actuarial tables show that women have a longer life expectancy.

* * *

100 GET RAISES. One hundred women at the University of Michigan have been granted pay raises totaling \$94,295 as the result of reviews of salary equity in academic and nonacademic jobs. The raises were ordered effective Feb. 1 as part of U-M's affirmative action program. The total includes 52 faculty women (37 of them with teaching duties) and 48 nonacademic employees. Raises for faculty women ranged from \$300 a year to \$4,000 a year.

* * *

STUDENTS AND TRUSTEES. The Board of Trustees at Indiana University has agreed to allow student government presidents at the branch campuses to sit in on the board's executive (closed) sessions. Student government officers now attend regular sessions and contribute to discussions, but they have no vote. . . . Also at Indiana, the university has announced plans to start a living-learning center next fall at Bloomington where about 150 students, most of them freshmen, will be housed in a residential "school within a school."

LEGISLATURE NEGLECTED. A new book that analyzes the trials of the University of Wisconsin during the late 1960s concludes that Wisconsin experienced failures because certain administrators lacked respect for the state legislature. The book, "Academic Supermarkets," is a collection of articles that points out, among other things, that former Wisconsin Pres. Fred H. Harrington's effort to "build a national university resulted in his neglect of the legislature and important segments of Wisconsin public opinion." The book also says that Wisconsin was ineffective in responding to crisis because of a confused faculty unwilling to wield sufficient power, and militant students who saw themselves apart from the rest of Madison and questioning authority.

* * *

LIQUOR POPULAR. A study at the University of Minnesota has revealed that while the use of illegal drugs by Minnesota students has increased over the past four years, alcohol continues to be the overwhelming "drug of preference." A health service survey that began with entering freshmen in 1967 shows that student experience with marijuana, LSD, amphetamines and barbiturates increased from 8 per cent to 46 per cent, but their use of alcohol jumped from 58 to 88 per cent.

Proposed Rights and Respon

The outline

- I. Preamble
 - 1.1 Article VII, Bylaws of the Board of Trustees.
 - 1.2 Roles of the Faculty.
 - a. Employee of the Institution.
 - b. Member of a learned profession.
 - c. Officer of the institution.
 - d. Citizen of the broader community.
 - 1.3 The major relationships.
 - a. Faculty - student.
 - b. Faculty - faculty.
 - c. Faculty - administration.
 - d. Faculty - community.
2. Rights and Responsibilities as University Employees. (draft included)
3. Academic Rights and Responsibilities. (draft included)
4. Rights and Responsibilities as Officers of the Institution.
 - 4.1 Budget.
 - 4.2 Academic Governance.
5. Political and Public Rights and Responsibilities.
6. Grievance Procedure. (see Interim Faculty Grievance Procedure, March, 1972)

RIGHTS AND RESPONSIBILITIES AS UNIVERSITY EMPLOYEES

2.1 Conditions of employment

2.1.1 A faculty member shall have the responsibility of presenting his professional credentials accurately and fairly to the employing unit of the University.

2.1.2 A faculty member shall have the right at the time he is recommended for appointment to know the specific terms of that appointment with Michigan State University, including:

- a. the effective dates of the appointment,
- b. the rank and salary of the appointment,
- c. the nature of the appointment (e.g. ten or twelve month, temporary or part-time, multiple unit responsibility (if any), appointment under the rules of tenure),
- d. the primary unit to which he is responsible,
- e. the nature and duties of his academic assignment,
- f. any contingencies (e.g., dependence on federal or other grant funds) that affect the terms of appointment,
- g. the fringe benefits available to him.

2.1.2.1 A faculty member has the right and the responsibility to know the University policies and regulations applying to his appointment and assignment.

2.1.2.2 A faculty member shall receive copies of this document, the Bylaws for Academic Governance, appropriate department or college bylaws, the Policy Handbook for MSU Faculty, and other appropriate documents as defined by the chairman or director of a faculty member's primary administrative unit.

2.1.2.3 It shall be the responsibility of the chief administrative officer of the academic unit to which a faculty member is assigned to notify him at the time he is recommended for appointment of the terms of his appointment, of the nature and duties of his academic assignment, and to provide him with appropriate university regulations and policies.

2.1.3 A faculty member shall have the right to a redefinition of the terms of his appointment each time a significant change occurs in his status, such as reappointment, reassignment and promotion.

2.1.3.1 The redefinition shall accord with 3.1.2.

2.1.3.2 A faculty member shall have a right to participate or be represented in the determination of this redefinition.

2.1.4 A faculty member shall have a right to be assigned duties which are appropriate to the terms of his appointment and which take into account his professional qualifications.

2.1.5 A faculty member shall have the right to a fair and complete evaluation of his performance based on the terms of his appointment.

2.1.5.1 Evaluations shall consider all duties to which the faculty member has been assigned.

2.1.5.2 A faculty member shall have the right to know in advance the procedures by which he will be evaluated.

2.1.5.3 A faculty member shall have the right to participate in the evaluation by providing appropriate and relevant information about his performance.

2.1.5.4 A faculty member shall have the responsibility to provide accurate and complete information for purposes of evaluation.

2.1.6 A faculty member shall have a right to the necessary assignments, facilities and assistance that are essential to the reasonable fulfillment of the terms of his appointment. If these are not provided or available, the faculty member shall have the right to a redefinition of the terms of his appointment.

2.1.7 A faculty member shall have the responsibility to fulfill the terms of his appointment with the University within the limits imposed by his qualifications, experience, ability and assignments.

2.1.8 A faculty member shall have the responsibility to provide in writing reasonable notice to his administrative unit of his intent to resign.

2.2 Compensation, reappointment, promotion, and tenure.

2.2.1 A faculty member shall have the right and the responsibility to know the policies and procedures in the University and in the appropriate college and academic unit for determining compensation, reappointment, promotion and tenure.

2.2.1.1 A faculty member shall have the right and responsibility to know any deviations from published policy that apply to his appointment.

2.2.1.2 A faculty member shall have the right to participate or be represented on the bodies that develop any amendments in University, college, department or other academic unit policies.

2.2.2 A faculty member shall have the right to reasonable policies and procedures for determining compensation, reappointment, promotion and tenure.

2.2.2.1 Such policies and procedures shall provide for a full consideration of a faculty member's professional qualifications, performance and ability.

2.2.2.2 Such policies and procedures shall enable the faculty member to submit any material or evidence of achievement which he considers appropriate.

2.2.2.3 Such policies and procedures shall provide for an annual review of a faculty member to determine and to communicate to him the quality of his performance in relation to the terms of his appointment.

2.2.2.4 Such policies and procedures shall provide for notification to a faculty member of any salary adjustment or other changes in status at the time his administrative unit recommends such change(s).

2.2.3 A faculty member shall have a right to a tenure policy which protects academic freedom and security, provides for competent and honest judgments by the faculty, and supports and benefits the educational goals of the University.

2.2.4 Although a faculty member shall not have the right to tenure in a given position or unit, the primary administrative unit shall assume responsibility for providing a position and employment to the tenured faculty member, whenever possible.

2.2.5 A faculty member shall have the right to challenge any decision about him concerning reappointment, promotion, compensation, or tenure through appropriate, established procedures.

2.2.5.1 A faculty member without tenure, appointed under the rules of tenure, whose appointment is not to be renewed, shall have a right to written reasons, 12 months in advance of termination, explaining the decision not to reappoint and to a department or other academic unit hearing to review and clarify the decision.

2.2.5.2 A faculty member with tenure or a nontenured faculty member within the period of his appointment shall have the right to continued employment in the University except in cases of dire and demonstrable financial pressures affecting the entire University, or for demonstrated gross incompetence or violation of professional ethics. Dismissal shall occur only after the faculty member has received due process through procedures approved by the Academic Council.

2.3 Compensation, Allowances, and Benefits.

2.3.1 A faculty member shall have a right to compensation based on an equitable and rational system.

2.3.1.1 A faculty member shall have a right to compensation which is commensurate with his

professional qualifications — including educational training, professional experience, rank, responsibility, achievement, and ability.

2.3.1.2 A faculty member shall have a right to compensation which takes into account factors such as cost of living, merit, experience, and compensation in comparable areas of responsibility and universities.

2.3.2 A faculty member shall have a right to a fair share of the research time and support which is available to his administrative unit.

2.3.2.1 His fair share shall be based on criteria including research promise, productivity and assigned responsibility.

2.3.2.2 A faculty member shall have [the] responsibility to use the research time and support provided to him in a manner consistent with stated expectations of his academic unit.

2.3.3 A faculty member shall have a right to those fringe benefits normally available to persons of his academic unit.

2.3.3.1 A faculty member shall have the right to know the benefits that are available.

2.3.3.2 A faculty member is entitled to a fair share of those benefits which must be financially supported by his administrative unit.

2.3.3.3 The faculty member shall have the responsibility to consult with the staff benefits office regarding the details of fringe benefit programs.

2.3.4 The faculty member shall have the right to fair and equitable consideration of his applications for professional leaves.

2.3.4.1 A faculty member shall have the responsibility to use professional leaves in a manner that will benefit both himself and the University.

2.3.4.2 A faculty member shall have the responsibility to abide by University policies concerning professional leaves.

2.3.5 A faculty member shall have primary responsibility to the University and shall not engage in overload or consulting activities that prevent him from fulfilling the terms of his appointment or that violate written academic unit, college, or university regulations.

2.3.5.1 A faculty member shall have the right and responsibility to know the consulting policies of the University and of the administrative unit to which he is assigned.

2.3.5.1.1 A faculty member shall have the responsibility to conform to such policies.

2.3.5.1.2 A faculty member shall have the responsibility to avoid any real or apparent conflict of interest.

2.3.5.2 A faculty member shall have a right to as equitable a distribution as possible of the overload pay opportunities available to his academic area.

2.3.5.2.1 A faculty member shall have a right to know the overload pay policies of the University and of the administrative unit to which he is assigned.

2.3.5.2.2 A faculty member shall have the responsibility to conform to those policies.

2.3.6 A faculty member shall have a right to a fair share of the supplies and services and travel support which is available to his administrative unit.

2.3.6.1 A fair share shall be determined by the responsibilities which have been assigned to a faculty member.

2.3.6.2 He shall have the responsibility to use this support as effectively and economically as possible in fulfilling his assignment.

2.3.6.3 A faculty member shall have the right to a stated policy in his administrative unit concerning the distribution of supplies and services and travel support.

3. Academic Rights and Responsibilities

3.1 General Academic Rights

3.1.1 A faculty member shall have the right to a clear specification of his academic duties including the number and kind(s) of courses he is expected to teach, the number of advisees for whom he is responsible and any other academic duties he is expected to perform each term.

3.1.1.1 Such assignment of duties may include specification of the proportion of time to be devoted to teaching duties and time to be devoted to other academic duties.

3.1.1.2 Such assignment of academic duties shall permit a faculty member adequate time for class preparation and general scholarly endeavor.

3.1.2 A faculty member shall have the right to participation or representation in the process of determining his own academic assignment.

3.1.2.1 A faculty member shall have the right to expect that his assignment will be reasonable, equitable and in keeping with his own interests, training, and talent.

3.1.2.2 A faculty member shall have the right to challenge any academic assignment he regards as inappropriate or excessive and shall promptly be given reasons for his assignment in writing upon his written request.

3.1.2.3 A faculty member shall have the right to know the reasons for any significant change in his academic assignment

and shall promptly be given reasons for his reassignment in writing upon his written request.

3.1.3 A faculty member shall have the right to know in advance the manner in which his academic performance is to be evaluated.

3.1.3.1 Evaluation of the academic performance of a faculty member shall be based on just and proper criteria and procedures which shall be determined by the University, college and department.

3.1.3.2 Results of this academic evaluation shall be disclosed only to appropriate persons.

3.1.3.3 A faculty member shall have the right to examine any written or numerical evaluations germane to the assessment of his academic performance except letters of recommendation and similar evaluations which are necessarily prepared on a confidential basis.

3.1.3.4 A faculty member shall have the right to submit for evaluation any additional materials or evidence of academic accomplishment he may deem appropriate.

3.1.4 A faculty member who believes that his academic rights have been violated by any member of the University shall have the right of access to duly established procedures for the hearing of his complaint.

3.2 General Academic Responsibilities

3.2.1 A faculty member shall have the responsibility to fulfill his academic assignment in good faith and to the best of his ability.

3.2.1.1 A faculty member shall responsibly conform to all University policies governing teaching, including the Code of Teaching Responsibility, evaluation of instruction, grading, academic advisement and all other academic policies as set forth in a current issue of the Policy Handbook for MSU Faculty.

3.2.1.2 A faculty member shall also be responsible for complying with all relevant and reasonable academic policies of his college or department.

3.2.2 A faculty member shall responsibly accept his fair and equitable share of the academic load of his college or department.

3.2.2.1 A faculty member shall have the responsibility to cooperate with others to assure that his expressed interest in a particular academic assignment does not conflict with the equitable rights of his colleagues nor with the academic needs and goals of his college or department.

3.2.2.2 A faculty member shall be responsive to reasonable changes in assignment made for just cause.

3.2.3 A faculty member shall have the responsibility to both encourage and cooperate with just and proper efforts to evaluate his total academic performance.

3.2.3.1 A faculty member shall, to the best of his ability, responsibly modify his performance in keeping with reasonable recommendations resulting from such an evaluation.

3.3 Specific Rights as a Teacher

3.3.1 A faculty member shall be free to express in his classroom considered judgments on any subject matter in the area of his professional competence.

3.3.2 A faculty member shall have the right to conduct classes without interference or disruption.

3.3.2.1 A faculty member shall have the right to terminate any class session at the point where in his best judgment he is being deprived of his right to conduct and the students of their right to participate in the class.

3.3.3 A faculty member shall have the right to representation or participation in the formulation and/or reformulation of curriculum, academic programs and educational goals of his college or department.

3.3.3.1 A faculty member shall have the right to determine his own instructional model for any course provided that model is commensurate with the educational goals and necessary economies of his college or department.

3.3.3.2 A faculty member shall have the right to select his own instructional materials provided those materials contribute to the educational goals of and take into account the necessary economies of his college or department.

3.3.3.3 A faculty member shall have the right to establish the requirements, examinations and other specific terms of his course provided they are consistent with University, college and department goals and necessary economies.

3.3.4 A faculty member shall have the right of all final authority and responsibility for his classroom procedure and grading.

3.3.4.1 A faculty member shall have the right to evaluate student performance according to the established terms of his course, provided these do not conflict with University, college or department policies.

3.3.4.2. No person, committee or judicial body shall have any power to change or direct a

Responsibilities of Faculty at MSU

change in any individual grade that represents the faculty member's good faith judgment of a student's performance in his course.

3.3.5 A faculty member shall have a right to University cooperation in obtaining facilities and services to assist in developing or improving teaching competence.

3.3.6 A faculty member shall have the right to expect that his teaching competence and skill will represent a significant element in the evaluation of his total academic performance and in recommendations for promotion or tenure.

3.3.6.1 A faculty member shall have a right to a fair and accurate evaluation of his teaching.

3.3.6.2 A faculty member shall have the right to a clear and detailed specification in advance of the evidence upon which and the criteria by which his teaching performance is to be evaluated.

3.3.6.3 Results of this teaching evaluation shall be disclosed only to appropriate persons.

3.3.6.4 A faculty member shall have the right to examine any numerical or written evaluation of his teaching performance.

3.3.6.5 A faculty member shall have the right to submit for evaluation any additional materials or evidence of teaching competence he may deem appropriate.

3.4 Specific Responsibilities as a Teacher

3.4.1 A faculty member shall exercise his academic freedom in the classroom discreetly, in a manner appropriate to his responsibility to students, the University, and his society.

3.4.1.1 A faculty member shall have the responsibility to give due regard to the time, place and circumstance when expressing judgments.

3.4.1.2 A faculty member has the responsibility to confine his academic privilege within the parameters of his professional competence.

3.4.2 Faculty shall follow duly established procedures provided by the department, college or University when instituting new courses or curriculum.

3.4.3 A faculty member shall have the responsibility to teach his course(s) according to the catalogue description and to detailed descriptions he may prepare for students and colleagues.

3.4.4 A faculty member shall be responsible for following all reasonable department, college and University grading and curriculum policies and procedures.

3.4.5 A faculty member shall have the responsibility for providing the most effective instruction possible within the limits of his experience and capability.

3.4.5.1 A faculty member shall be responsible for frequently reviewing his instructional techniques and materials and for continually seeking to improve the quality of his instruction.

3.4.5.2 A faculty member shall be responsible for innovating instructional methods where appropriate.

3.4.5.3 A faculty member shall be responsible for revising and updating his instructional materials where applicable.

3.4.5.4 A faculty member shall have the responsibility for devoting adequate time and thought to course preparation, evaluation and revision.

3.4.5.5 The faculty of a particular academic unit shall have the collective responsibility to cooperate in the development and implementation of curricular and educational policies which reflect both the goals of the University and the needs of students.

3.4.6 A faculty member shall responsibly adhere to University, college and department policies concerning the evaluation of instruction.

3.4.6.1 A faculty member shall have the responsibility to both encourage and cooperate

with just and proper efforts to evaluate his teaching performance.

3.4.6.2 The faculty of a particular academic unit shall have the collective responsibility to provide appropriate and clearly defined channels for the receipt and serious consideration of student evaluations and/or complaints concerning the quality of a faculty member's instruction.

3.4.6.3 A faculty member shall, to the best of his ability, responsibly modify his teaching practices in keeping with reasonable recommendations resulting from an evaluation of his teaching.

3.5 Specific Rights as an Academic Adviser

3.5.1 A faculty member shall have the right to an equitable academic advising load which is commensurate with unit expectations for faculty advisers and a fair weighting of both the special needs of advisees and specific duties and competencies of the faculty member.

3.5.1.1 A system for weighting the special needs of advisees shall be devised in each academic unit in order to provide an adequate basis for determining a policy formula whose purpose shall be to assure an equitable advising load for faculty advisers.

3.5.1.2 A faculty member shall have the right to participate in or be represented in the development of the advising policy formula in the college or department.

3.5.1.3 A faculty adviser shall have the right to a teaching load that takes into account his academic advising load.

3.5.2 A faculty member shall have the right to expect that his advising responsibility shall relate both to the advisees' special needs and to his own areas of professional and personal competence.

3.5.2.1 A faculty member shall have the right to expect an advisement structure in the academic unit that maximizes time economy, such as provisions for group advisement for giving general information regarding curricula or major requirements.

3.5.2.2 A faculty member shall have the right to be relieved of the more clerical aspects of advising.

3.5.3 A faculty member shall have the right to a systematic orientation to advisement procedures and models to be followed in his academic unit.

3.5.4 A faculty adviser shall have the right to be kept informed by the academic unit of any and all factors relevant to academic advising responsibilities, including current changes in curricular requirements, degree requirements and other information helpful to the adviser/student relationship in that unit.

3.5.5 A faculty adviser shall have the right to be informed to any and all information about an advisee that is pertinent to academic advising responsibility.

3.5.5.1 A faculty adviser shall have the right to be notified in writing of the number and names of his academic advisees each term.

3.5.5.2 A faculty adviser shall have the right to request transfer of an advisee to another adviser in the event of extenuating circumstances.

3.5.5.3 A faculty adviser shall have the right to receive in writing upon written request the reasons for any transfer of an advisee not made at his request.

3.5.6 A faculty adviser shall have the right to keep any communication between himself and an advisee confidential, either on an advisee's request or his own professional judgment, except in cases involving changes in an academic program.

3.5.7 A faculty adviser shall have the right to expect that advising excellence and effort will represent a significant element in evaluation of total academic performance and in recommendations for tenure and promotion.

3.5.7.1 A faculty adviser shall have a right to

a fair and accurate evaluation of academic advising performance.

3.5.7.2 A faculty adviser shall have the right to a clear and detailed specification in advance of the evidence upon which and the criteria by which academic advising performance is to be evaluated.

3.5.7.3 Results of an evaluation of advising performance shall be disclosed only to appropriate persons.

3.5.7.4 A faculty adviser shall have the right to examine any numerical or written evaluation of his advising performance.

3.5.7.5 A faculty adviser shall have the right to submit for evaluation any additional materials or evidence of advising competence and effort he may deem appropriate.

3.6 Specific Responsibilities as an Academic Adviser

3.6.1 The faculty of a particular academic unit shall have the collective responsibility to provide students with comprehensive academic advising in the areas of program planning, general requirements, the graduation requirements of the particular curriculum or major and general requirements for establishing and maintaining an acceptable academic standing in the University and in the particular college or department.

3.6.1.1 The faculty shall have the responsibility to aid and support preparation of informational materials regarding general requirements, expectations and other matters relevant to advising students in the college or department.

3.6.1.2 The faculty shall have the responsibility to provide information on occupational or other professional opportunities available to students in the areas of their professional competence.

3.6.1.3 The faculty shall have the responsibility to provide information to advisees on appropriate channels for obtaining aid of a financial, personal or academic nature.

3.6.1.4 The faculty shall have the responsibility to assure the maintenance of an adequate and accurate set of records for each student's academic progress and performance.

3.6.2 A faculty member shall have the responsibility to keep adequately informed regarding any changes in policies, procedures and practices relevant to academic advising responsibilities in the academic unit.

3.6.3 A faculty adviser shall have the responsibility to be available to advisees during adequate, convenient, and regularly scheduled hours and to be reasonably available by appointment outside those scheduled hours.

3.6.4 A faculty adviser shall have the responsibility to exert his best professional effort and judgment on behalf of an advisee's general and special needs.

3.6.5 A faculty adviser shall have the responsibility to keep confidential the content of any communication between an advisee and himself that was understood to be private and privileged.

3.6.6 A faculty adviser shall responsibly follow all reasonable department, college and University policies and procedures related to advising.

3.6.6.1 A faculty member shall have the responsibility to both encourage and cooperate with just and proper efforts to evaluate advising performance.

3.6.6.2 The faculty of a particular academic unit shall have the collective responsibility to provide appropriate and clearly defined channels for the receipt and serious consideration of student evaluations and/or complaints concerning the quality of academic advising in the unit.

3.6.6.3 A faculty adviser shall, to the best of his ability, responsibly modify his own advising practices in keeping with reasonable recommendations resulting from an evaluation of advising skills and performance.

3.7 Specific Rights as a Scholar

3.7.1 A faculty member shall have the right to conduct research or engage in equivalent creative or professional activities and to publish or otherwise display and sell his work.

3.7.1.1 Consistent with accepted tenets of academic freedom, this right of inquiry shall extend to all areas of knowledge regardless of their social, economic or political implications.

3.7.1.2 A faculty member shall have the right to a reasonable and equitable allocation of space, materials and supplies, secretarial assistance and such other things as are necessary to carrying on such activities within the limits of the necessary economies of his college or department.

3.7.1.3 A faculty member shall have the right to apply for such grants and similar financial aids as are available for assisting professional projects in his field.

3.7.1.4 A faculty member's academic duties shall be defined in such a way as to allow him adequate time to conduct research or engage in creative or scholarly projects, including the right to reasonable released time for activities funded by outside sources, when those

activities can be shown to contribute to his competence as a teacher and adviser.

3.7.2 A faculty member shall have the right to royalties or sales accruing from scholarly writing, research, or creative endeavors and be encouraged to engage in such endeavors subject to reasonable restraints.

3.7.2.1 Publishing contracts and sales agreements shall be a matter of negotiation between the faculty member and the publisher or purchaser.

3.7.2.2 This right shall not extend to patents for inventions or discoveries developed for the University or with the use of University funds and resources.

3.7.2.3 This right shall not extend to media taped or filmed courses developed for exclusive University use or entirely with the use of University funds and resources.

3.7.3 A faculty member shall have the right to practice his scholarly profession within the University setting when that practice can be shown to enhance his competence as a teacher and adviser.

3.7.3.1 This right shall specifically extend to faculty who engage in private advising, consulting, or treating on campus.

3.7.3.2 A faculty member shall not have the right to personal remuneration for such advising, consulting, or treating except as specified in University and college policies governing outside work for pay.

3.7.3.3 This right shall not be construed to imply that such activities may supersede teaching, advising, or other academic responsibilities and assignments.

3.7.4 A faculty member shall have the right to expect that his professional accomplishments and creative endeavors will represent a significant element in the evaluation of his total academic performance and in recommendations for promotion and tenure.

3.8 Specific Responsibilities as a Scholar

3.8.1 A faculty member shall have the responsibility to demonstrate within a reasonable period of time tangible scholarly outcomes resulting from the effort he devotes to and the resources the University provides for research and creative activities.

3.8.2 A faculty member shall have the responsibility to conduct research or engage in creative activities in a manner consistent with professional standards for scholarly inquiry and in the spirit of an objective search for understanding and advancement of knowledge in his field.

3.8.3 A faculty member shall have the responsibility to conduct research or engage in creative activities from an ethical posture consistent with professional standards for scholarship in his field and in the academy in general.

3.8.3.1 A faculty member has the responsibility to assure that all persons who assist him in his research or creative endeavors be given due credit in publishing or otherwise displaying the work commensurate with their contributions to the endeavor.

3.8.3.2 When his research involves the use of animals, a faculty member shall have the responsibility to assure that the regular care and final disposition of such animals are consistent with established codes for humane treatment.

3.8.3.3 When his research involves the use of human subjects, a faculty member shall have the responsibility to rigorously adhere to established ethical codes for their treatment.

3.8.4 A faculty member shall have the responsibility to avoid all exploitive practices that might be associated with the results of his research or creative endeavors.

3.8.4.1 A faculty member shall have the responsibility to deny the use of his research results for illegitimate social, economic or political purposes.

3.8.4.2 In cases involving royalties accruing from scholarly writing, a faculty member shall have the responsibility to avoid constructing textbooks or similar materials in ways calculated to ensure early obsolescence, frequent routine revision or high purchase rates for new books and materials.

3.8.4.3 A faculty member shall have the responsibility to assure that his published instructional materials are designed, whenever possible, for a broader market than specific classes at this University.

3.8.5 A faculty member who privately consults, advises, or treats on campus shall have the responsibility to adhere to a principle that such practice shall contribute to the academic goals of the University.

3.8.5.1 A faculty member shall have the responsibility to both encourage and cooperate with efforts to evaluate the academic contribution of such activities.

3.8.5.2 A faculty member shall have the responsibility, within the limits of his ability, to suitably modify his activities in keeping with the reasonable recommendations resulting from such an evaluation.





— Photo by Dick Wesley

A March 'shower'

The late winter ice storm two weeks ago was one of the worst in the memory of those in the grounds maintenance department who are still working to repair tree and shrub damage from the storm. Although most of the affected branches have been cut and hauled, it will be months before all of the remaining limb stubs are trimmed and treated, according to a grounds maintenance spokesman. About a dozen trees had to be cut down, eight of them on the main campus.

The University suffered only one minor power failure — in a portion of the quonset hut area — when a power pole guy wire snapped.

Service, retirement awards made

More than 200 persons who have served MSU were recognized at the 10th annual retirement and service award dinner last week. Honored were those retiring and those who have given 15, 20 or 25 years of service to the University.

There were 44 retirees, 36 twenty-five year awards, 53 twenty-year awardees, and 102 fifteen-year awardees.

Those with 15 or 20 years of service received insignia pins or charms, those with 25 years will be presented gold watches, and the retirees will receive certificates.

President Wharton made the presentations, assisted by Jack Breslin, executive vice president.

Of special note were three retirees with more than 40 years of service: Vern Severance of General Stores with

44 years, 7 months; Glenn Williams of the Kellogg Biological Station with 43 years, 1 month; and Hazel A. Brickley of Central Stenographic with 42 years, 2 months.

Retirees include (years of service in parentheses):

M. Elaine Atkinson, Kellogg Center (20); Hazel A. Brickley, central stenographic (42); Seiba S. Brown, U.P. Experiment Station (36); Vera Brown, health center (26); Robert A. Cain, physical plant (17); William A. Carver, agricultural engineering (26); Charles D. Cary, physical plant (17); Floyd Challenger, horticulture (21); Nevada Chandler, Yakeley Hall (21); Henry Freeman, grounds maintenance (16); Mary Gabrick, Campbell Hall (19); Irene J. Gamble, Shaw Halls (25); Danile J. Gant, Brody Halls (15); Elizabeth Gilbert, Yakeley Hall (16); and Ozro B. Goad, Wilson Halls (18).

Other retirees are: Ida Goodenough, Yakeley Hall (19); Roy E. Graham, physical plant (25); Mattie Hampton, West Circle Food

photographs and works in other media.

Included in the works are "Pylons," by sculptor Robert Weil, acrylic paintings such as Allen Leepa's "Standing Figure," and Irving Taran's "Judy's Boy," and an etching by James Fagan, titled "King Zebra Isn't Surprised."

Other faculty artists whose works will be displayed include Clifton McChesney, Melvin Leiserowitz, Robert Alexander, Roger Funk, William Gamble, Anthony DeBlasi, Owen Brainard, David G. Logan, Ralf Henriksen, James Lawton, James McConnell, Jens Plum, Stacy Proffitt, Mrs. Nan Stackhouse and Miss Arlene Sheer.

The exhibit is open to the public without charge. Refreshments will be served at the opening Friday evening. Gallery hours are 9 a.m. to noon and 1 to 5 p.m. Monday through Friday; 7 to 9 p.m. Tuesday, and 2 to 5 p.m. Saturday and Sunday. The gallery will be open Easter weekend.

Medical education has an open house

A first-hand view of education facilities at the three medical schools, plus exhibits and demonstrations illustrating work of 11 different health professions, will be afforded campus visitors to Health Careers Day on

Saturday, April 8. More than 3,000 persons are expected.

The program, proposed, planned and conducted by students, will run from 9 a.m. to 5 p.m.

Students training for various health professions will be on hand to discuss veterinary medicine, human medicine, osteopathic medicine, dietetics, speech and hearing, medical technology, music therapy, psychology, nursing, and social work.

Open house activities will include the popular Vetavisit, staged for the 10th consecutive year at the small animal veterinary clinic.

Students of all ages and their families, school groups and other youth organizations will tour the University's new Life Sciences Building, the Audiology and Speech Sciences Building, the medical laboratories of Fee Hall, as well as the Veterinary Clinic.

Shuttle buses will link the four medical education areas conducting open house activities. Sponsors of Health Careers Day are the MSU Organization of Health Profession Students (OOHPS) and the Michigan Health Council.

Nobel Laureate visit slated

A good living example of the influence one person may have upon relationships between nations is that of Nobel Laureate Chen Ning Yang. His influence in physics, for which he won the Nobel Prize, is sufficient proof.

Yang will visit campus next week and give a talk titled "My Impressions of the People's Republic of China" (Monday, 8 p.m., 108B Wells Hall).

Recently, before President Nixon's visit to the Far East, Yang met with Premier Chou en - Lai and members of the Chinese National Academy of Sciences. He may have witnessed an historic social and political turning point.

Similarly, he was amidst history - making of his own and his colleagues in physics when he helped to turn around an established doctrine.

Physicists believed there were no exceptions to the law of parity — that is, until the idea was overthrown by Yang and T. D. Lee. In 1957 they received the Nobel Prize for their theory which, simply put, said that nature — at the level of elemental particles — does discriminate between left and right.

Previously, scientists had assumed that the elementary particles of nature, which make up the stuff of atoms, do not "distinguish" between right and left.

Weak interactions of elemental particles that make up the universe is what Yang has helped fellow physicists to better understand. The big picture relationship between the particles is still anybody's guess.

Chinese education, science and society is what Yang may help the audience, next week, to better understand. Again, as in high - energy physics, the future of the relationship between the American and Chinese cultures is anybody's guess.

Yang earned the Ph. D. under Enrico Fermi and Edward Teller. In 1949 he left for the Institute for Advanced Study at Princeton where he later became professor of physics. He is currently at the State University of New York, Stony Brook.

—PHILLIP E. MILLER

Faculty art show to open

An exhibit of works by 19 members of the art faculty will open Friday (March 31) from 7:30 to 10 p.m. in the Kresge Art Center Gallery.

The exhibit, which will continue through Sunday, April 23, will be composed of paintings, sculpture, prints,

Seminars open

A University-wide seminar series on "Planned Change and Group Methods" will begin next Tuesday (April 4). The nine weekly sessions include such topics as listening skills, Gestalt demonstration, organizational change, parent effectiveness and human potential.

The seminar will meet from 2:30 to 4:30 p.m. through May 30 in 337-A and -B of Case Hall. It is open to all faculty and staff on a noncredit basis. Further information is available from Dozier Thornton (353-0795) or Mason Miller (355-6581).

Service (19); William F. Hartman, physical plant (19); Ford H. Hashbrook, physical plant (24); Howard B. Helmer, Ice Arena, (21); Archie L. Holland, Kellogg center (16); Alden P. Howell, grounds maintenance (21); Orren A. King, physical plant (15); Verma L. Land, accounting and financial administration (17); Jean T. Lockwood, physical plant (26); Glen Leuhrs, agricultural experiment station, (23); Rowland Merrifield, physical plant (19); Delbert Pierce, Kellogg Biological Station (20); and Carl B. Renn, Center for Laboratory Animal Resources (15).

Also retiring are: Vern Severance, general stores (45); Verne A. Sheffield, general stores (18); Glenn F. Shiffer, agricultural engineering (24); Gladys V. Shipman, Union Building (15); Helen M. Spalding, Mason-Abbot Halls (21); Ruby B. Stroud, microbiology and public health (24); Bannen Y. Swope, purchasing (24); Wasily Toropow, Union Building (20); Theodore VanAtta, general stores (26); Malcolm VanZant, Landon Hall (18); Helen L. Widick, dormitories and food services (30); Glenn Williams, Kellogg Biological Station (43); Irene J. Wills, Mason Abbot Halls (25); and Anne Womble, MSU Bookstore (19).

Cited for 25 years of service are: Robert L. Adams, married housing; Gerard J. Bush, continuing education; Richard Cain, residence halls; Harold Capen, physical plant; Donald Cleaves, public safety; Harold X. Cook, natural science; Glenn M. Cunningham, physical plant; Michael J. Dmochowski, Union Building; Clifford Edwards, grounds maintenance; Burt D. Ferris, grounds maintenance; F. Curtis Filter, physical plant; and Walter W. Flamme, dairy science.

Other 25-year awardees are: Irene Gamble; Charles L. Garrison, physical plant, Loenard H. Glander, personnel; Roy E. Graham; Louis W. Hamilton, physical plant. Chester A. Harger, laundry; Victor V. Henley, registrar's office; James T. Huston, comptroller's office; Belle Ingledew, Brody Halls; Basil Piper, physical plant; James F. Proctor, physical plant; and Gordon B. Rapelje, physical plant.

Also cited for 25 years: Leslie A. Ried, dairy science; Ralph E. Ried, dairy science; Kenneth E. Robbins, physical plant; Gayle Robinson, intercollegiate athletics; Theron E. Schmachtenberger, grounds maintenance; Edwin J. Schneider, food stores, Richard Shaw, University farms; John Shumaker, comptroller's office; Theodore B. Simon, physical plant; Albert F. VanDouser, physical plant; Irene J. Wills, Mason-Abbot Halls; and Charles Witte, grounds maintenance.

BULLETINS

CAMPUS MAPS New MSU campus maps are now available in quantity from the Department of Information Services. To order, call 5-2263.

SCHEDULE OF COURSES The 1972 summer term Schedule of Courses and Academic Handbook is now available for departmental use. Departmental representatives may pick up a supply in 64 Hannah Administration Bldg.

OPENING EXHIBIT There will be an opening exhibit at Kresge Art Center Gallery from 7:30 to 10 p.m., Friday, March 31, for faculty works done in various media. Refreshments will be served.

RETIREEES CLUB President and Mrs. Wharton will be the guests of honor at a meeting of the Retirees Club at 12:30 p.m., Monday, April 10. Reservations must be made by calling Merrill Pierson, 332-0115.

SOCIAL WORK Giacomo Leopardi will present a lecture on "Social Work Among Ancient Etruscans" at 8 p.m., Saturday, April 1. For further information, contact E. Thomas, 3-7237.

DIRECTORY An annual directory of environmental consultants is now being compiled. Environmentally concerned professionals interested in having their name and short resume appear in the directory should send a No. 10, self-addressed stamped envelope to: Directory of Environmental Consultants, P.O. Box 8002, University Station, St. Louis, Mo., 73108.

WINGED SPARTANS The MSU Flying Club, Winged Spartans, Inc., will hold an introductory ground school meeting at 7 p.m., Wednesday, April 5, in 34 Union, for faculty, staff and students who are interested in learning to fly. The Club has a fleet of modern Cessna aircraft, and certified flight instructors for primary and advanced flight training.

BOTANICAL CLUB The Michigan Botanical Club will meet at 7:30 p.m., Tuesday, April 4, in 204 Horticulture. Irving Knoblock will speak on "Ferns."

SOARING CLUB Faculty, staff and their families are invited to learn to soar. A free demonstration ride can be won at the April 5 meeting at 7:30 p.m. in 30 Union. For information call Bob Johnson, 882-3250.

MATERIAL DUE Material to be considered for action at the April 21 meeting of the Board of Trustees is due March 31 in either the office of the Executive Vice President or the Provost.

PHI KAPPA PHI There will be a meeting of officers and committee chairman of Phi Kappa Phi honorary at 3 p.m., Thursday, March 30, in 443A Hannah Administration Bldg. Completed reports should be brought to the meeting.

C. N. YANG Nobel prize winner C.N. Yang will discuss "My Impressions of the People's Republic of China" at 8 p.m., Monday, April 3, in 108B Wells. During a visit before President Nixon's arrival, Yang had met several times with Premier Chou and members of the Chinese National Academy of Science. Theoretical physicist Yang and his colleague T.D. Lee received the Nobel prize in physics in 1957 for their work which led to the overthrow of the law of conservation of parity.

FACULTY FOLK Faculty Folk will meet on Friday, April 14 at 12:45 p.m. at Abrams Planetarium for "A Journey Through the Universe." The program will be followed by a reception given by Mrs. Clifton R. Wharton, Jr. at Cowles House. Reservations for the program must be made through Mrs. Milton Dickerson or Mrs. Robert Green. Nursery reservations at People's Church may be made by calling Mrs. C.R. Halverson, 337-0184, or Mrs. J.S. Bolen, 351-0423.

CONFERENCES

April 3-5 Highlights in Food Science, Hospitality Motor Inn Lansing
 April 3-5 Public Affairs Conf. for Michigan Community Action Agencies
 April 4-7 American Public Power Assoc.
 April 5 Michigan Chapter American Academy of Optometry
 April 6-7 Michigan United Fund Conf.

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, MARCH 30, 1972

Phosphoribosylphosphosphate amidotransferase. **Dr. James B. Wyngaarden**, Duke U., Durham, N.C., 4:10 p.m., 101 Biochemistry (Biochemistry).

Prospects for nuclear physics with the MIT electron linear accelerator. **W. Bentozi**, MIT, 8 p.m., Cyclotron Seminar Room (Physics).

MONDAY, APRIL 3, 1972

Studies on repair of UV-induced single strand break in BU-DNA of *E. coli*. **W.S. Dennis**, Yale U., 4:10 p.m., 101 Biochemistry (AEC Plant Research Lab & Genetics Group).

Animal production and world feeding. **Georg A. Borgstrom**, 12:30 p.m., 126 Anthony (Dairy Science).

A general review of high-energy collisions. **C.N. Yang**, Nobel laureate in physics, 4:10 p.m., 118 Physics-Astronomy (Physics).

Electrophysiological studies on peripheral modulation at the frog taste receptor. **Francis Kutyna**, 4 p.m., 216 Giltner (Physiology).

TUESDAY, APRIL 4, 1972

Physical organic chemistry. **Kenneth Wiberg**, Yale U., 4 p.m., 136 Chemistry (Chemistry).

The economic development of France in the nineteenth century. **Francois Crouzet**, the Sorbonne, 3:30 p.m., 111 Berkey (Economics).

Neonatal calf mortality. **Louis E. Newman**, 4:10 p.m., 346 Giltner (Pathology).

WEDNESDAY, APRIL 5, 1972

ETHREL—Registration, marketing and potential uses for 1972. **Robert deWilde**, Amchem Products, Inc., 11 a.m., 209 Horticulture (Horticulture).

Metabolism of medium chain triglycerides. **R.C. Theuer**, Mead Johnson Research Center, 3:30 p.m., 131 Anthony (Institute of Nutrition).

THURSDAY, APRIL 6, 1972

Heavy ion induced transfer reactions. **H.J. Korner**, Argonne National Laboratories, 8 p.m., Cyclotron Seminar Room (Physics).

Color vision. **Tom Cornsweet**, 4:15 p.m., 126 Psychology Research (Psychology).

The measurement and meaning of masculinity/femininity. **Lee Sechrest**, Northwestern U., 4 p.m. 304 Olds (Psychology).

Calendar of Events

Thursday, March 30, 1972

- 3 p.m. Martin Luther King Jr. Lecture on Social Change — Andrew Young, the chairman of the Atlanta (Ga.) Human Relations Commission and the first black man in 100 years to win the Democratic nomination for Congress in the deep South, will discuss "Nonviolent Social Change." Mrs. Martin Luther King Jr., widow of the civil rights leader who was slain April 4, 1968, will introduce the Rev. Young at the memorial lecture. The lecture is sponsored by the Center for Urban Affairs, the College of Social Science, Justin Morrill College, and the School of Social Work. There is no charge for admission. Auditorium.
- 8 p.m. "Civilisation"—"Pursuit of Happiness," Part IX of Kenneth Clark's series, will be shown by the Friends of the Library. Admission is free. 108B Wells Hall.
- 8:30 p.m. "The Search: Still It Moves"—With a unique set, life-size puppets, film, abstract lighting projections, and live players, Frank Elmer's play in the sky theatre attempts to show the evolution of Galileo's theory of the universe as well as his vulnerability as a man in the face of the Inquisition. Special advance tickets may be purchased at the Union or Planetarium ticket offices. Abrams Planetarium.

Friday, March 31, 1972

- 2 p.m. "King: From Montgomery to Memphis"—This famous film portrays the story of Martin Luther King and his civil rights activities from the bus boycott in 1956 to his assassination in 1968. Auditorium.
- 8 p.m. Horse show—The Block and Bridle Club will present their 24th annual horse show. Livestock Pavilion.
- 8:30 p.m. "The Search: Still It Moves" (see March 30). Abrams.

Saturday, April 1, 1972

- 1 p.m. 24th Annual Block and Bridle Club Horse Show. Livestock Pavilion.
- 5:30 p.m. "Pakistan Night"—A Pakistani dinner, native dress, music and dance will all be part of entertainment offered by the Pakistan Students' Association. For information, contact Syed M. Usman, 332-0202. University United Methodist Church, 1120 S. Harrison Rd.
- 7:30 p.m. 24th Annual Block and Bridle Club Horse Show. Livestock Pavilion.
- 8 p.m. World Travel Series—Marion Dix will explore "The Pyrenees." University Auditorium.
- 8:30 p.m. "The Search: Still It Moves" (see March 30). Abrams.

Sunday, April 2, 1972

- 4 p.m. "The Search: Still It Moves" (see March 30). Abrams.
- 8:30 p.m. "The Search: Still It Moves" (see March 30). Abrams.

Tuesday, April 4, 1972

- 12 p.m. University Club Luncheon—The Rev. Warren Day of the United Ministries in Higher Education will speak on "Bangladesh Disaster." He has just returned from a fact-finding tour of the country.
- 3:15 p.m. Academic Council—The Council will hold its regular meeting in the Con Con Room of the International Center.

Wednesday, April 5, 1972

- 3:30 p.m. Lacrosse—MSU vs. Michigan. Old College Field.
- 8:30 p.m. "The Search: Still It Moves" (see March 30). Abrams.

Thursday, April 6, 1972

- 7:30 p.m. Communication Arts Lecture Series—Raymond A. League, president of Zebra Associates, Inc., New York, will discuss the assertion that "23 Million American Consumers Are Black." 116 Natural Science Bldg.
- 8 p.m. "Civilisation"—"Smile of Reason," Part X, and "The Worship of Nature," Part XI of Kenneth Clark's series, will be shown by the Friends of the Library. There is no charge for admission. 108B Wells Hall.
- 8:15 p.m. Modern Dance Concert—Eleven numbers, choreographed and danced by the members of Orchesis, are under the direction of Dixie Durr. Tickets may be purchased from noon to 5 p.m. daily at the theatre boxoffice. Fairchild Theatre.
- 8:30 p.m. "The Search: Still It Moves" (see March 30). Abrams.

Friday, April 7, 1972

- 3 p.m. Tennis—MSU vs. Iowa. MSU Courts.
- 8:15 p.m. Modern Dance Concert (see April 6). Fairchild Theatre.
- 8:30 p.m. "The Search: Still It Moves" (see March 30). Abrams.

Saturday, April 8, 1972

- 9 a.m. Vetavisit—The MSU veterinary clinic will be open from 9 a.m. to 4:30 p.m. to allow interested persons to explore the dimensions of veterinary medicine, gain career information, and to observe and discuss student exhibitions and demonstrations. Small Animal Veterinary Clinic.
- 1 p.m. Tennis—MSU vs. Minnesota. MSU Courts.
- 2 p.m. Modern Dance Concert (see April 6). Fairchild Theatre.
- 8 p.m. World Travel Series—Robert Auburn will discuss "Flying the Spanish Main." Auditorium.
- 8:15 p.m. Music—The Percussion Ensemble and the New Musical Arts Ensemble will perform. There is no charge for admission. Music Auditorium.
- 8:30 p.m. "The Search: Still It Moves" (see March 30). Abrams.

EXHIBITIONS

**Hidden Lake Gardens
Tipton, Michigan**

Woodlands, water and wildlife are year around features. Open daily until sundown.

Kresge Art Center

Main Gallery: Works from the permanent collection.
Entrance Gallery, North Gallery (March 31 - April 23): Faculty Exhibition of works in various media by staff artists.

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.