

## MSU News-Bulletin

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Michigan State University

April 27, 1972

# Grievance procedures sent back to faculty after Board challenges exclusion section

Thanks to a small but controversial section, the proposed interim faculty grievance procedures are headed back to the body that has already changed and approved them — the Elected Faculty Council.

The Board of Trustees last week gave extended discussion to the procedures — originally drafted by the Ad Hoc Committee to Study Faculty Rights, Responsibilities and Grievance Procedures — before voting to send them back to the EFC and the Academic Council for reconsideration. (See story below).

## EFC sets May 2 meet

A special meeting of the Elected Faculty Council has been called for 3 p.m. Tuesday (May 2) in the Con Con Room of the Center for International Programs. The regularly scheduled Academic Council meeting will convene 45 minutes later in the same room.

The EFC will discuss proposed amendments to the grievance procedure, as requested by the Board of Trustees last week. It may also consider an amendment concerning the makeup of the University Committee on Faculty Tenure.

If grievance procedure amendments are approved by the EFC they will be considered at the Academic Council meeting that follows. Other items on the Council agenda are:

- \* A report on the appointment of the Ad Hoc Committee on General Education, requested by the Council March 7 when general education modifications were approved.

- \* A report on reorganization of the Ad Hoc Committee on Faculty Rights, Responsibilities and Grievance Procedures.

- \* Continuation of debate on selection of student representatives for Council at - large seats.

The next regular meeting of the Elected Faculty Council is May 9 at 2 p.m. in 109 Anthony Hall. The Academic Council may also be reconvened, depending on what takes place May 2.

Nominees for the two positions are: William D. Collings, professor of physiology; Daniel F. Cowan, associate professor of pathology; Eli P. Cox, professor of marketing and transportation administration; Martin C. Hawley, associate professor of chemical engineering; Chitra M. Smith, associate professor in James Madison College; Dozier W. Thornton, associate professor of psychology; and A.L. Thurman Jr., professor of American thought and language.

The two winners will be announced at the May 30 Academic Council meeting.

The object of trustee concern is section 1.2 of the procedures, which would exclude from the procedures such matters as extension of reappointment, dismissal, termination or nonreappointment of faculty in the tenure track. The exclusion — placing all such appeals with the faculty tenure committee — was introduced last month when the EFC approved the document (News-Bulletin, April 6).

A statement by Provost John Cantlon is on page 2 of today's paper.

Trustee Clair White attacked the exclusion and eventually moved to delete it. His motion was passed after he amended it to simply send the document, together with the Board concerns about section 1.2, back to the EFC.

White called the tenure committee an inappropriate body to hear appeals from nontenured faculty ("I do object to the way people are treated by the 'council of elders' . . .") and he said that to keep section 1.2 in the procedures could put MSU in court "every hour."

University Attorney Leland Carr said later that to delete the section would accomplish the opposite of what White intended.

Trustee Patricia Carrigan said she was not "personally hung up on whether there are one or two sets of procedures" (one for tenure matters; another for all other matters), but she questioned the need for two sets if they are parallel.

Fred Carlisle, associate professor of English and chairman of the committee that drafted the original procedures, told the Board that the exclusion grew out of apparent faculty concern to "maintain the function and authority of the tenure committee."

And both Provost John Cantlon and President Wharton emphasized that the action to separate reappointments, etc., from the procedures had widespread faculty support in both the EFC and the Academic Council.

\* \* \*

TRUSTEE FRANK HARTMAN questioned the need for — and costs of —

another set of grievance procedures.

Wharton answered that the basic intent of developing the interim procedures was to "try to internalize and resolve faculty grievances."

He noted that grievants now tend to think they have nowhere to turn for an objective assessment of an appeal — except via long and costly procedures outside the University.

And he argued that the naming of a Faculty Grievance Official (a recommendation in the document) would represent in the long run savings to the University. Such an official, he added, "would aid immeasurably in improving the efficiency" of the appeal process and would help lift "the morale

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Preparing for warmer weather. . . and hoping it arrives to stay.

—Photo by Dick Wesley



# The Forum

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

## Protecting individuals and the University

By JOHN E. CANTLON  
University Provost

The Board of Trustees' unfavorable reaction to the Interim Faculty Grievance Procedures deserves special comment. It may be useful to reflect on the several issues in this matter and render a considered judgment concerning them.

Analysis of the April 21 Board discussion leads me to the conclusion that individual trustees seemed to be reacting to different perceived problems concerning these interim procedures. On the one hand, there were clear expressions that the procedures as presented were too complex and their use would be very time-consuming for the purposes intended.

Somewhat related to this concern was the perceived costs of the process. Specifically, would the office of Faculty Grievance Official be an unnecessary additional "administrative" expense for services that ought to be available from existing structures in the University?

A third, and perhaps fundamental, concern dealt with the deletion of Section 1.2 of the Interim Grievance Procedures, basically whether to have a single appeal procedure for all faculty grievances or whether to preserve the present three separate appeal procedures — one for tenure issues, one for anti-discrimination issues, and one for appealing adverse rulings on general faculty grievances. The Board recommended a significant change in the amendment inserted by the Elected Faculty Council (EFC). A majority of the trustees seem willing to concede that the Anti-discrimination Judicial Board has a special set of responsibilities and ought to be kept as a separate appeal route.

The appeal procedures on tenure issues seem less clear in their minds, perhaps because there are two types of cases involved: Dismissal of tenured faculty and nonreappointment of untenured faculty in the tenure stream.

There are existing methods for handling each type of case. The measures for handling untenured faculty were adopted from those in force for tenured faculty by the tenure committee in October, 1971. They were reaffirmed by the Board of Trustees at their March, 1972, meeting as the procedures currently in force.

While the trustees did not clarify their positions, I do not believe there is major uneasiness at retaining the long-standing separate appeal procedure for the dismissal of tenured faculty. The primary concern seems to be with the adaptation of those appeal procedures for cases of nonreappointment of untenured faculty in the tenure stream. This seems to stem from two concerns: First, that the procedures may not be adequate to provide legally defensible due process to the nonreappointed faculty and, second, that the makeup of the tenure committee does not include enough untenured faculty to ensure sensitive treatment of the appellant.

The University attorney assures me that these procedures are fully adequate to meet the requisite tests of due process. As to the makeup of the faculty tenure committee, its composition could well be altered by amendment to bring it into harmony with the present MSU ratio of tenured and untenured regular faculty. This ratio is presently approximately 70 percent tenured to 30 percent untenured.

The University faculty tenure committee recommended that the EFC amend the Interim Grievance Procedures to preserve their responsibility for all tenure issues. Item 5.4.4.2 of the Bylaws for Academic Governance states, in part:

"The faculty tenure committee is the judicial and investigatory agency for all tenure actions."

The EFC did amend the interim procedures to preserve the tenure committee's traditional responsibility as the judicial and investigatory body for all tenure matters. The amended version passed the Academic Council.

As I interpret the tenure committee's position, it reflects their feeling on two matters. First, that the established academic governance structures should not be derided, ignored and made impotent. And, second, that academic freedom, not simple job security, lies at the core of protecting the tenure system. Academic freedom is an essential ingredient in universities, and if this concept becomes lost in a blizzard of grievances over pay, hours, room sizes, parking and other grievable issues, its centrality to the university's intellectual core becomes compromised.

Perhaps more importantly, the appellate body called upon to hear the rather infrequent appeals on tenure issues needs to be composed of individuals with

substantial experience on tenure matters so their decisions will, over the years, preserve the uniqueness that characterizes universities.

One major sensitivity this appeal body must have is the recognition that appeals relative to a department's evaluation concerning the competence of an individual in a discipline is rarely as accurately judged by specialists outside the discipline. While both the tenure committee and the randomly selected panel proposed in the Interim Grievance Procedures would have mostly individuals outside the grievant's area of competence, the individual tenure committee members, who serve three-year terms, would come to these rare appeal procedures with a background of experience with tenure issues.

If it is the judgment of the EFC and the Academic Council that one consolidated grievance procedure is preferred, then some amendment to the present document seems desirable. These amendments should achieve two ends: First, recognition that tenure decisions are very special decisions for both the individual and the University and, second, ensure that the appeal body includes experienced individuals who recognize the need to protect the rights and aspirations of the individual while at the same time maintaining academic excellence and focus in our departments.

## Placement policy is upheld

The University will continue to uphold its policy recognizing "the fundamental right and freedom of any student to meet with any employer to discuss the student's potential employment."

The reaffirmation came from President Wharton this week after several groups had demanded that MSU cancel visits to the Placement Bureau by representatives of the armed forces. The demands grew out of reactions to escalation of U.S. military action in Vietnam.

Wharton said that the University's concern over the war was demonstrated by the resolutions adopted last week by the Board of Trustees. But he added that "the genuine anxiety over these events should not become a means of repressing the freedom of choice and individual rights of students on the MSU campus."

He noted that the policy regarding use of the Placement Bureau was adopted 1969 on recommendation of the student

affairs committee. It states that the right of demonstrations is recognized "if such activities do not physically limit the freedom of movement and communication of either the interviewer or the individual to be interviewed."

## Correction

The story in last week's (April 20) News - Bulletin on the University's hearing before the Senate Appropriations Committee contained an error that needs correction. In the portion on MSU's efforts for disadvantaged students, we said that "(Provost John) Cantlon added that with its \$889,000 request, MSU could help 5,000 such students." It should have read that "MSU could help 500 such students."

## History in sound A visit with W.C. Handy

(Actual recordings that detail this and other events are available in the National Voice Library on the fourth floor of the MSU Library. An appointment can be made by calling 355-5122.)

By G. ROBERT VINCENT  
Curator, National Voice Library

Here is real Americana: A flashback to conversations with W. C. Handy, the grand old man whose parents were slaves and who became known as the Father of the Blues. His "Memphis Blues," "Beale Street Blues" and "St. Louis Blues" are classics.

Handy would occasionally visit my recording studio in Radio City in the 1940s, and I'd switch on the microphone to record his

remembrances of earlier days. Here are some excerpts:

"... I caught a freight train with a quartet back in 1893 and we rode the rods to Chicago, aiming to get a job as singers there at the World's Fair. But when we got there, we found the fair postponed for another year, so we hustled our way to St. Louis. There I found myself on the levee of the Mississippi River where I slept on the cobblestones."

"I had the hardest time of my life in St. Louis — that's why I wrote 'I Hate to See De Ev'nin' Sun Go Down.' I'll sing a few snatches of that... 'I hate to see de ev'nin' sun go down / Hate to see de ev'nin' sun go down / 'Cause ma baby, he done lef dis town...'"

"The prettiest woman I ever saw before or after, was a woman while I was sleeping on the levee in St. Louis. That's why I wrote... 'St. Louis woman wid her diamon' rings / Pulls dat man 'roun' by her apron strings. / 'Twant for powder an' for store - bought hair / De man ah love would not gone nowhere...'"

Handy was nearly blind, but his cheerful disposition never wavered. After talking and singing, he took up his little trumpet, which was lying on my desk, and played the "St. Louis Blues" as impressively as I've ever heard it.



## FAFCC readies budget report

The Faculty Affairs and Faculty Compensation Committee (FAFCC) is in the final stage of preparing a recommendation for increase and distribution of faculty salaries of 1972-73.

FAFCC subcommittees have met

several times a week preparing a recommendation for the full committee. FAFCC Chairman Frederick Williams, professor of history, said there was some delay in obtaining workable data from the central administration and getting needed data from the Computer Center. But that information was received last week, Williams said.

The FAFCC proposal, with rationale, will be presented to the Elected Faculty Council on May 9, Williams said. According to the Bylaws for Academic Governance (5.4.3.4), that report and recommendation is to be made at a closed meeting of the EFC, on a date to allow "sufficient time to influence the formulation of the University academic budget request, and adjustments in salaries and other economic fringe benefits."

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

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

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# From a depression to 'dollar anemia'

It was 1933. The nation was in a depression, and Michigan State College faced its own financial crisis with the state \$400,000 behind in payments and with \$300,000 more of college funds frozen in closed banks. Bills went unpaid, but Pres. Robert S. Shaw imported money by armored car to pay salaries in cash. At the same time, he asked department heads to confine purchases to emergency needs.

The crisis continued nevertheless, bringing about two faculty salary cuts, the second one applied on a sliding scale depending on size of the paycheck. Struggling with the state's fiscal dilemma, the legislature gave up on the property tax, surrendering it to local governments. In its place was substituted a 3 percent sales tax. They coupled this action with a million - dollar cut in the college appropriation, a reduction of 39 percent.

Some of the appropriation squeeze may have been brought about by questions raised about the financial integrity of a few college officials. An investigation was launched, but a one-man grand jury exonerated all of the accused of any misdeeds or illegal conduct.

Michigan State came through the depression years somewhat battered but basically sound. John A. Hannah was appointed secretary in 1935 and lost no time in applying his unique brand of salesmanship on the legislature.

That same year the lawmakers restored the college appropriation to the level of 1932. The big boost came in 1937 with a \$2.5 million appropriation. This permitted the addition of 40 instructors to help with an accelerating enrollment and the restoration of the depression salary cuts. A 50 percent surge in enrollment between 1937 and 1941 made dollars tight once again. The legislature did respond in 1941 with an increase of \$450,000.

In the meantime the need for more buildings for offices, classrooms, and other purposes was becoming acute.

Final in a series



Availability of the Public Works Administration funds helped to finance such buildings as the Auditorium, hospital and Music Building. Additional dormitories were built on a self-liquidating basis which first proved successful with the construction of Mary Mayo Hall, a women's dormitory, in 1931.

\* \* \*

**BUILDING ACADEMIC STRUCTURES** which had no source of income was the most baffling problem of that time. Gov. Harry F. Kelly offered a solution when he called a special session of the legislature in 1946 to appropriate funds for new buildings at state-supported institutions. His particular interest was in the returning veteran and his educational needs. MSU received funds for seven buildings, including such structures as Berkey Hall, Natural Science, Physics - Mathematics and Agricultural Engineering.

The post-war period brought financial snarls for administrators to unravel. In 1946 the student body included a large segment of returning GIs whose tuition and expenses were to be paid by the federal government. The college was compelled to advance the cost of books, and waive fees and tuition with the understanding that federal reimbursement would be forthcoming. Bureaucratic red

tape resulted in a six - to eight - month delay in government payments with as much as a million dollars at stake. The situation became so serious that the solvency of the college was threatened, and it was hard put to round up enough cash for salaries and other expenses.

Monetary vicissitudes were of little consequence during the following 12 years. This tranquility was suddenly shattered in 1958 when the state treasury suffered the embarrassment of dollar anemia, and all state employees were threatened with payless paydays. State educational institutions were caught in the bind, and it appeared probable that no paychecks would be distributed for one or more months at MSU. Determined that faculty and staff would not be deprived of their monthly salaries, the administration made arrangements for bank loans to meet the payroll.

Other devices, including delay in payment of supply and equipment bills, were used to keep the University solvent. The state's fiscal dilemma was finally resolved, but the problems spilled over into the next year.

As budgetary allocations were voted in the legislature in the spring of 1959, MSU suffered a severe setback. The appropriations were sliced by approximately \$1 million from the preceding year despite inflation and a substantial increase in enrollment. Severe economy measures were placed in effect including an immediate moratorium on purchase of equipment. The Board of Trustees raised student fees and for the first time required student to purchase tickets to athletic events.

Recounting the financial trials and tribulations of the University wouldn't be complete without prying a bit into the secret and mystery of the vanishing land-grant endowment.

The Morrill Act in 1862 donated a quarter million acres of federal lands in Michigan with the provision that they be sold and the money invested with the interest used for support of the

agricultural college. The compact between the state and federal governments pledged that the land-grant endowment would be kept in perpetuity. After the lands were finally sold for a total of \$1,052,000, MSU received about \$75,000 annually from this source.

For years University administrators felt a sense of security knowing that this sum was indeed in existence and the income would be forthcoming forevermore. Without their knowledge, however, in the late 1870s temptation overcame the state legislators and the million-dollar endowment was spirited away for other uses.

State officials did continue to pay the \$75,000 annual increment from the general fund; but never did they breathe a word that the endowment was no longer in existence. In 1964 state financial officers discontinued the annual increment claiming that the state could no longer reimburse the University from a source that no longer exists. Following protests from University and federal sources, legislative officials now indicate that the land-grant increment is included in the annual appropriation. A move, too, has been made to reestablish the fund at the rate of about \$200,000 a year.

Wholesome relationships between the University and the legislature over a period of years have resulted in more realistic support. Principal difficulty currently stems from the necessity of turning back a part of the annual appropriation to keep the state in the black. In 1970-71 the rebate was three-fourths of 1 percent; in 1971-72 it is a minimum of two percent of the net state appropriation, and it could go to three percent. Obviously this leaves little in the way of spare dollars for many essentials.

No University administrator would be so optimistic as to predict that financial problems will become less acute in the years ahead. It is a part of the enormous task of providing a higher education for 40,000 or more students.

—W. LOWELL TREASTER

## Around the campus: A weekly review

### Ten cited at reunion

Ten alumni and former faculty members of the College of Human Ecology were honored last week when the college marked its 75th anniversary.

Cited for contributions to their profession, community and society were six alumni: Alice C. Thorpe of South Haven, retired chairman of home management and child development; Edith Avise of Grand Rapids, former extension and 4-H leader; Col. Mary R. Preston of Silver Spring, Md., chief of food service at Walter Reed General Hospital; Faye Kinder of Dunedin, Fla., a faculty member for 25 years until she retired in 1967; Leona D. McLeod of Santa Barbara, Calif., former head of the home economics extension program; and Linda Nelson of Santiago, Chile, regional home economics officer for the Food and Agricultural Organization of the United Nations.

Four women were given honorary alumni awards: Marie Dye of Winter Park, former dean of home economics; Jeanette Lee of East Lansing, also a former dean; Irma Gross, retired chairman of home management and child development; and Mary Lewis,

retired faculty member and winner of a Distinguished Faculty Award.

The latter two now live in LaMesa, Calif.

### MSU trees at capitol

MSU trees now grace the west side of the Michigan State Capitol.

Two years with no new buildings on campus, plus a continually growing nursery of trees in need of thinning helped provide a basis for the cooperative venture between the Department of Campus Parks and Planning, the Michigan Department of Administration and the state Property Management Division.

The times caught up with the 11-acre site of the State Capitol, particularly on the west side where trees and landscaping made way for parking areas. Dutch elm disease also took its toll.

So state officials contacted the University officials to see if the University might help restore the area.

Milton Baron, director of campus parks and planning and a professional landscape architect, said the situation was one with which everybody could be happy. MSU had a surplus of trees in its

Beaumont (campus planning) nursery which might have gone to waste; the state needed the trees; and the cost was minimal to the taxpayer.

Baron said the state is covering all costs of the tree transfer — which may total as much as \$5,000. Gov. and Mrs. Milliken were on hand last week when the first of the Japanese flowering cherry trees, flowering crab trees, little leaf linden, sugar maple and European birch trees were planted.

The west side of the capitol received first attention, Baron said, because its landscape conditions were the most meager.

He said the University's professional landscape architects will also furnish design expertise for the capitol rejuvenation effort, and that the University will continue to cooperate with a tree supply as long as there are specimens which need thinning.

### Enrollment at 37,810

Spring term enrollment is 37,810, an increase of 319 students (less than 1 percent) over the 1971 spring total, reports Registrar Horace C. King.

He said the increase occurred generally

in the number of students who remained in school after completion of winter term. The largest single decrease (637) was in the College of Education, largely due to enrollment controls and lowered demand for teachers.

More than offsetting the education decrease, he said, were increases in the College of Agriculture and Natural Resources and the College of Human Ecology, and in the number of no preference students.

### Charge policy reiterated

A memorandum from the voucher audit division reminds that meals and/or lodging for staff members and their guests in the local area — when charged to the University — "must be furnished by on-campus facilities, when available."

James K. Hirst, manager of voucher audit, reports that during the past few weeks several vouchers have been submitted for meals and lodging at local, off-campus facilities. He points out that Kellogg Center is available for meals and lodging, and meals are served at the Union, University Club and Crossroads Cafeteria.



## The Board recap

# Trustees take a stand on Vietnam war

Two resolutions — one urging a “speedy end” to American military involvement in Indochina and the other asking President Nixon “to declare an immediate cease fire” in Vietnam — were passed by the Board of Trustees last Friday.

The first resolution, offered by Trustee Don Stevens, acknowledged that the Board’s “official duties and responsibilities are confined to the welfare and furtherance” of MSU. But it added that the trustees as citizens of the state and nation “cherish our individual rights to speak out on major issues which confront us. Such an issue is the war in Indochina, and particularly the continued American involvement.”

The resolution emphasized that the campus “must remain a forum — and not itself become a battlefield,” and it concluded:

“Therefore, as individual citizens speaking together, we urge our national government to bring American military involvement in this conflict to a speedy end, without further expansion. We urge our students to use, to the fullest, the new right of the ballot which is the most effective weapon we have . . .

The resolution passed by a 6-1 vote, with Trustee Frank Merriman dissenting.

The second resolution, offered by a representative of the Vietnam Veterans Against the War, stated that while the

trustees “cannot speak for all our students, faculty and staff,” they “personally deplore and oppose the escalation of the bombing and naval war in Indochina.”

It urged President Nixon to declare an immediate cease fire, set a specific date for withdrawal of all forces and enter into “meaningful negotiations” for release of U.S. prisoners once the forces are withdrawn.

This resolution passed 7-0.

Trustee Clair White asked President Wharton to forward both resolutions to President Nixon.

### INVESTMENT PROCEDURES

The Board approved an amendment to its bylaws, establishing an investment committee that will be authorized, with approval of any three trustees, “to buy and sell stocks, bonds, evidences of indebtedness or other securities.” The committee consists of the president and two vice presidents: For business and finance, and for University development.

### STATUS OF WOMEN

An informal report on the status of women came from Joseph H. McMillan, director of the equal opportunity programs. McMillan noted that many efforts so far are “minimal and represent initial but necessary steps,” but he cited salary and classification adjustments, and creation of the Women’s Steering Committee as major moves. He said that a study of salaries of faculty women in the tenure stream has been completed and that subsequent changes will be recommended to the Board.

Jack Breslin, executive vice president, listed several efforts undertaken to upgrade women’s athletics, including: New uniforms for women’s basketball, new paint and a new scoreboard for the women’s basketball court, reimbursement (from outside sources) for the women’s volleyball team trip to a national tournament, planned uniforms for women’s volleyball.

And Mary Sharp, assistant director of equal opportunity programs, reported that a review of the status of women housekeepers and custodians has resulted in the upgrading of several women. They now occupy positions in nearly every custodian level.

### OTHER ACTIONS

The Board also:

- \* Awarded an \$841,870 contract to General Electric for a turbine generator as the first procurement in an estimated \$12 million expansion of power generation facilities

- \* Approved a resolution to permit electronic recordings of Board proceedings at formal open meetings “by legitimate news media requesting the opportunity.”

- \* Approved a budget of \$54,000 for construction of a radioactive waste facility.

- \* Appointed Leo V. Deal chairman of the audiology and speech sciences department, and Robert W. Little chairman of the mechanical engineering department.

## Guidelines approved for political campaigns

The Board of Trustees approved policy guidelines for use of University facilities for partisan political activities that insure ample opportunity for political participation in the upcoming primary and general elections.

In its resolution, the Board pointed out that the lowering of the voting age to 18 “further obligates the University to perform a civic responsibility role so that students, as well as faculty and staff, may exercise their elective franchise in as enlightened a manner as possible.”

A detailed list of guidelines and suggestions for canvassing, campaigning and petition drives on campus can be obtained from the Student Activities Office, 101 Student Services Building. Established rates, fees and maintenance costs are charged for use of all facilities.

According to the resolution, University facilities may be used for educational conferences sponsored by political parties, and county, state or national committee meetings of political parties. Such activities are, however, restricted to facilities usually available to the public, such as Kellogg Center and the Union.

Meetings and rallies for political candidates may be held on campus provided they are sponsored by registered campus organizations. Candidates and their sponsoring organization can meet this requirement

by registering with the Student Activities Division, and once met it is not necessary to register for ensuing speaking appearances.

Requests for use of facilities must be submitted to the Office of the Executive Vice President for approval.

Distribution of campaign material is permitted outside campus buildings as long as it does not interfere with pedestrian or vehicle traffic flow. Special regulations govern the distribution of materials at registration and at Spartan Stadium.

A - frames and sandwich boards, not to exceed 3 feet by 5 feet, may be placed with the prior approval of the office of Campus Parks and Planning. Posters on sticks are not permitted on University property because of damage to grass, sod, and potential injury to pedestrian traffic.

Ample facilities for students to register and vote have been made available on campus.

In addition to voter registration booths at regular academic registration, deputy registrars are available during normal working hours throughout the year at the Union Building manager’s office, West Shaw Hall manager’s office, and Room 101 Student Services Building. The campus has eight voting precincts for city, state and national elections.

## Grievance procedures . . .

(Concluded from page 1)

of those who feel there is no way to objectively resolve a grievance.”

During the discussion, White asked former president Walter Adams to comment on the procedures document, and Adams said the ad hoc committee “has not been responsive” to the Board’s instructions to devise procedures applicable to the nonreappointment cases “at hand” last spring (Eileen Van Tassel, Bertram Murray and others).

He said that the Board had extended the appointments of several nonreappointed faculty last year on the grounds “that adequate procedures were not available to judge their appeals . . . Now, one year later, this mandate is not fulfilled” by the committee.

But Cantlon answered that the ad hoc committee did address itself to the issue, and that the exclusion was made in the EFC, not in the committee’s recommendations.

Cantlon said later that putting all appeals under a single set of procedures could blur the distinctions between job security and academic freedom.

“Tenure isn’t simple job security,” he said. “Tenure was invented to protect academic freedom.”

“If we lost sight of tenure as unique and confuse it with job security,” Cantlon added, “we’ve made a serious blunder. Once tenure is gone, there is no way to recoup it.”

—GENE RIETFOR

## FGO qualifications, responsibilities outlined

The Faculty Affairs and Faculty Compensation Committee Tuesday approved definition of responsibilities and qualifications for the proposed Faculty Grievance Official (FGO), and guidelines for search and selection of someone for the position.

The FGO position is proposed in the interim grievance procedures, developed by the Ad Hoc Committee on Faculty Rights, Responsibilities and Grievance Procedures. The grievance procedures were approved by the Elected Faculty and Academic Councils but returned to those bodies by the Board of Trustees last week.

E. Fred Carlisle, associate professor of English and ad hoc committee chairman, told the FAFCC, however, that the trustees had no significant

complaint with the establishment of the FGO position, and that setting up criteria and procedures could make possible the selection of an FGO at the same time the interim grievance procedures might become operative (Sept. 1, 1972).

The proposed search and selection method would involve a four-person committee including three from the FAFCC (to be nominated next week by FAFCC Chairman Frederick Williams, professor of history). The fourth member — a dean — would be named by the Administrative Group as soon as possible.

The search committee would develop a slate of candidates for FGO. The members would notify by letter all faculty and administrative officers of the FGO search; would consult

informally with the president, provost and FAFCC; and would determine their own procedures for discussion, evaluation, elimination of names, methods of interview, etc.

The committee’s activities would be kept confidential until the FAFCC formally approves a slate of candidates to be presented to and discussed with the president. At that time, the slate would be made public. Carlisle said this is because faculty should know what the faculty committee has decided.

Responsibilities for the FGO are drawn from the grievance document. They are: Informal resolution of grievances; initiating, monitoring and evaluating formal grievance procedures; administrative duties; and evaluation of procedures.

Qualifications recommended are: Experience and achievement as a university or college faculty member; administrative experience or capacity; awareness of grievance procedures and techniques of mediation; and other experience or demonstrated ability that would enable a person to fulfill the FGO responsibilities.

MEANWHILE, Bob Repas, professor of labor and industrial relations, has submitted his application for the FGO position.

In a letter to Williams dated April 17, Repas cites his experience in teaching and writing about grievance procedures as one qualification for the position. Copies of the letter were sent to FAFCC members, the provost and to Assistant Provost Herman King.



# Workmen's comp: Helping ease the pain

During 1971, nearly 900 University employees received first-aid treatment for injuries they suffered in job-related accidents. More than 150 of them lost work time because of injuries.

All of them were covered by workmen's compensation. As a result they probably understand better than most people the workings of one of MSU's most extensive — and least known — plans of protection.

And for those who do need workmen's compensation and are unfamiliar with its existence, the learning process can be costly.

\* \* \*

BRIEFLY, HERE IS how the process works.

Any employee who suffered an accident or sudden illness "out of and in the course of employment" is entitled to treatment without cost at Olin Health Center. If the mishap is not serious and time permits an "Authorization for Medical Attention" form is completed prior to treatment at Olin.

The health center provides both immediate and followup treatment for work-related injuries and illnesses. When necessary, employees are referred by Olin for specialized attention.

In cases of serious injuries or illnesses, ambulances from the public safety department are on call (at the Emergency phone number, 123) to transport victims to Olin or, when necessary, to a Lansing hospital.

MSU provides full wages during the first week of absence for those disabled by job-related mishaps. After the first week, an employee is entitled to regular workmen's compensation benefits, which can be supplemented by earned sick leave and/or vacation time.

Those who have no sick leave or vacation time receive benefits specified by the Workmen's Compensation Act: Up to two-thirds their average regular wages while they are absent (after the first week).

Death benefits provide burial expenses and, for survivors, up to 500 weeks' partial wages of the deceased.

\* \* \*

IN THE PAST YEAR, the University spent about \$170,000 to provide workmen's compensation, reports Comptroller Paul V. Rumpsa. And the figure would be much higher if MSU weren't self-insured, Rumpsa adds.

He says that by providing its own employment compensation, rather than paying premiums to an outside insurer,

MSU is able to give better medical care and to keep costs down.

The law permits an employer to provide medical services to an employee at least during the first 60 days following an accident or injury.

Allen J. Enelow, professor and chairman of psychiatry, agrees that better health care is an advantage of self-insurance. Enelow has done research in the history and effects of unemployment compensation.

The concept of workmen's compensation has broadened in recent years, he notes, and today it is "almost comprehensive insurance for anything that arises from work."

The kinds of injuries and illnesses covered by workmen's compensation are not always clear. For example, if an employee falls in the employer's parking

lot while walking to his car (either to or from work), he or she is covered. But slamming one's finger in the door while entering the car is not considered a job-related injury.

An employee who suffered an injury on the job and has it treated by his personal physician will probably have to pay for the treatment. Neither American Community nor Blue Cross will pay claims on job-related injuries, since the University — not the private insurer — is liable in such cases.

In cases where either the University or the employee disputes the other's claim in an accident, a state workmen's compensation committee can hear both sides and make a ruling. Rumpsa estimates that MSU is involved in such hearings about once a week. At stake sometimes are claims that could go as

high as \$100,000.

\* \* \*

EVEN IN CASES where compensation is provided to the satisfaction of both employer and employee, a number of complications can sometimes result, notes Enelow, whose studies have examined the psychiatric and psychological side effects of job-related injuries.

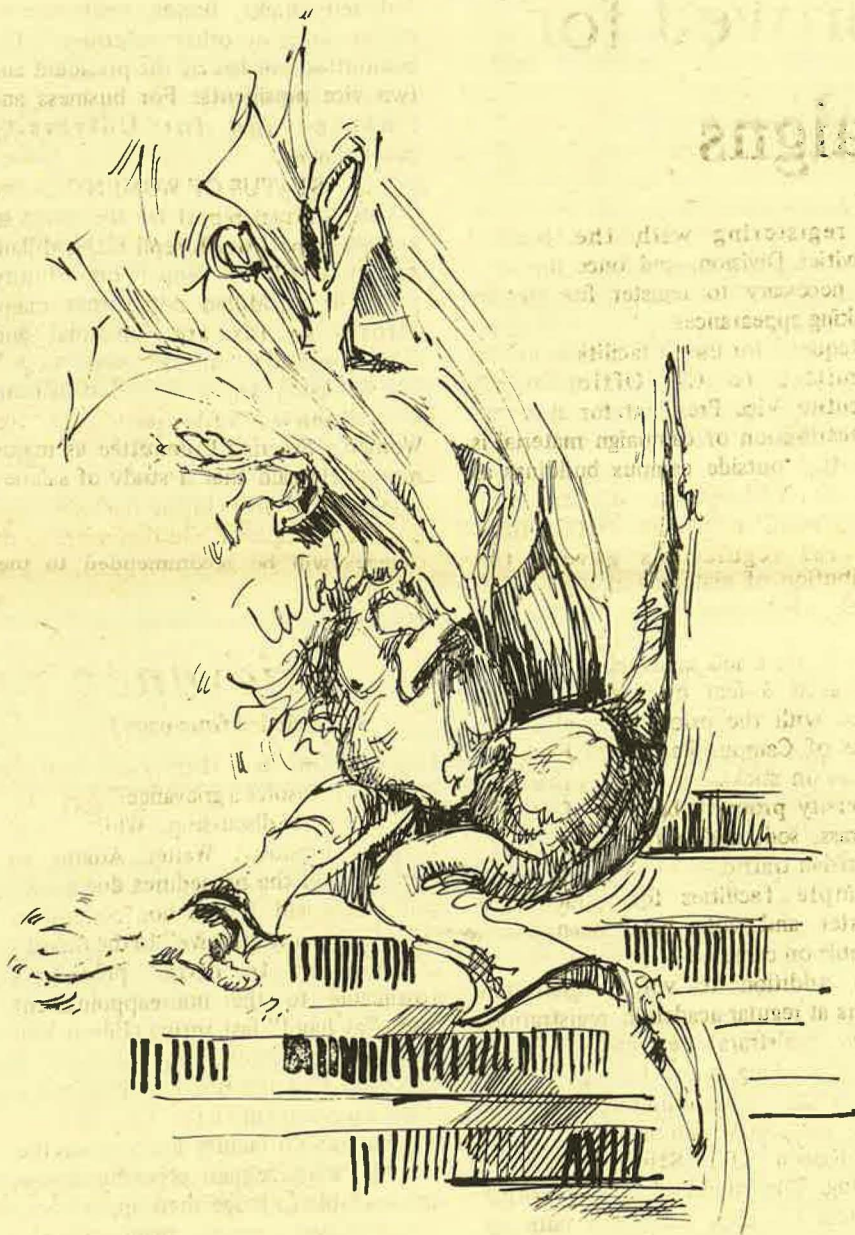
In a paper he presented a few years ago to the California Medical Association, Enelow emphasized that "a patient with an accidental injury which makes him eligible for compensation enters a strange and complicated world," unlike that of other patients.

"Attorneys, claims agents, and even labor union representatives and judges may have an influential role in the diagnosis and the treatment of his condition," Enelow said.

There is also a change in both the patient's motivation and the physicians's attitude, he added, and the result is often "an inordinately high incidence of complications, of delayed recovery and of permanent disability."

Enelow concluded that the psychiatric and psychological effects of job injuries aren't likely to be reduced until: The "adversary system" is removed from managing job injuries; physicians can take more responsibility for their patients and are subjected to less outside interference; physicians become more aware of the psychological factors that predispose some people to injury and the psychiatric complications of injuries; and physicians give more attention to remotivating patients to take care of themselves and reassume responsibilities.

—GENE RIETFORSS



## Women set Sunday meet

An open meeting of the Women's Steering Committee will be held Sunday, April 30, at 3 p.m. in the Gold Room of the Union.

The steering committee has subdivided into four areas of concern:

- \*Women - oriented fields and professions;
- \*minority group concerns;
- \*student concerns, and
- \* employment practices.

## Two hours that shook both moon and earth

MSU geologist Robert J. Malcuit contends that approximately 3.6 billion years ago a two-hour brush with the moon changed the future of the earth, and gouged and poked the earthward side of the moon into its present general appearance.

The two-hour event which shook the earth and moon was a near collision. They were as close as 4,000 miles, said Malcuit, in a paper presented to the American Geophysical Union in Washington, D.C.

According to the theory, the lunar site explored by America's two latest astronauts is a part of the moon which underwent the rapid upheaval and melting.

The theory, which uses several previous ideas by other scientists, starts with the idea that until about 3.6 billion years ago the earth had no moon. The future moon was a small planet, very likely in a sun-

centered orbit in the Asteroid Belt. Much as a car speeds around a racetrack, the independent planet headed toward earth around the sun, except that it gradually veered toward earth until, in about a billion years, they nearly collided.

Calculations made by a German astronomer, Gerstenkorn, have shown that at one time the moon was at a much greater distance from earth than now.

When the moon grazed by the earth it was going at a relative speed of about 15,000 miles an hour, Malcuit said.

WHEN AN OBJECT, such as a planet, gets so close to another body in space that its gravitational force is the same or less at its surface than the gravitational force of its neighbor, objects on both bodies undergo catastrophic strains which tear at their surfaces. At this point, the "planets" usually involved in such orbital relationships have reached the "Roche Limit."

He said that as the moon approached the earth and entered the Roche Limit, large masses of rock melted under the lunar crust. Craters formed as gigantic blobs of molten rock were pulled from the moon by earth's gravity. Within two hours all of the major maria — seas — were formed on the earthside of the moon. These areas are now seen from earth as the darker regions that form the face of the moon.

Smaller ejected moon rocks and molten blobs later crashed back down on the moon and formed craters on the lakes of lava. Soon the moon sped away from the earth on its journey around the sun.

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MOST PREVIOUS THEORIES explained lunar craters as ordinary volcanic products or as impact sites of meteors. But Malcuit contended that the major craters and seas resulted from the

earth-moon flyby. He agreed there were also ordinary meteor impacts, and said the prominent features of the moon's backside were formed by such impacts.

The difference between a planet flyby, eventually followed by capture, as opposed to a simple capture has great implications for the validity of previous predictions of intelligent life in the universe, Malcuit said in an interview.

Previous predictions of life elsewhere assume that a planet similar to earth, orbiting at a similar distance from a similar sun, or like conditions, is one more planetary candidate for intelligent life.

"Not so," said Malcuit. "Chances are greater than previously supposed that we are alone in the universe. Earth would probably have no higher forms of life if not for the unusual flyby and eventual capture of the moon."

—PHILLIP E. MILLER



## A-P meet features pay plans

Several possible compensation programs for administrative - professional employees will be discussed at the A - P Association general membership meeting Tuesday (May 2) at 7:30 p.m. in the University Club Ballroom.

Other items on the agenda include:

- \* Bylaw amendments, including one to create the position of recording secretary, which would increase the number on the Board of Directors from nine to 10.

- \* Elections to fill five positions: Vice president, corresponding secretary, recording secretary, and two board director slots.

- \* Reports from the classification and membership committees.

- \* Elements and implications of the several possible compensation programs.

Candidates for the positions (nominated by the association's nominations committee) are: For vice president, the incumbent Charles F. Doane Jr., director of the Overseas Support Office in the Center for International Programs; corresponding secretary, the incumbent Doris McNitt, administrative assistant in the College of Social Science; recording secretary, William Wagner, assistant director of financial aids, and June Forman, administrative secretary to the vice president for University relations; and for the board of directors, Craig Halverson, producer writer for WMSB, and Edwin Fitzpatrick, assistant director of the Placement Bureau.

Nominations may also be made from the floor.

Of the more than 600 A-P employees at MSU, about 60 percent are members of the A - P Association, which is an informal bargaining unit for A-Ps.



Rudolf Nureyev: A visit to MSU next year.

## Series features major performers

Some of the world's top performing artists and ensembles — such as the Vienna Choir Boys, dancer Rudolf Nureyev, the Israel Philharmonic and the Broadway musical, "Applause" — will be presented during the 1972 - 73 season of the Lecture-Concert Series.

Ken Beachler, director of the cultural activities office, says that the new season has been planned to provide a variety of stellar attractions with a special emphasis on each subscription series.

The season's first event, Duke Ellington and his Orchestra, Sept. 22, will launch Subscription Series "B" — the "Lively Arts Series." The internationally acclaimed composer, pianist and arranger will host a concert of his own secular and sacred works which have become classics in their own right since he first became a

major force in jazz in the late 20s and early 30s, says Beachler.

Opening night for Subscription Series "A" — the "University Series" — will be Oct. 3. Zubin Mehta will conduct the Israel Philharmonic Orchestra.

Other highlights of Series "A" include the Vienna Choir Boys — whose membership once included Haydn and Schubert — pianist Alicia de Larrocha, and Rudolf Nureyev as principal soloist with the National Ballet of Canada. The series also includes the Singers and Dancers of Ljubljana, Yugoslavia, the Batsheva Dance Company of Israel and the Berlin Concert Choir and Orchestra on their U.S. debut tour.

Series "B" — the "Lively Arts" — will also feature the touring New York production of the musical, "Applause,"

the Royal Philharmonic Orchestra, soprano Beverly Sills, as well as a "mixed-media" program entitled "Heavy Organ."

The deadline for renewals by present series subscribers is May 12. Patrons wishing to make a change in either series or seat locations may do this on Thursday or Friday, May 18-19.

On Monday, May 22, the season ticket sale opens to all new subscribers. In addition to a 50 percent savings over on the price of single admission tickets, subscribers of Series "A" or "B" are offered free admission to the popular Saturday evening World Travel Series for 1972-73.

Ticket information is available at the Union Ticket Office, (355-3361), 8:15 a.m. to 4:30 p.m. weekdays.

### Series "A" (University Series)

Oct. 3, Zubin Mehta and the Israel Philharmonic  
Nov. 2, Batsheva Dance Company of Israel  
Nov. 6, Alicia de Larrocha, pianist  
Jan. 23, Vienna Choir Boys  
Feb. 8, Singers and Dancers of Ljubljana  
April 2, Berlin Concert Choir and Orchestra  
April 21, Rudolf Nureyev and National Ballet of Canada

### Series "B" (Lively Arts Series)

Sept. 22, Duke Ellington and his Orchestra  
Nov. 3, Royal Philharmonic Orchestra of London  
Nov. 21, "Heavy Organ" — Virgil Fox and the Pablo Lights  
Jan. 29, Beverly Sills, soprano  
March 2, Salzburg Mozarteum Orchestra, Walter Berry, soloist  
March 27, "Applause" (Broadway Musical)  
April 5, Andre Previn and London Symphony

## Students teach themselves and learn more

At least some MSU students seem to like taking more tests, tackling tougher exam questions, and teaching themselves. They say they learn more in the process.

Henry D. Foth's soil science course is handled in this way, and 90 percent of his students get grades of B or better.

Behind all these As and Bs is mastery learning, a new educational technique that shifts emphasis from teachers and teaching to students and learning.

"Mastery learning is a new idea that is shaping educational views and practices across the country," says Foth. "It is based on the theory that almost all students can learn well, and it allows up

to 95 percent of the students to get high grades."

\* \* \*

FOTH'S INTRODUCTORY soil science course (for sophomores) is divided into two general sections: A series of lectures that accounts for 20 percent of the students' grades and 17 audiovisual segments given in a tutorial learning center.

Students use the center at their own convenience. Required materials are covered in tape recordings coordinated with slide projectors, allowing the students to see pictures of field conditions, soil samples, models of chemical structures and other things that would be difficult to convey without visual aids.

Each tape, with its accompanying slide set, forms one Structured Learning and Training Environment (SLATE). Two SLATES are offered each week during the course.

The study center also has a central area where equipment and materials are provided so that students can conduct basic experiments and investigations on the subject matter of the tapes. Special tutors are at hand to help during the 32 hours a week that the center is open.

Students can evaluate how they are doing on each SLATE by taking self-tests. These tests aren't required and don't count toward the student's final grade.

Actual course grades that the students receive are determined by five major examinations given throughout the term. Students are allowed to take a different examination on the same material if they feel they scored too low on any of the five major exams.

\* \* \*

"IT WAS VERY obvious, by oral statements and other indications, that the students were working hard to achieve certain grades," says Foth. "Every student knew exactly where he stood at all times. As a result, the students directed their efforts toward achieving higher grades than they usually received in other courses," he said.

Even though the students achieved better grades under the mastery learning program, a major question concerned Foth: "Did they learn more?"

He polled his students at the end of the term and found that 93 per cent of them thought they had learned a great deal in the course, compared to 80 percent who felt the same way after the previous course. The students also expressed the wish that mastery learning techniques be used in other University courses.

To help develop and implement the concept, Foth received support from the Educational Development Program. And he has had continued help from the Learning Service.

Summing up the success of the new program, Foth says: "In 24 years of

teaching and introductory soil science, I have found many new methods worthy of adoption, including the mastery learning concept. I would no more think of abandoning the mastery learning concept than any other good learning tool."

—RICHARD DIVELBISS

## Open meetings on rights

The Ad Hoc Committee on Faculty Rights, Responsibilities and Grievance Procedures will hold open meetings each Monday from 3 to 5 p.m. in 335 Morrill Hall for the next four weeks.

Persons wishing to meet with the committee to discuss the proposed sections of the rights and responsibilities document (News - Bulletin, March 30) should contact E. Fred Carlisle, associate professor of English and ad hoc committee chairman, at 355-7572.



—Photo by Bob Brown

Henry Foth: Higher grades



## BULLETINS

### BOTANICAL CLUB

The Michigan Botanical Club will meet at 7:30 p.m., Tuesday, May 2, in 204 Horticulture. William G. Fields will speak on "Myxomycetes—The Slime Molds."

### OPEN MEETING

All interested persons are encouraged to attend the Women's Steering Committee open meeting at 3 p.m., Sunday, April 30, in the Gold Room of the Union. The program will include a progress report on specific cases and task force groups and a discussion.

### BRUCE FRIEDMAN

Author Bruce Jay Friedman will speak about and read from his current plays and novels, *A Mother's Kisses*, *Stern*, *Scuba Duba*, and *The Dick*. Sponsored by the Department of English and the College of Arts and Letters, he will make his presentation at 8:30 p.m., Friday, May 5, in Kellogg Center.

### AUFS LECTURER

James R. Hooker, a member of the American Universities Field Staff, will be on campus May 16 to May 19 and is available for preliminary scheduling for courses and seminars. He is a professor of African studies with particular emphasis on Malawi, Zambia, and Rhodesia, and is the author of *Black Revolutionary*. For more information, call Charles Gliozzo, Dept. of Humanities, 3-5242.

### POTTERY SALE

MSU pottery students and the Pottery Guild will hold a sale from 10 a.m. to 6 p.m. Friday, May 5, and from 9 a.m. to 5 p.m., Saturday, May 6, in the Union concourse.

### RETIREES CLUB

The Retirees Club will hold its last meeting of the year at 1 p.m. in the Club Room of the Union following the regular noon luncheon. After a business meeting and election of officers, Elton Hill will speak on "My 50 Years at Michigan State."

### OUTDOOR POOL

The outdoor pool is scheduled to open at 11:30 a.m., Wednesday, April 27. Because of an insufficient number of lockers, swimmers are urged to come dressed for swimming and to bring their own towels. Lockers will be available to faculty and staff for a 25 cent fee. Until June 10 guests may be brought to the outdoor pool only on family night.

### SMALL ANIMALS DAY

University farms will be open for Small Animals Day from 9 a.m. to noon, Saturday, May 6. This annual event, featuring newborn farm animals, is sponsored by the College of Agriculture and Natural Resources and the Student Senate. Bus service will be available, and it is requested that those participating park in the commuter lot and ride a bus.

## CONFERENCES

- April 28 North Central Research Committee
- April 28 Michigan Council on Family Relations, Parlors A and B. Union
- April 29-30 Theta Sigma Phi
- April 30 — Men, Markets & Motivation
- May 1-5 Parks & Recreation Law Enforcement Inst.
- May 2-3 LPN Conference

- May 4-6 Student Affairs Medical Schools
- May 5-6 Conference in Modern Literature: Fiction Now.

All conferences will be held in Kellogg Center unless otherwise noted. Students and faculty members are welcome to attend these continuing education programs. Those who are interested should make arrangements in advance with the Office of University Conferences, 5-4590.

## EXHIBITIONS

### Kresge Art Center

Entrance Gallery, North Gallery (through May 21): Works in various media by undergraduate and M.A. students.

Main Gallery: Works from the permanent collection.

### Beal Garden

Cornelian Cherry is in full bloom south of the pool.

## SEMINARS

### MONDAY, MAY 1, 1972

The structure and function of the hemicellulose of primary plant cell walls. **W. Dietz Bauer**, 4:10 p.m., 101 Biochemistry AEC Plant Research Lab).

To be announced. **James R.Y. Rawson**, 4 p.m., 136 Chemistry (Biophysics).

The influence of technology on the world food supply. **Sylvan Wittwer**, 12:30 p.m., 126 Anthony (Dairy Science).

Isolation and characterization of myeloma messenger RNA in the immune response. **R.J. Patterson**, U. of Washington, Seattle, 4:10 p.m., 146 Giltner (Microbiology & Public Health).

Regulating nuclear power. **Victor Gilinsky**, Atomic Energy Commission, 4:10 p.m., 221 Physics-Astronomy Bldg. (Physics).

Endocrine research using the bovine as an experimental animal. **Edward M. Convey**, 4 p.m., 216 Giltner (Physiology).

### TUESDAY, MAY 2, 1972

Current agricultural problems in Hawaii. **Franklin F. Laemmlen**, 12:30 p.m., 168 Plant Biology (Botany & Plant Pathology).

The theory and practice of gas chromatography; separations of organic isomeric mixtures. **Donald I. Sawyer**, U. of California, Riverside, 4 p.m., 136 Chemistry (Chemistry).

Acceptability of glucose-fructose in baked goods. **Charlotte Thompson**, 12:30 p.m., 102 Human Ecology (Food Science & Human Nutrition).

Forensic Nutrition I. **Sidney Weissenberg**, Federal Trade Commission, 2:40 p.m., 110 Anthony (Food Science & Human Nutrition).

Forensic Nutrition II. **Sidney Weissenberg**, Federal Trade Commission, 4:10 p.m., 110 Anthony (Food Science & Human Nutrition).

Amino acids and the biosynthesis of prodigiosin. **Robert Williams**, Baylor College of Medicine, 4:10 p.m., 146 Giltner (Microbiology & Public Health).

Turtle response to dietary vitamin A. **M.P. Anderson**, 4:10 p.m., 346 Giltner (Pathology).

On some series representations of the integral of the bivariate normal density over an offset disk. **Dennis C. Gilliland**, 4:10 p.m., 405A Wells (Statistics & Probability).

### WEDNESDAY, MAY 3, 1972

Studies on the nucleotide sequence of nuclear RNA. **Harris Busch**, Baylor U., Waco, Texas, 4:10 p.m., 101 Biochemistry (Biochemistry).

A multimodal distribution based clustering algorithm. **Bernard Weinberg**, 4 p.m., 402 Computer Center (Computer Science).

Carnitine metabolism in insects. **L.L. Bieber**, 4:10 p.m., 131 Anthony (Institute of Nutrition).

Onion smut: physiology and infection studies. **M.L. Lacy** 4:10 p.m., 168 Plant Biology (Plant Pathology).

### THURSDAY, MAY 4, 1972

Agricultural economists in industry. **Dean McKee**, Deere and Company, 3:30 p.m., 301 Agriculture (Agricultural Economics).

Inducer exclusion: a mechanism for metabolic regulation. **John P. Markwell**, 4:10 p.m., 101 Biochemistry (Biochemistry).

Interaction of sex and age with respect to the reproduction of mallards. **Harold H. Prince**, 1:30 p.m., 221 Natural Resources (Fisheries & Wildlife).

Rapid determination of water activity of foods. **V.C. Sood**, 4:10 p.m., 110 Anthony (Food Science & Human Nutrition).

Advances in food industry waste utilization. **Lyle Shannon**, 4:10 p.m., 110 Anthony (Food Science & Human Nutrition).

Possible effects of intestinal microflora on the host. **A.E. Joyner, Jr.**, Shell-Development Co., 4:10 p.m., 103 Anthony (Institute of Nutrition).

Some spectroscopic studies of drug interactions with biological systems. **Colin F. Chignell**, National Heart & Lung Institute, Bethesda, Md., 4 p.m., 449B Life Science 1 (Pharmacology).

Today's horizons in veterinary medicine. **Calvin W. Schwabe**, U. of California, Davis, 8 p.m., Veterinary Clinic Auditorium (Student Chapter AVMA, Phi Zeta, Veterinary Medicine, Microbiology).

### FRIDAY, MAY 5, 1972

Response of black students to improvements in the job market. **Richard Freeman**, U. of Chicago, 3:30 p.m., 301 Agriculture (Agricultural Economics).

Black social workers report on national convention. **Speakers to be announced**, 2 p.m., 210 Bessey (Social Work).



## Friday, April 28, 1972

- 2 p.m. Baseball—Doubleheader with Eastern Michigan. John Kobs Field.
- 3 p.m. Tennis—MSU vs. Western Michigan. Varsity Courts.
- 7 p.m. Intercollegiate Film Festival—Films made by students from all over the country are sponsored by the MSU Broadcasters. These films were selected from hundreds submitted and include award-winning productions. Tickets available at Union Ticket Office. 108B Wells.
- 8 p.m. "The Last Question"—This new science fiction spectacular in the sky theatre was written and narrated by Isaac Asimov. It explores the theory of entropy, which maintains that all the life-giving energy of the stars is being drained. Abrams Planetarium.
- 8:15 p.m. "Hedda Gabler"—Ibsen's modern classic features Hedda as a mature, dynamic woman snared in a stifling marriage whose only creative outlet is destruction and death. Tickets are available at the Fairchild Box Office. Fairchild Theatre.
- 9:30 p.m. Intercollegiate Film Festival (see above). 108B Wells.
- 10 p.m. "The Last Question" (see above). Abrams Planetarium.

## Saturday, April 29, 1972

- 1 p.m. Tennis—MSU vs. Hampton. Varsity Courts.
- 1 p.m. Women's softball—MSU vs. Muskegon Community College. Men's IM Fields Diamond No. 8.
- 2:30 p.m. "The Last Question" (see April 28). Abrams Planetarium.
- 7 p.m. Intercollegiate Film Festival (see April 28). 108B Wells.
- 8 p.m. "The Last Question" (see April 28).
- 8:15 p.m. "Hedda Gabler" (see April 28). Fairchild Theatre.
- 8:15 p.m. Concert—The University Chorale will perform works by baroque, pre-classical and contemporary composers, under the direction of Robert A. Harris. Music Auditorium.
- 9:30 p.m. Intercollegiate Film Festival (see April 28). 108B Wells.
- 10 p.m. "The Last Question" (see April 28). Abrams Planetarium.

## Sunday, April 30, 1972

- 9:30 a.m. Birdwatcher's hike—As part of the MSU Spring Environmental Interpretation Programs, those interested in birdwatching should meet at the west side of the Veterinary Clinic. Bring binoculars if possible.
- 11 a.m. Photography hike—Those wishing to participate in a nature photography hike through Baker Woodlot should meet in the greenhouse parking lot to the east from the Natural Resources Bldg. The program will last until noon.

- 3 p.m. Faculty recital—Daniel Stoper, oboist, will perform. Kresge Art Center.
- 4 p.m. "The Last Question" (see April 28). Abrams Planetarium.
- 4:30 p.m. Graduate recital—Córa Enman, mezzo-soprano, will perform. Music Auditorium.
- 8:15 p.m. "Hedda Gabler" (see April 28). Fairchild Theatre.

## Monday, May 1, 1972

- 1 p.m. Golf—MSU vs. Wayne State. Forest Akers Course.
- 8:15 p.m. Recital—Thomas Maksimchuk, saxophonist, will perform works by Bach, Bonneau, Ravel, Dukas, and others. Music Auditorium.

## Tuesday, May 2, 1972

- 12 p.m. University Club luncheon—William G. Fields will give techniques for "Stalking the Wild Mushroom."
- 3:30 p.m. Baseball—MSU vs. Western Michigan. John Kobs Field.
- 8 p.m. International folkdancing—Instruction will be given at 8 p.m. and dancing will begin at 9 p.m. St. John Student Parish, 327 M.A.C.
- 8:15 p.m. Graduate recital—Linda Bartley, clarinetist, will perform. Music Auditorium.

## Wednesday, May 3, 1972

- 1 p.m. Golf—MSU vs. Saginaw Valley. Forest Akers Course.
- 3:30 p.m. Women's softball—MSU vs. Jackson Community College. Men's IM Field Diamond No. 8.

## Thursday, May 4, 1972

- 8 p.m. ASMSU Pop Entertainment—Elton John and the Dillards will perform in Jenison Fieldhouse.

## Friday, May 5, 1972

- 3 p.m. Tennis—MSU vs. Illinois. Varsity Courts.
- 3:30 p.m. Baseball—MSU vs. Michigan. John Kobs Field.
- 8 p.m. "The Last Question" (see April 28). Abrams Planetarium.
- 8:15 p.m. Lecture-Concert Series—Metropolitan Opera soprano Joan Sutherland and her husband pianist Richard Bonyngé form a highly acclaimed duo. MSU Auditorium.
- 10 p.m. "The Last Question" (see April 28). Abrams Planetarium.

## BULLETINS

### WOMEN'S IM SWIM

Due to overcrowded conditions in the pool, steam room, and showers, the Women's IM has extended its evening swim hours to 5 to 9:50 p.m., Monday through Friday.

### FOLK WRITERS

Faculty Folk writers will meet at 1 p.m., Wednesday, May 3, at the home of Mrs. Stanley Drobac, 4547 Herron, Okemos. Readers will be Mrs. Dan English and Mrs. Howard Bartley.

### NOAM CHOMSKY

Noam Chomsky, renowned for his studies in linguistics and for his critique of contemporary American foreign policy, will lecture on "Decision-makers and Democracy: Lessons of the Pentagon Papers," at 1 p.m., Wednesday, May 3, in Fairchild Theater. He will also participate in a panel discussion on the "The Psychology of Unfreedom: A Critique of B.F. Skinner," at 3:30 p.m. the same day in Wonders Kiva.

### BLACK THEATRE

"New Dimension in Black Theatre" is the subject of a symposium sponsored by the Black Arts Company Sunday, April 30 to Sunday, May 7. Several learned lecturers within the field of theatre and student productions in the areas of community theatre, professional theatre, children's theatre, academic theatre, and playwrights and criticism are included. For schedule and information, contact Carol Wilson, 351-4080.

### ACADEMIC COUNCIL

The Academic Council will hold its regular meeting at 3:15 p.m., Tuesday, May 2, in the Con Con Room of the Center for International Programs.

### TENNIS

Outdoor tennis court reservations may be made by calling the IM reservation desk, 5-5044, beginning at 10 a.m. one day in advance during the week. Weekend reservations should be made starting at 10 a.m. Monday.

### COMPUTER WORKSHOP

The Computer Lab will hold a one-day workshop entitled "MISTIC2—The MSU Interactive Computing Facility," on Saturday, May 6, in Eppley Center. No prior knowledge of the MSU system will be assumed, but a working knowledge of BASIC or FORTRAN IV will be necessary. Registration must be made through the Computer Laboratory Program Library, 209 Computer Center, by May 4. For information, call 3-3975.

### MID-TERM GRADES

Special mid-term grade cards will be delivered to departmental offices on Friday, April 28. The grading system is printed on the face of each class card. The Office of the Registrar will make a pickup on Friday, May 5, after 9 a.m. Otherwise, cards must be returned to 150 Hannah Administration Bldg. no later than 11 a.m., May 5. The returned cards will be redistributed on Monday, May 8, to those who requested them. For information, call 5-9596.

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.