

MSU News-Bulletin

Vol. 3, No. 35

Michigan State University

July 27, 1972

Averages 15 books annually

Presses run at University Press

"If you can't understand a book, maybe it will be a good seller."

That's what Lyle Blair says he has discovered in his 21 years as director of the MSU Press.

He cites as an example the book "Tuning and Temperament."

The book, first published in 1951, is concerned with tunings in the music world and contains such phraseology as "Greek tunings of the tetrachords," "Pythagorean intonation," "meantone" and "temperament."

"When we first published it we had an edition of 500 copies and thought this would last a lifetime. We couldn't find anybody who understood the book and we certainly couldn't.

"However, since the first printing, we have reprinted it 500 by 500 copies at least six times and sold the reprint rights."

The Press has been in business for more than 23 years and, according to Blair, it has and continues to serve an important function of disseminating scholarly books in the proper light.

"We publish books that commercial publishers couldn't afford to publish because of the vast overhead. Commercial publishers are primarily

interested with sales and books with popular appeal. Out books usually have a more limited specialized market," he says.

Blair has found that overhead can be a problem, and he has cut his staff to four - Himself, Associate Editor Jean Busfield, and two office assistants. At one time the Press had 16 staff members.

Aside from a \$14,400 annual subsidy from the University, the Press is self-supporting.

"All university presses are undergoing financial problems," he says. "However, we have just completed a successful year without losing any money. We did this by using iron control over expenditures."

Another way to keep the budget in tact, according to Blair, was relinquishing membership in the Association of American University Presses. "It costs \$800 a year in dues and another \$800 to \$1,000 to participate in the association. I couldn't justify spending that kind of money."

Blair, who served as head of the British Publisher Guild in London prior to coming to MSU, says that withdrawal from the association has not harmed the

communication he has established with the directors of other university presses.

"We have a constant interchange of information and have been working on ways to cut overhead."

* * *

An example of the kind of books published by the Press is its latest offering, "Suffragists and Democrats: The Politics of Woman Suffrage in America," by David Morgan, of the University of Liverpool, England.

In publishing a book, the Press handles all aspects from the selection of the manuscript (usually 150 are submitted annually) to selecting the type, designing the book jacket, contracting a printer and distribution through wholesalers and bookstore. The total process takes about nine months.

"We send review copies of the books to journals and newspapers throughout the world," Blair says.

"Some books start out slowly but gather momentum as the word of mouth spreads. Then there are our 'bread and butter' books that are slow but steady."

Blair cites "Broadcasting and Government" by Walter B. Emery as a "bread and butter textbook." It has

undergone nine printings since first published in 1961.

The Press splits all book profits on a 50 - 50 basis with the author. These include foreign, translation, reprint and paperback rights.

Blair explains that neither the author nor the Press makes large sums of money from the books. "It's hard to make money on scholarly works."



Lyle Blair

Pay increase is retroactive

Recommended salary increases for faculty and staff averaging 4 percent, to be presented to the Board of Trustees Friday for formal approval, would be retroactive to July 1, 1972.

The increase and retroactivity will be reflected in August paychecks distributed the last week of August. Those affected are all employees not covered by collective bargaining contracts.

(Continued on page 4, col. 1)

Medical faculty participate in two kidney transplants

Can an organ transplant surgeon find professional fulfillment at a new medical school without a hospital, much less an operating room, of its own?

Dr. Edward Coppola, chairman of the Department of Surgery, is finding that he and members of his faculty are meeting important needs through associations with community physicians and hospitals in Lansing and other Michigan cities.

Kidney transplants on July 15 and again on July 20 at Lansing's Sparrow Hospital dramatized the town-gown interactions which characterize the entire College of Human Medicine and also the College of Osteopathic Medicine.

Both kidney transplants were carried out by a team combining talents of community practitioners who are also adjunct medical faculty, and Sparrow Hospital staff with those of full-time MSU surgical and other faculty.

In the first operation, a 35-year old Lansing teacher received a kidney from a 21-year old man who had died the previous evening at an Ann Arbor hospital. In the second operation, a 21-year old Lansing man received a kidney from his 25-year old sister.

Sparrow Hospital supplied the operating room, the dialysis equipment and the laboratory facilities as well as the basic medical and surgical skills.

MSU supplied the specialized surgical skills and tissue typing analyses and will provide expertise in the continuing postoperative management that is needed to keep the patient in good health while preventing the rejection of the new organ by the body's normal defenses.

Coppola, one of the MSU participants in both operations, was founder and director of the transplantation program at Hahnemann Medical College and Hospital in Philadelphia, where he was an associate professor of surgery before coming to MSU last summer.

In addition to being a transplant surgeon, Coppola is a general surgeon interested in many types of operations and the broader aspects of medicine and medical education.

As chairman of a new department, he has recruited faculty who reflect these interests.

He and his faculty see the university-community program as a way of providing opportunities for more persons who need kidney transplants to receive them and to do so while remaining in close proximity to the friends and relatives in their hometown.

They envision extension of the program to Grand Rapids and possibly to other Michigan cities as well.

Coppola estimates that each year

about 40 out of every million people - more than 300 Michiganians - would benefit from kidney transplants. At present only about 10 out of every million people actually receive them.

Proposals on women made

Editor's Note: A special four page insert containing the complete text of the administration's recommendations on the status of women at the University is included in today's edition of the News - Bulletin.

Twenty - one recommendations improving the status of women at the University have been proposed by the administration.

The recommendations, which range from establishing an Office of Women's Affairs to opening the University's marching band to women members, will be presented to the Board of Trustees during a special meeting at 7:30 p.m., tonight in the Kellogg Center.

The University's proposals are, in part, a response to the 59 page report developed over three months by the presidentially appointed ad hoc Women's Steering Committee. The steering committee's report was submitted June 1.

The administration said that the women's report had been reviewed by top men and women administrators and that its response sought to put into perspective the University's efforts to "more than match the philosophy that women must be full-fledged, equal participants in the events and activities which help shape their lives."

The administration report states, "the University is taking this opportunity to list a number of positive action steps which it is taking, or is prepared to take, in behalf of its commitment to equal opportunity."

Many have been in the development stage for some time preceding the formation of the steering committee. However, they are listed as they are responsive to the various recommendations in the women's report."

Former policeman notes changes

Technology has been a mixed blessing for the relations between a policeman and his community, according to a university professor of criminal justice who walked a beat in New York in the 1930s.

"Gadgetry and mobilization of the police force," Frank D. Day said, "has changed the policeman from a flatfoot who knew everybody in the neighborhood into a faceless person going by in a patrol car."

"Advances of technology have been very helpful, particularly in disasters and lesser crises, but when we got motorized in the 1930s it was meant to supplement the foot patrol for quicker help in emergencies. There wasn't any thought then of motorizing the whole force."

Achievements

CARL GOLDSCHMIDT, professor of urban planning and landscape architecture, has been awarded a Fulbright grant for the 1972 - 73 academic year. He will lecture in urban studies at Tel Aviv University in Israel.

ROBERT P. BOGER, director of the Institute for Family and Child Study, will spend next year at the University of Colorado as a fellow in the American Council on Education's Academic Administration Internship Program.

TED SMITH, director of food service, codirected the program for the recent annual meeting of the National Association of College and University Food Services.

KARATHOLUVUN SUBRAMANIAN, assistant professor in engineering, is a visiting lecturer this summer at the Regional Engineering College in Trichy, India.

H. TI TIEN, professor of biophysics, was elected to the council of the Biophysical Society. He also chaired a session at the fourth International Biophysics Congress in Moscow, U.S.S.R.

OSCAR TOSI, professor of audiology and speech sciences, is vice president and director of the International Association of Voice Identification, Inc.

WILLARD WARRINGTON, professor and director of evaluation services, is president - elect of the National Council on Measurement in Education. He assumes the presidency next year.

LEOTA M. WESTFALL, specialist in the Highway Traffic Safety Center, has been appointed by President Nixon to the National Highway Traffic Safety Administration Committee of the Department of Transportation.

JOHN N. WINBURN, associate dean of University College, and THERESA AZZAWI, doctoral candidate in linguistics, have been invited to present a paper at the Third International Congress of Applied Linguistics at Copenhagen, Denmark. Their work describes "College Composition: A Systems Course."

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"Policemen today don't have the same face - to - face encounters."

Day was an Irish - American cop walking the beat in New York City's "Little Italy" and Brooklyn in the mayoralties of Jimmy Walker and Fiorella LaGuardia. When he worked in the NYPD Youth Bureau he helped organize the annual benefit baseball games in Yankee Stadium with Babe Ruth the star player.

Day said increased complexity of cities not only promotes motorization and increasing technology, it also makes it increasingly important that police departments recruit from among college and university graduates who can come to work with a high degree of knowledge and training.

In the past, police departments drew largely from noncollege ranks for filling department personnel needs.

Other changes recommended by Day, in addition to more recruitment at colleges and universities are:

— Greater clarification of everyday application of the great array of legal structures and administrative policies.

— Greater freedom for individual officers to make judgment on when reprimands and courtesy warnings serve better purposes than a rigid system of tickets and arrests.

— Departmental efforts to keep communities better informed of departmental goals and problems.

— Greater and more apparent responsibility for police policy given to the community's chief executive, who should expect the police department to handle the carrying out of policy.

Day is serving a one - year consultantship with the University's School of Criminal Justice prior to retiring in January 1973. He joined the school in 1956, after police duties in New York and Cincinnati and being on the faculty at the University of Louisville in Kentucky.

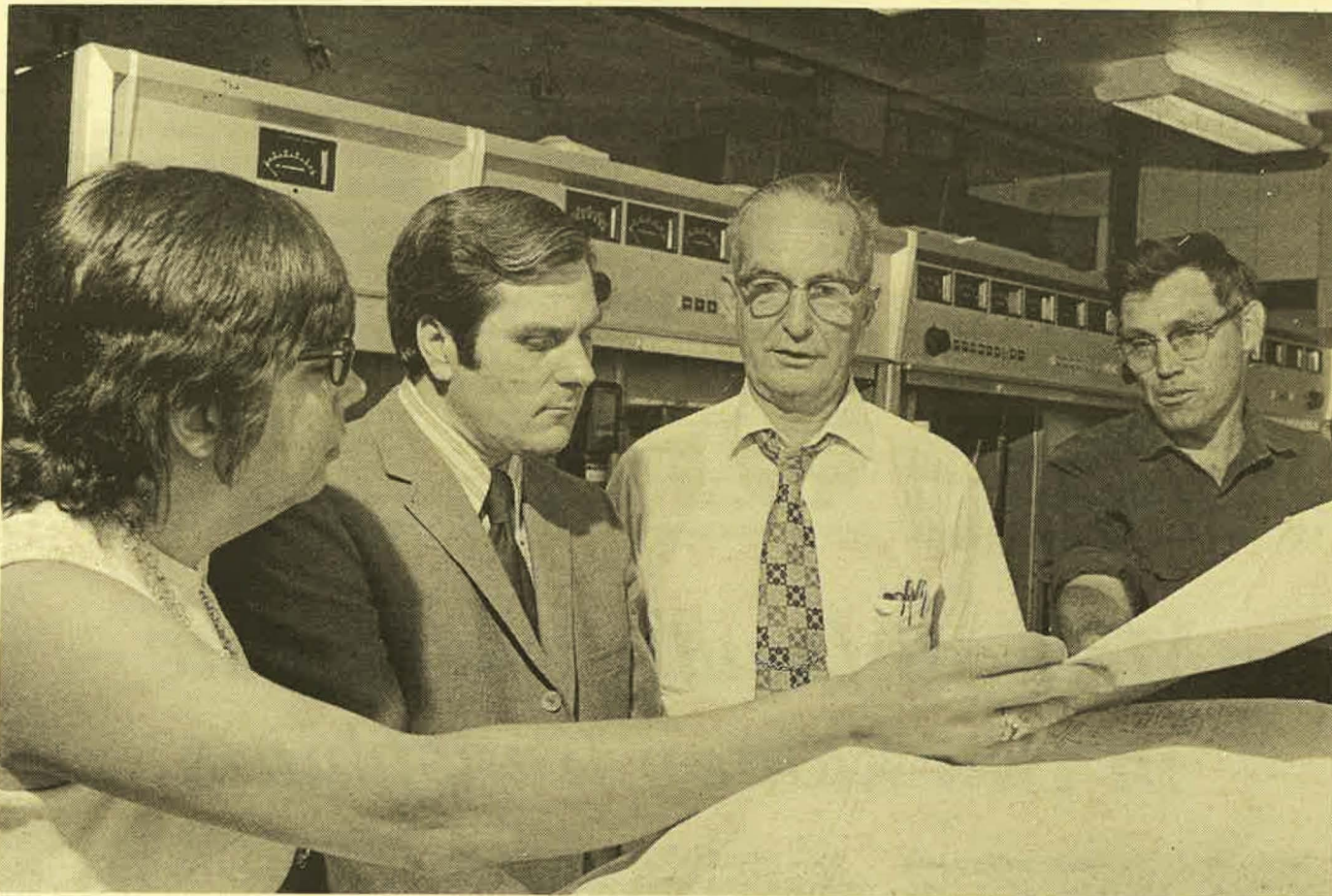
Currently he is working on the 18th edition of "Introduction to Law

Enforcement and Criminal Justice," a standard text he wrote with A.C. Germann, a former member of the MSU school, and Robert R.J. Gallati of New York.

—FRAN MURRAY



Frank Day: 1934 NY policeman



Checking plans for placement of the Channel 23 transmitter are (from left) Kay Ingram, program manager; Robert Page, station manager; Louis Smith, transmitter supervisor; and Linn Towsley, chief engineer.

Channel 23: Something old, something new

Something old . . . something new . . . that's MSU's soon - to - be UHF channel 23, WKAR-TV.

Robert D. Page, station manager, says the UHF station will take the air this fall, replacing MSU's current WMSB-TV, channel 10.

But he points out that WKAR-TV isn't new. It existed for five years, until March of 1959, on UHF channel 60.

"It didn't go over well back then because many people didn't have UHF adapters in their TV sets, and the station was accessible to less than 15 percent of the homes in its radius."

The idea of WKAR-TV, then, is old. So are the call letters — and so are the facilities, except for a new transmitter now being installed.

* * *

THE PRESIDENT STUDIOS of WMSB will be used by the new station and the transmitting station of the former WKAR-TV in Okemos is being remodeled for use by the new station. The Okemos site has housing for the new transmitter and a 1,000 - foot transmitting tower.

The new transmitter has the capability of 1.25 million watts of power, Page says. This will send out a signal covering an approximate 70 - mile radius of the tower.

For an "old station", WKAR-TV will have a number of new offerings.

Page says the new station will broadcast approximately 80 hours a week. WMSB now broadcasts only 38½ hours per week under its shared - time agreement with WILX-TV, Jackson's commercial station.

WKAR-TV will carry color presentations from the Public Broadcasting System (PBS).

"We plan to convert our equipment and carry local programs in color soon after we go on the air," Page says.

* * *

ANOTHER NEW ASPECT of WKAR-TV is the programming, says Fay F. Ingram, program manager.

"A wide variety of network programs, including "Masterpiece Theatre," will be included in the scheduling," she reports.

Some of WMSB current offerings will be dropped and others expanded on the

new WKAR-TV. "We hope to have an expanded public affairs program that will cover local and national issues, and offer a question and answer portion open by telephone to our viewers," she says. The program will replace the current "On Assignment" series seen on Sundays at 10 p.m.

She adds that the new station will have remote control equipment for on - the - spot coverage of such events as concerts, sports activities, and political and governmental assemblies.

* * *

PAGE JOINED MSU's TV broadcasting staff in 1954 and Miss Ingram arrived in 1955. Both worked in various production areas in the department before obtaining their present positions 3½ years ago.

Conversion from WMSB to WKAR-TV is possible through funds from the Department of Health, Education, and Welfare. A \$420,000 HEW grant, matched by \$231,000 from the University, has enabled the purchase of

(Continued on page 6, col. 3)

Around the campus: A weekly review

Cantlon reports on school year

The University is once again considering alternatives to the four-quarter academic calendar.

A lengthy consideration of this matter was last made in 1959. Widespread faculty support for a change to the semester system was demonstrated, but disadvantages were judged to be overriding at the time.

Today, opportunities for greater institutional cooperation between MSU, the University of Michigan, and possibly other institutions, plus giving MSU students better summer employment opportunities, are some issues of expanded concern. The impact of any change in the calendar on the quality and effectiveness of academic programs will be a primary focus as the deliberations proceed.

In conducting the review, the administration will evaluate various alternatives to the present calendar in consultation with appropriate academic governing structures. However, any recommended changes of a substantial nature could not be made effective for 1973-74 since course revisions and many details of procedure would have to be worked out following an in-depth examination of various calendar alternatives.

Office of the Provost
July 21, 1972

Minority recommendations made

Three members of the ad hoc committee which studied University policies relating to the Indochina war effort have released a minority report containing more than 30 recommendations.

Mitchell Stengel, assistant professor of economics, Charles Massoglia and Lois Gertz, who served on the committee as representatives from the antiwar demonstrators, issued their recommendations July 13 to be considered by President Wharton along with the 23 recommendations the 11-member committee presented him July 7. (News-Bulletin, July 13).

The recommendations call for abolishing the ROTC programs on campus. If this is impossible, the three members recommend that the status and privileges of academic departments be withdrawn from ROTC and that they be reduced to the status of extracurricular activities.

Other recommendations include:

*MSU Board of Trustees should adopt an institutional stand against the war in Indochina.

*MSU as an institution should sponsor a major symposium on the question of U.S. policy in Indochina as one of genocide and war crimes.

*MSU should adopt a policy of disarmament for law officers.

*The University should end one aspect of its complicity in war crimes by immediately selling all current stock and bond holdings in corporations which produce a significant volume of anti-personnel weaponry.

*The University should end one aspect of its complicity in war crimes by immediately terminating all purchases of goods and services produced by corporations also engaged in the production of anti-personnel weaponry.

*MSU should exclude armed forces recruiters from the Placement Bureau.

*All corporations which produce anti-personnel weaponry should be excluded from the Placement Bureau.

These recommendations are being considered with those presented by the ad hoc committee on July 7 by appropriate University committees.

The group also recommends that, in their deliberations, the appropriate committees shall actively solicit the opinions and recommendations of the entire University community.

Construction begun on waste device

Construction has begun on the campus of a centrifugal force device to remove sulfur dioxide waste from coal burning power plants.

Bruce W. Wilkinson, associate professor of chemical engineering and nuclear reactor supervisor, has received a \$12,300 grant from the National Science Foundation for work in the two-year project. He is assisted by Stephen Auvil, a doctoral candidate in chemical engineering.

An attempt will be made to draw off all waste gases from a power plant boiler into a cylinder operating at sufficiently high speed to drive the sulfur dioxide to the chamber wall. The sulphur dioxide, the heaviest of the waste components, will then be removed to a storage chamber.

Wilkinson said the cylinder, which is being made at a machine shop in the engineering building, will be 8 by 40 inches, and is based on a small chamber designed in the 1940s by the German scientist, Gernot Zippie, for separating uranium isotopes for nuclear power plants.

Wilkinson said the double-walled cylinder is expected to rotate at 20,000 revolutions per minute behind protective block walls. He expects the device to be ready for testing this fall.

At present about 50 percent of U.S. power plants are coal fired; a small fraction are nuclear power plants, and the remainder are operated by hydro power, gas or oil.

Nuclear plants will supplement but cannot replace coal-powered plants, Wilkinson said.

Most American coal has significant (three percent) sulfur. Some research has been undertaken to get rid of the sulfur in the solid coal but difficulties are apparent. Coal with less sulfur content is available only in the west and at higher

initial cost and high transportation costs. Switching to gas is costly and shortages are occurring in natural gas. Switching to oil is also expensive, and supplies are distant and limited, although removal of sulfur from the liquid oil is comparatively easy.

The sulfur is visible as yellow plumes from power plants stacks.

Ten to 15 differing processes have been proposed for removing the sulfur content from the effluents of power plants, but to date none is well established, said Wilkinson. His experiment is designed to achieve the separation at the waste gas stage, removing it from the lighter wastes of oxygen, nitrogen, water vapor and carbon dioxide.

The device, if successful, could become a functional part of a regular coal fired power plant.

Editors win awards

Editors in the Department of Information Services have been presented ten awards by the American Association of Agriculture College Editors (AAACE).

Mark T. Allen, experiment station editor, was presented an award for "25 years of outstanding contributions" to AAACE. He also shared two awards for the production of a technical research bulletin and a research periodical he co-edited with Mrs. Mary Tyszkiewicz, departmental publications editor. The periodical was written by Joseph J. Marks, extension and research editor.

Roger Brown, TV-Radio editor, won awards for a radio feature, a radio spot announcement and a video taped television feature.

Extension Publications Editors Donald E. Gregg and Kenneth M. Fetting won awards in the popular extension pamphlet and bulletin categories.

Marks and Don. A. Christensen, extension agriculture editors, won awards for their press services to weekly newspapers and farm magazines.

MSU also received a special citation for individual publications at the recent meeting of the American College Public Relations Association in Minneapolis.

The award was presented for the publication "Financial Report 1970-71" which was produced by the University Editor's Office. George Kooistra is University Editor.

Photographers honor MSU

The Professional Photographers of America, Inc., the world's largest association of professional photographers, honored MSU with its National Community Service Award.

President Wharton received the award on July 24 at the group's International Exposition of Professional Photographers held in Detroit.

The award was given to the University "for its outstanding use of photography in communicating every phase of campus life."

Research on campus commended

A recent editorial in Science, one of the nation's most prestigious magazines of science research, praised work on the MSU campus.

Dr. William Bevan, author of the editorial, said the work by the United States Department of Agriculture's Regional Poultry Research Laboratory on the MSU campus, is the first clear demonstration that a herpes virus produces a cancer.

The work also shows, he said, that the particular cancer—Marek's disease of poultry—spreads by contact.

"Marek's disease," said Bevan, "is a highly contagious disease affecting the peripheral nerves and the visceral organs of domestic chickens. It results in a loss to the poultry industry of more than \$200 million annually in the United States alone."

Women's athletics viewed

Women's athletics is coming into its own but with it there is some grief in the Big Ten universities.

This is the word from Gale E. Mikles, professor of health, physical education and recreation.

Mikles explains that the problem is not with the women.

"In recent years," he says, "there has been an increased desire on the part of women to compete and finally we have broken down the stereotype that women shouldn't compete. This competition is what we need academically to interest women in training to be coaches."

The problem is economics.

Athletics pays for itself in most Big Ten universities, Mikles explains, and now that it has to support an expanding women's program, there are problems. At MSU the budget for travel and equipment for women's athletics has increased a thousand percent.

This may mean, Mikles speculates, that nonrevenue producing men's sports may be reduced to an intramural level.

He emphasizes that women's athletics still is not being treated in a big way, however.

"I don't look for a Big Ten conference for women for a long time," he says, "maybe never."

"Women's competition is still at a beginning level. What will probably happen is that there will be competition within the state. However, this does not rule out national and regional competition for the women."

Workshops offered on "love and caring"

Workshops on love and caring!

What was I getting myself into?

With much apprehension I enrolled in one of the weekend workshops offered by the Continuing Education Service and the College of Social Science.

The brochure said the workshop was "designed for mature individuals and couples who are interested in developing their ability and capacity to give and receive love and caring, both emotionally and physically."

I wasn't disappointed. It was everything I had expected and more.

Under the leadership of Dozier W. Thornton, associate professor of psychology and director of clinical training, Department of Psychology; Gary Frost, assistant professor, assistant dean and director of student relations, Madison College; and June Jacobson, counseling intern, Counseling Center, the weekend proved a "love and caring" experience.

The 15 - hour workshop was launched with a get - acquainted session for the 18 participants ranging in age from under 20 to over 60. It was soon discovered that the generation gap was nonexistent in this workshop situation.

According to Ethelbert Thomas, assistant dean, continuing education, College of Social Science, the workshops were developed in response to faculty interested in investigating the problems of establishing and maintaining personal relationships.

"The workshops were to help answer such questions as how to start a relationship, how to maintain it, how to end relationships and what to expect in personal relationships," he said.

I attended the workshop held in Lansing, July 7 - 9. Workshops were also held in Saginaw (July 14 - 16) and Bloomfield Hills (July 21 - 23).

The workshops were based on the staff facilitating cognitive and experimental learning through lecturettes, small group meetings and films.

It was pointed out to participants that there was no one answer on how to start and maintain intimate relationships. Various methods were discussed.

Mrs. Jacobson stressed that "the staff members weren't experts, but were also struggling in their own lives with some of the areas discussed during the workshop."

"We shared with the participants and the participants shared with us," she said.

Included in the weekend were discussions on what constitutes an "intimate relationship." Factors introduced such as trust, conflict, awareness, caring and touching were further investigated through discussions and exercises during the weekend.

In one session the participants were asked to extend their right hands and reach out, with their eyes closed, and get to know as many people as possible through their right hands.

This experience enabled the group to become aware of feelings expressed without sight and sound. It was amazing how aware you can become of another person through the communication of touch.

"Many people don't know how to start a relationship and the workshops were designed to assist professionals and laymen in developing caring relationships," said Mrs. Jacobson.

The presence of conflict in a relationship was investigated by the staff and participants. After discussion on the how - to's of constructive conflict, small group sessions were organized. Participants were instructed to tell each member of their group what they liked and what they disliked about them. According to most of the participants, the dislikes were harder to express.

The topic of sexual intimacy was handled through various films and discussions with conclusions reached that liking, caring and touching were important ingredients in this type of relationship.

The workshop was complemented by lighting and music effects to coordinate with the topics under discussion and exercises in trust and touch that made the participants further extend themselves.

According to Mrs. Jacobson, these are the first workshops of their kind offered by the University.

"We discovered the need for such workshops through work with community organizations in training workers in service areas," she said.

One - hour of credit was offered to participants in the workshop through education, nursing, psychology and social work.

—SANDRA DALKA



Kidney transplants . . .

(Concluded from page 1)

"The reason is lack of facilities, trained surgical and follow-up care teams, and donated kidneys," says the MSU surgeon.

"By involving community hospitals, doctors and other health professionals in transplantation programs, we hope to increase the capacity of the state to meet this health care need.

"We have discussed the possibility of a regional cooperative program with health care leaders of several Michigan communities and hope to involve other places with us as well as Lansing."

Coppola is working actively with the Michigan Department of Public Health and the Kidney Foundation of Michigan to improve the supply of kidneys. During the past several months he has helped organize the Transplantation Society of Michigan and has been elected as its president.

"We hope to make doctors as well as the public more aware of the need for donor organs and thereby to increase the supply," Coppola notes.

The society, which consists of about 50 physicians and other scientists involved in the transplant programs, expedites the collection of donor kidneys from hospitals throughout Michigan and distributes them immediately to centers where patients with matching kidneys are awaiting transplant surgery.

The need for the organization was dramatically illustrated on July 13, when in the space of 24 hours, the following matches were carried out:

—From a young man who died at Ann Arbor, one kidney went to the MSU-Sparrow team and the other to the Veteran's Administration Hospital in Ann Arbor.

—From a patient who died at Detroit General Hospital, one kidney went to a patient in the same hospital and another to a patient at Henry Ford Hospital.

—From a patient who died at Henry Ford, two kidneys were sent to Chicago where they were transplanted after it was determined that they would not match the tissue of Michiganians currently awaiting transplants.

—CHARLES DOWNS

MSU and police agree

EAST LANSING — MSU and officials of the Fraternal Order of Police (FOP) announced jointly today that a tentative agreement has been reached on a two - year contract for campus police.

Officers in the MSU Department of Public Safety are represented by Capitol City Lodge No. 141, Fraternal Order of Police, MSU Division. A ratification meeting of the two - year contract by FOP members was scheduled Wednesday. Upon ratification of the contract, the MSU Board of Trustees will be requested to approve the agreement at its monthly meeting Friday.

Under the tentative agreement, public safety officers will receive a pay increase of 4 percent for 1972-73 followed by an increase of 6 percent for 1973-74. The

agreement includes a new vacation schedule which reduces from 15 to 10 years the time required for maximum vacation days and adds an additional day after five years of employment. Agreement was also reached on facilities for police functions.

The officers will receive long - term disability coverage paid by the University, effective Jan. 1, 1973. They also will be eligible for the TIAA - CREF retirement program upon employment in the department and will also receive an additional personal leave day annually.

The tentative agreement followed many hours of negotiations which began on Feb. 2, 1972. The University's contract with the FOP expires June 30. The new two - year agreement will take effect July 1, 1972.

Women at Michigan State University: Positive Action for Equal Opportunity

On June 1, 1972, President Clifton R. Wharton, Jr., received a 50 - page report from the ad hoc Women's Steering Committee covering a wide range of issues and concerns regarding the status of women. The report was the product of three months' effort by the 17 - member group of volunteers appointed by the President. In addition, three members of the committee submitted a minority report.

The formation of the steering committee grew from a number of discussions by Dr. Wharton and other University officials with several women who felt that there was not sufficient opportunity for the special concerns of their sex to be articulated within the University community. Therefore, the primary charge to the steering committee was to recommend a structure within which the concerns of women could be more formally and systematically communicated in an advisory manner. The report, however, goes considerably beyond this charge in its discussion of numerous substantive issues as perceived by the authors.

Since the submission of the report by the Women's Steering Committee on June 1, many officials and administrators have had an opportunity to study its contents and recommendations. It was reviewed by them with two particular objectives in mind: 1) how the concerns and recommendations in the report meshed with the many thrusts already being undertaken by the University to assure equality of opportunity for women, and 2) which new recommendations in the report would be helpful in leading to additional constructive affirmative action.

As a result of that review, this response has been prepared. It seeks to put into perspective the administration's efforts to more than match today's philosophy that women must be full - fledged, equal participants in the events and activities which help shape their lives. Insofar as MSU is concerned, this means that women must have the opportunity to share fully the opportunities — and responsibilities — in all aspects of the University community — as students, faculty and staff.

The basic strength of the Women's Steering Committee report is that it helps identify areas of principal concern as articulated by the members of this committee. This response will seek to take advantage of this expression and a number of helpful recommendations to describe how concerns can be met through the strengthening of existing programs and the initiation of new approaches.

By the same token, the response will be critical of parts of the report, which lack substance or which are unrealistic. To a large extent, the steering committee report is a compilation of grievances rather than a unified committee report. The report fails to set priorities, and it contains a number of contradictions. It also evidences some misunderstanding of how the University is administered or a knowledge of the programs and services already available.

Nevertheless, the depth of feeling exhibited by the women authors in their report is very apparent. It is therefore important that the administration be as responsive as possible since the concerns are real and the basic objectives are shared by all.

For the sake of clarity, the University's reply is organized into seven elements which correspond to the Women's Steering Committee report. These are: 1) an organizational structure to be responsive to women's concerns, 2) personnel matters, 3) academic and student improvement, 4) minority affairs, 5) athletics, 6) television programming and 7) the University's "community responsibilities."

A number of their recommendations interspersed throughout the appendices of the report will be consolidated for this purpose. However, only the recommendations which appear to be of the greatest significance will be covered in this response.

The University administration is taking this opportunity to list a number of positive action steps which it is taking, or is prepared to take, in behalf of its commitment to equal opportunity. These appear as numbered and underscored items throughout the response. Many have been in the development state for some time preceding the formation of the steering committee. However, they are listed here since they are responsive to various recommendations contained in the women's report.

Many of these steps will help strengthen the University's programs in behalf of minorities as well as women.

It should be noted at this point that the University, while fully committed to the principles and practice of equal opportunity, is seriously constrained by the financial resources available from doing all that it, or that members of its community, might like to accomplish immediately. We must emphasize that this will not deter us, however, from continuing to eliminate any practices which are held to be discriminatory or outmoded, or from taking positive steps forward as fully and as rapidly as possible.

Among those administrators who reviewed and commented on the steering committee report were: 1. Jack Breslin, Executive Vice President and Secretary to the Board of Trustees. 2. Dr. John Cantlon, Provost. 3. Roger Wilkinson, Vice President for Business and Finance and Treasurer to the Board of Trustees. 4. Robert Perrin, Vice President for University Relations. 5. Dr. Eldon Nonnamaker, Vice President for Student Affairs. 6. Dr. Dorothy Arata, Assistant Provost for Undergraduate Education. 7. Dr. Herman King, Assistant Provost for Academic Administration. 8. Dr. Ira Polley, Assistant Provost for Admission and Record. 9. Dr. Margaret Lorimer, Professor, Institutional Research. 10. Dr. James Hamilton, Assistant Provost for Special Programs. 11. Dr. John Dietrich, Assistant Provost for Academic Planning. 12. Dr. Joseph McMillan, Director, Equal Opportunity Program. 13. Mrs. Mary Sharp, Assistant Director, Equal Opportunity Programs. 14. Dr. Keith Grotz, Assistant Vice President for Personnel and Employee Relations. 15. John Shingleton, Director, Placement Bureau. 16. Burt Smith, Director, Intercollegiate Athletics. 17. Robert Page, Manager, TV Broadcasting. 18. Dr. Robert Schuetz, Acting Director, Institute of Biology & Medicine. 19. Dr. Paul Dressel, Director, Institutional Research.

Their observations, recommendations and proposals have been consolidated into this document which has been considered and concurred in by the President and Executive Group.

1. STRUCTURE

There were two principal proposals presented for a structure within the University administration which would be the focal point for matters of primary concern to women. The report of the steering committee suggested a wide - ranging organizational model based on the establishment of an off - campus "Women's Center." A minority report offered by three members of the Steering Committee alternatively proposed a less elaborate but more functional "office of women's affairs" within the existing Office of Equal Opportunity Programs, with EOP's authority broadened accordingly.

The adoption of an appropriate administrative model is of key importance in this discussion because some tend to place a higher value on "organization" than on substance. This is exemplified in the proposal of the steering committee for an elaborate matrix of advisory, research, action and program offices into a "Women's Center" with an initial budget of \$100,000 for the first year. The prediction that such a structure "will reduce in size" as it completes its tasks fails to assuage the fears of those experienced with bureaucracy or public administration.

This proposal also brings to the surface a number of apparent misperceptions and errors in understanding central university administration and decision - making. It encourages both separatism and a serious administrative conflict in that listed functions of the groups slash across and at times usurp existing areas of responsibility. The net effect would be balkanization of responsibility, rather than coordination of effort.

The proposal confuses line authority and mere advisory presence. This confusion is inherent in the description of the "coordinator," a high - level position whose "rank but not title" as vice president and an office on the "fourth floor" of the administration building supposedly would confer some special degree of power and omnipotence. No such power is possible without line authority, and across - the - board line authority cannot be delegated administratively for the furtherance of a single group. Furthermore, the Executive Group, made up of University officers, is a structure created for the president's administrative convenience, through which the officers have an opportunity to discuss mutual concerns and plans. Those serving do so by virtue of their official responsibilities, not because they are "representational" of

any constituency. Nor is the Executive Group a closed - circuit, or the only means by which major issues can be initiated or explored. Many other avenues exist.

Of the four proposed elements of the structure envisaged by the steering committee, that of the Women's Advisory Council (WAC) more nearly meets the request made in the original charge to the committee. Unfortunately, however, the report does not go into any detail on the WAC other than what is provided on page 2.

Considerably more detail is given to the proposed advocacy - action research and program development structures. However, each of these ignored and existing organizational structure and procedures of the University which are necessary for administrative efficiency and effectiveness.

For example, the advocacy - action coordinator would be "responsible for continuing education for all women," thus usurping the authority of the Continuing Education Service and the Provost's office, not to mention the responsibilities of 16 colleges. It further totally overlooks the current work of the Task Force on Lifelong Education. In "responding to the specific complaints," the proposed advocacy - action coordinator would seriously overlap or conflict with the responsibilities of the Office of Equal Opportunity Programs.

The program development office would, for unexplained reasons, report to both the Provost and the Executive Vice President, and be involved in the development of academic courses as well as community programs. The research office would cut across many existing research lines without any indication of how and where the product of its work would be used.

A major criticism of this committee approach is that it would tend to build and accentuate separatism; i.e., the Women's Center and staff would create a large and distinct operation dedicated to the furtherance of one particular group, irrespective of total University obligations and resources. What would be the effect if each group on campus with a major affinity of purpose adopted the same approach for administrative relief of its perceived problems?

The result, in fact, would be counter - productive. Once established, such a monolithic structure thereafter may be seen by all other constituencies in the university as being sufficient. Other units could subsequently feel that they need make no contribution to the effort. One does not thereby harness the permanent energies and resources of a wider constituency. Once separate identity is enshrined, the isolation is institutionalized.

Conferring such authority also could lead to similar requests from other groups with similarly perceived needs. Most important, it would detract from the overall sense of mission on behalf of all groups which can be realized in a single office with broader responsibilities.

The University administration, however, recognizes the need for a better means by which the particular concerns of women on this campus may be more effectively articulated. This need is apparent in both the advisory and functional areas.

Heretofore, much of the responsibility has fallen on the Office of Equal Opportunity Programs. EOP's primary activities, however, have been in the area of anti - discrimination and affirmative action to assure equality of opportunity. It has done an effective job in carrying out these assignments and has well served the interests of both women and minorities.

During the past two fiscal years, EOP (and the Anti - Discrimination Judicial Board) handled 80 complaints, of which 35 alleged discrimination because of sex. It is to EOP's credit that it has been able to satisfactorily resolve the majority of these complaints before they need to be sent through the entire formal machinery of the ADJB.

Nevertheless, EOP as it is presently structured is unable to meet needs which are not of a discriminatory nature. It is understaffed and it is not equipped to handle diverse issues such as health matters, academic concerns, job training programs and similar perceived needs which may well be shared by both women and minorities. While one office administratively cannot have authority to act in all of these areas, we believe that it would well be a central clearing house for advice, referrals and follow - up. Therefore,

1. It is proposed to restructure EOP into a new Department of Human Relations, headed by an assistant vice president and director, and including an Office of Women's Affairs and an Office of Minority Affairs, each headed by an associate director.

The new department would report to the Vice President for University Relations. This officer is a member of the Executive and Administrative Groups and would have responsibility for insuring full and proper consideration of the department's finding and recommendations.

The new Department of Human Relations would continue to be responsible for anti - discrimination and affirmative action activities, but it would have increased staff and authority to be responsive to other concerns. A primary function of the Office of Women's Affairs would be to articulate the needs of women and to serve as liaison with other University units which have line responsibility, e.g., the Provost's office on academic matters, and the offices responsible for personnel, athletics, research, health care, etc.

The establishment of an Office of Women's Affairs under the proposed reorganization also follows the intent of the minority report of three Steering Committee members. This is the most administratively sound manner in which to proceed.

An area of deficiency reflected in the report has been the lack of formal training programs through which those women and minorities in lower level jobs in the University would be able to upgrade themselves to take advantage of promotional opportunities. This should be corrected, as well as extended to all employees.

2. The University is establishing a position of Coordinator for Training Programs to plan, organize and direct training activities for women and minorities. Initially located in EOP but with liaison to the Personnel office,



this position will become a responsibility of the new Department of Human Relations.

While the Department of Human Relations will have new responsibilities and staff which will be more responsive to a wider area of needs, it is important that there be opportunity for a greater inflow of ideas and reactions from women in the general university community. This need can best be met through an advisory council which can accurately reflect the various constituencies which make up that community. Consequently,

3. *The administration concurs in the proposal for establishment of a Women's Advisory Council which would have reporting responsibilities to both the Vice President for University Relations and the Department of Human Relations.*

Total membership of the WAC is to be determined. However, it is proposed that its members be nominated by the various campus constituencies so that they may represent the views of students, faculty, staff, spouses, etc. They would be appointed by the president and would include appropriate women administrators.

This council could also develop, if desired, the type of workshop, "consciousness-raising" programs, etc., such as are envisaged in the steering committee proposal and make recommendations to appropriate university units. (It is anticipated that a similar counter part "Minority Advisory Council" would be formed as a means of better coordinating the concerns of minority faculty, students and staff.) * * *

The administration believes that the steps outlined above constitute significant progress toward meeting the legitimate concerns of women on the campus, provide a focal point for their activities and yet not disrupting or dismantling the administrative lines of responsibility which the University must have to function effectively.

We believe that the proposed, including an Office of Women's Affairs, is administratively and functionally preferable to the proposal of the Women's Steering Committee. It will 1) provide a recognizable and organizational focal point within the University administration for the receipt and expression of women's concerns; 2) serve in a liaison and sentinel capacity with administrative offices without disrupting their delegated authority for decision-making and action; 3) provide essential coordination in the elimination of any discriminatory activities affecting women and minorities; 4) have authority to refer problems to action offices and to follow up on progress toward their resolution, and 5) provide a direct avenue of accountability within the administration.

It is recognized that the proposed structure may have imperfections or deficiencies which are not now apparent or which some fear may be present. Experience is the best test. It would be anticipated, however, that the Women's Advisory Council would not only help monitor the department's activities but also aid in establishing criteria by which its effectiveness in behalf of women could be properly measured changes in the structure could be made as necessary to make it more effective.

In addition to advisory responsibilities, the WAC would help monitor the effectiveness of the new department and review the responsiveness of administrative offices to its recommendations.

II. PERSONNEL MATTERS

The chapter of the steering committee report entitled "Employment Policies and Practices" is extremely helpful. It articulates many useful and positive ways in which the University can and should move to be more equitable in its employment practices and to improve opportunities for all.

Within the past year, much has been done to strengthen and improve its ability to meet its many responsibilities in the personnel area.

A major step was the thorough review of all academic salaries with the objective of correcting any historical inequities between men and women in comparable positions, and with comparable rank, experience, qualifications, etc. In addition to studying salary comparisons between men and women within the same departments and colleges, attention also was given to areas where women predominate. These include the College of Human Ecology, the School of Nursing and the Library.

As a result of this review, 138 women faculty are to receive salary adjustment totaling \$118,685 effective June 1, 1972. These adjustments are in addition to the annual increase averaging 4 percent for faculty and staff.

Other constructive steps already implemented or under development include: —The development and implementation of hiring goals for women and minorities in both the academic and non-academic areas. —Reorganization of Personnel Department. —Development of a new nepotism policy. —Rewriting university leave policy to permit

sick leave to be used for maternity purposes. Central posting of vacancies in both academic and non-academic positions. —Assisting deans and department chairmen with recruiting sources for women and minority faculty.

In discussing the distribution of women throughout University employment, however, a number of seeming contradictions appear in the steering committee report. It calls for women to be in jobs on the basis of qualifications rather than sex; yet it proposes the creation of specific jobs for women in many areas of employment.

The report states that all women currently employed be evaluated and promoted where necessary to positions of greater responsibility; yet it also says that "sex must not be a criterion for promotion." It calls for women to represent "at least one-half" of total MSU employment and for the University to "specifically designate . . . percentiles of new positions to black, Chicanos, and American Indian women;" yet, it states that there should be no quota systems.

These dichotomies are not necessarily unusual in the quest for correction of past practices and traditions. However, they point up the difficulty of moving in one area without discriminating in another.

The call for representation of women, including minority women, "proportionate" to the population, throughout University employment has some surface attraction, but in actuality, it is unrealistic. With slightly more than half of the total population female, this theory assumes that women want, and are present with the necessary qualifications, to participate in University employment at all levels on a percentage basis. This is a false assumption, and the same is true of representation of minorities on a strictly population ratio.

A more accurate measurement would be the extent of the availability of women and minorities in the area labor force. In this respect, MSU non-academic employment exceeds the percentage of women and minorities as reflected in Michigan Employment Security Commission statistics for the Lansing metropolitan area.

Faculty employment of course, draws from a national base; yet even here, MSU employment is about even with the percentage of women with doctorates in the national market. Nevertheless, the University recognizes that it must aggressively recruit more women for the faculty, as well as strengthen opportunities for women in non-academic area.

A section of the personnel chapter addresses itself to recommendations concerning Administrative - Professional employees and the need to have more women represented in the higher levels of this category. The solution to this problem, however, is not simply one of reclassing or redesigning the present positions. What is necessary first is a study of the present jobs within the A-P category to determine if they are properly classified according to the work done and not the persons holding those positions.

4. *An A - P classification study is presently being developed. Following its completion, personnel officials can determine the distribution within the A - P category and, where possible, take necessary actions to achieve a more uniform distribution. It is anticipated that the study also will result in revisions and adjustments in a number of A - P areas.*

At the present time, clerical - technical and labor employment is the largest occupational area for women in the University. Efforts have been made to break down those particular jobs which seem to have been exclusively reserved for men or for women, and to move employees of the opposite sex into these positions. Some success already has been achieved in this area; in particular, efforts are underway to provide more male applicants for clerical positions.

5. *Following completion of the A - P study, similar investigation will be conducted in the clerical - technical category to improve the classification system and to make necessary compensation adjustments.*

The personnel chapter urges increasing opportunities for women in parttime employment. This is a difficult area in a university setting. Although it is desirable to have more women employed on a part-time basis commensurate with their training, ability and experience, the opportunities for such employment are concentrated within a few areas. It is more characteristic of student and faculty employment than of regular positions. Therefore, increasing the opportunities for part-time jobs in other than the faculty area would be difficult if the University is to continue to expand the opportunity for students to work as part of their financial aid assistance.

There also is a suggestion that wives of faculty and staff be given more access to employment. These women do represent a valuable resource; however, job opportunities again are concentrated rather than distributed across all employment classifications.

Nevertheless, the University intends to do everything it can do better utilize the resources available to it through part-time employment, and it will provide equitable treatment for such employees.

6. *It is the University's plan to provide compensation for part-time (non-student) employees on a basis which, together with other ordinary criteria, is proportionate to the compensation of a person working full-time in a similar position.*

Many of the suggestions in the personnel chapter on promotions, advancements and job security are present operating policy of the university. Women employees will be promoted and advanced according to the job requirements and the skills of the individual. As noted, the need for in-service training has been recognized and is being acted upon.

The suggestion that all University women employees be allowed to take credit courses on released time and under a reimbursable plan is not considered a viable recommendation. Although some training programs may carry academic credit, the primary criteria for the establishment of a training program should be employee and University needs for more effective performance and management. It also must be kept in mind that funds received as appropriations or fees for instruction of students cannot be diverted into "no-cost" instruction for a particular population.

A number of recommendations are made in the report with regard to improved fringe benefits. These apply, as does the University's current fringe benefit package, to all employees and not just to women. A number of specific improvements in this area have been made in the study and planning states and will be implemented in the near future.

7. *The University will provide paid long-term disability insurance to all full-time employees effective January 1, 1973.*

8. *A plan to provide fringe benefits on a proportionate basis to part-time employees is under final review and will be inaugurated soon.*

9. *The "personal leave day" plan is being expanded to two days effective this fiscal year.*

The report goes into some detail on the subject of grievance procedures, noting correctly that a number of such procedures now exist for various categories of employees and complaints (e.g., tenured and non-tenured faculty, unionized employees, discrimination complaints, etc.). The report states that "one of the most fundamental guarantees which must be extended equally to all employees is the right to file a grievance and have it acted upon."

The administration concurs in this statement. At the present time, a complete review is being undertaken of grievance procedures available to all employees which are now in existence.

10. *The grievance procedure study will include the adequacy of existing plans and provide recommendations to assure that all employees have some form of procedure. Following the review, all procedures will be placed in an appropriate manual.*

These are among the steps which the University is taking to improve its personnel practices. They will not achieve dramatic changes overnight. However, they will lay the foundation and the principles upon which the University will build in striving for the goal of complete equality.

III. ACADEMIC AND STUDENT IMPROVEMENTS

The chapter in the steering committee report on student and academic concerns contains an extremely important sentence: "Women students must discover the current options available to them." In so doing, it is highly likely that women will find that opportunities for academic pursuits, both at the undergraduate and graduate levels, have been considerably expanded or are greater than they may have been led to believe.

For the past several years, women have accounted for slightly more than half of the entering freshman class. Their numbers also have significantly increased in the graduate schools and in assistantship positions. There is a greater distribution of women in colleges other than those in which women traditionally have been concentrated.

At the same time, however, the University is alert to the need to make further progress in admissions, curriculum offerings, advising, graduate school entrance, etc., and it is actively pursuing these objectives.

Admissions

In the area of admissions, the report suggests that visits to high schools take on the form of "team visits" reflecting sex and ethnic representation. At the present time, the Admission's Office seeks to use the special skills, knowledge and empathy which various minority members of the admissions staff have. A Chicano concentrates attention on high schools having a significant number of Chicano students, and black professionals visit schools with large number of black students. However, these personnel also visit other schools, and it is not appropriate to limit professional staff to segregated assignments.

Women staff in Admissions visit schools without regard to the sex ratio in these schools, but they undoubtedly can do more in articulating the educational and occupational opportunities for women.

There is no evidence that team visits are more successful; however, they would be inordinately more expensive. Moreover, high schools report that their operations already are complicated by the large number of admissions personnel sent by the various colleges and universities, and it is unlikely that they would be willing to work with several "representative" individuals from one school.

The report also states that "male and female graduate students must be equalized." This again reflects the statistical approach to equality rather than one of true freedom of opportunity. It is not clear, for example, that an equal number of women will ever choose Mechanical Engineering or that an equal number of men will choose Human Ecology or Women's Physical Education.

The report to the President of the Commission on Admissions and Student Body Composition more realistically responds to what could continue to be university policy in this area:

—"Admissions criteria should be applied to men and women, no quotas or targets should be set to affect the proportion of men and women, and financial aid should be distributed according to need without regard to sex."

—"Departmental and college policies which discriminate against either sex should not be permitted, especially as they affect the distribution of graduate assistantships and other means of encouraging completion of graduate work."

Points are made in the report regarding more flexible scheduling of course offerings, and the provision of day care, in order to accommodate the needs of women who have child-rearing or employment responsibilities. The day care center, which MSU pioneered on a self-sustaining basis, has been the subject of extensive discussion and will not be treated in detail here.

As for course scheduling, however, courses can be made more accessible by offering them in the evening and on weekends, either by means of normal classes, closed-circuit TV, cable TV, etc. However, it would be expensive and self-defeating to schedule such courses if the demand is not present or sufficient. It is therefore essential that a "market survey" be made to determine which courses are preferred and what the potential enrollment would be.

11. *The Provost's Office will conduct a survey of courses which might be scheduled on a more flexible time basis, together with potential enrollments. The survey will be made initially in MSU married housing during fall term.*

Similarly, questions were raised in the report about the adequacy of existing credit courses and degree programs in terms of their "relevance" to women students. Again, one must return to the opening statement in this chapter regarding the current options available. Also, whether or not a particular course is relevant could well be a matter of individual judgment. Nevertheless, the University is prepared to make changes and to provide additional offerings if the demand and the resources are available.

Normal academic procedures now exist for receiving suggestions and for implementing desired changes.

12. *The proposed Women's Advisory Council or an ad hoc committee on women's academic matters could assemble and screen suggestions for changes in existing courses and programs. Recommendations could then be fed into normal academic channels for consideration.*

Concern over the shortage of women in academic administration was also expressed in the report. Whatever the reason for this, the deficiency should be corrected. One means of attracting more women into this area would be the establishment of an internship program specifically designed to train women in academic administration.

13. *The Provost's Office will develop a proposal to secure funds for two academic salaries a year over the next five years for an internship program for women administrators. Meanwhile, University funds will be allocated to a pilot program to fund one internship for the next academic year.*

At the same time, departments, colleges and central administration will be encouraged to give talented and interested women faculty and staff significant projects or even one-term assignments in administrative areas.

Problems in the area of academic advising, and the possible tendency of some faculty members to discourage women students from choosing certain curricula careers also were touched upon in the report. Academic advising currently is under study by the Educational Policies Committee and the Office of the Provost. The needs and problems of women students will be one of the ingredients in arriving at whatever recommendations emerge.

As for inaccurate or biased counseling, reports of such alleged treatment should be made immediately to the Office of Equal Opportunity Programs (or its proposed successor, the Department of Human Relations). The Office of the Provost also will assist in correcting these situations.

The steering committee report repeats a recommendation which has been appearing with increasing frequency: That the MSU marching band end its traditional all - male status and admit women members. Outside of tradition, there are no justifiable or substantive reasons that this policy be continued in a day when women rightfully are demanding equality of opportunity in all legitimate areas. Therefore,

14. Effective immediately, women will be eligible on an equal basis with men to compete for positions in the MSU Marching Band.

Financial Aids

Several recommendations for improvement of financial aid were contained in the report. One of these called for aid to be "coordinated in one department."

It is recognized that the decentralized nature of financial aid and scholarship support in the past has led to some confusion and disparities in the provision of this important assistance. Last year, the University allocated more than \$4 million from the General Fund and a total of almost \$17 million from all sources for financial assistance to students. It is important that this significant sum be disbursed efficiently and equitably based on need.

Although the most appropriate administrative procedures require that some decentralization of control continue because of the diversity of the various programs available to us (e.g., graduate and undergraduate programs, loans, work - study, etc.), overall coordination is a necessity. Consequently the President recently created the "Financial Aids Administrative Group" which consists of representatives of the several offices involved. This group is responsible for the formulation of major policy and operational decisions.

Another recommendation called for "equal amounts of financial aid for graduate students and undergraduate students" for men and women who qualify. Financial aid now is awarded on the basis of need, regardless of sex or student status. However, because of the scarcity of financial aid funds relative to the overall need, a basic policy decision has been made that priority will be given to undergraduate students for that portion of financial aid derived from the University General Fund. Regulations of the various federal and state programs also make it impossible to equalize aid between these two categories, since some apply only to undergraduate students, others to graduates, etc.

It was suggested further that, when both spouses are students, each should be considered separately for financial aid "packaging." Eligible single students are generally expected to contribute \$1,000 per academic year (earned through in - school work) toward their educational expenses. Married students are viewed as a "family unit" in considering their collective resources and need. The married couple with no children and who both are attending school, are required to earn \$1,000 each. To do otherwise would discriminate unfairly against the single student in need. Married students with children, whether one or both are attending school, are expected to earn a minimum in - school work expectancy for one person.

Questions were raised regarding the appropriateness of the Parent's Confidential Statement required to establish financial need for married students with a separate legal address, and the consequences of a parent's refusal to provide a statement. Federal financial aid guidelines require that students must be able to demonstrate independent status by not being claimed by parents as an income tax exemption for either the current or preceding year. And it is not "held against a student" if parents refuse to submit a confidential statement; however, the lack of parental cooperation must be demonstrated and documented.

The University is aware of its annually increasing responsibility in financially assisting students, and it is continually seeking to improve its methods and procedures so that all eligible students, male or female, will have an equal opportunity.

Placement Bureau

The MSU Placement Bureau has been an increasingly effective channel for productive job opportunities for university graduates. It has recently assumed an additional responsibility of a Student Employment Office through which student jobs on campus will be coordinated. An important aspect of the new office will be the guaranteeing of jobs to work - study students, male and female.

The Placement Bureau is mindful of its special responsibilities to assist women graduates in finding appropriate employment,

and of seeking employers who will provide positions based on ability. In January 1972, the Placement Bureau hired a woman assistant director to concentrate in this area. She has made extensive contacts with employers, attended placement conferences and personally visited firms to enunciate MSU's commitment to equal opportunity.

The Bureau requires all employers who send recruiters to the campus to abide by University principles. Those who are found to be in violation of equal employment opportunity legislation as it pertains to our students and graduates are denied access to the Placement Bureau.

Internally, the Bureau staff continually makes presentations to campus units on employment trends and opportunities for women, with the objective of encouraging the entrance of more women into the various academic programs, and improving the counseling available to women.

Although the Placement Bureau is not equipped to work directly with female high school students and counselors on academic and employment opportunities available to women through MSU, it does cooperate with the Admission staff in helping to communicate this information and has developed a kit of materials designed for high school counselors. This is a particularly important area if young women are to be able to take the necessary courses in high school which will equip them to enter university curricula where women have long been underrepresented.

Housing Options

"More diverse options in housing" are called for in the report. Here again, the many options that are presently available apparently were overlooked by the authors. During the past term, for example, there were these options on campus:

- 15,608 spaces for board and room in double rooms.
- 1,203 single rooms.
- 519 spaces in apartments for unmarried students.
- 1,077 spaces of the above are available without meals.
- 2,284 apartments for married students.
- 184 apartments for faculty.

Included in many of these options are houses with limited and unlimited visitation, quiet houses and various styles of "co - ed" housing. It would seem, therefore, that most possibilities for variety in on - campus housing are being satisfied.

While various options for the purchase of meals will be explored, it should be kept in mind that the more flexibility there is in the offering of meals, the more expensive it becomes - to the student. The University wishes to accommodate student desires, but its greatest responsibility to the student is quality and cost - effectiveness.

Health Care

Recommendations in the report concerning health care range from a relatively modest request for gynecological and birth control services to University - provided "health care facilities for all students, employees, faculty and their families."

The University has undertaken a comprehensive study of a pre - paid health care plan under which all those directly connected with the University, and their dependents, would be eligible for services at cost. However, the feasibility of such a plan as a substitute for Olin Health Center services for students, and health insurance for employees, is yet to be determined.

Therefore, it will be some time before a pre - paid health care plan could be instituted for everyone, and then only if justified by the demand and the cost factors. Meanwhile, however,

15. The Health Care Authority has approved the development of operational plans for a cost analysis for a pilot health care project for married students and their families.

There were several specific recommendations which are being met.

- Two gynecologists from the medical school faculty are available at Olin Health Center for consultation.

- Birth control information and devices are available at the Health Center.

- Problem pregnancy counseling is available through the Comprehensive Social Services component of the Health Center.

A recommendation that a review board be established to handle complaints and recommendations regarding health concerns of women students will be referred to the Health Care Authority for its consideration.

* * *

IV. MINORITY AFFAIRS

The concerns of minorities, particularly minority women, are expressed in various chapters of the steering committee report. There also is a specific chapter on this subject which covers a wide range of issues and includes a subsection on recommendations for Chicanos.

In attempting to be responsive to minority needs, MSU has taken a number of pioneering steps, including the adoption of the Anti - Discrimination Policies and Procedures, and

establishment of the Office of Equal Opportunity Programs. The EOP, which also does the staff work for the Committee Against Discrimination and the Anti - Discrimination Judicial Board, has aggressively pursued the right of equality of opportunity of minorities as well as women. It is responsible for the development and monitoring of affirmative action plans for women and minorities, which include hiring goals.

Unfortunately the effectiveness of EOP's efforts are not always understood or appreciated, as is reflected in the comments on EOP on page 32 of the report. It is apparent that the authors of this section were not acquainted with the prescribed roles of EOP, the CAD and the ADJB, nor of their composition, functions and rules.

Some idea of the EOP's efforts is given by the fact that 80 individual complaints were received during the past two years and handled through procedures ranging from informal mediation to use of the full anti - discrimination hearing process. As noted, 35 of the complaints alleged sex discrimination, while 26 complaints were based on race.

The Committee Against Discrimination also has conducted several reviews of alleged patterns of discrimination, including studies of the Library, Placement Bureau, Athletic Department and Cooperative Extension Service.

While EOP does initiate various actions to aid the University in meeting its equal opportunity responsibilities - most notably the recent review of women faculty salaries to identify inequities - it is not always understood that EOP most often can act only on the basis of complaints received. Thus, there are those who seem to have a visceral feeling that there may be widespread discrimination in the University that no one is doing anything about. EOP and the University are accused of failing to be responsive to these vague, unidentified suppositions, when in fact it is moving aggressively in many constructive ways.

It is noted in the report that there is a need for minority staff representation in the office of the vice president for student affairs. A new vice president recently was appointed and the structure of this office is being reviewed.

16. In restructuring the vice president for student affairs office, it is anticipated that at least one woman, preferably from a minority, will be named to a key administrative position.

In another area, concern was expressed regarding the lack of black women on the full - time professional residence advisory staff. This is a deficiency, and the Residence Hall Programs Office will step up its efforts to recruit minority women for these positions. It also would welcome referrals of qualified minority women.

A recommendation is contained in the report for 10 Chicano aides and a full - time Chicano coordinator. During the past academic year, there were four Chicano aides and a part - time student coordinator. At the present time, the ratio of Chicano aides to Chicano students is higher than it is for black student aides to black students, or Resident Assistants to all residence hall students. Admissions is seeking to increase the number of Chicano students, but until there are more Chicano students in the residence halls, it would be difficult to justify a full - time staff member to coordinate this program or an increase in the number of aides.

* * *

In summary, the administration believes it has made important strides in behalf of students and staff from minority groups. We recognize, however, that there continues to be deficiencies, particularly in the area of minority women in major staff and faculty positions. As an indication of progress, we will note the recent appointment of minority women to the position of Training Coordinator in EOP and as an assistant director of Personnel. The affirmative action hiring goals for women faculty make special provision for securing minority women, and this effort will be vigorously pursued.

V. ATHLETICS

MSU recognizes the increasing interest of women in athletics, both on an intramural and intercollegiate basis. Through the Department of Intramural Athletics, many opportunities are made available on an equal basis to men and women. While the increasing overall use by all students frequently taxes the available facilities, every effort is made to assure equality of treatment.

Women in intercollegiate athletics admittedly have had a difficult time competing for the resources which derive from, and traditionally have favored, men's athletics. Because of the demonstrated interest by women for greater opportunity and participation in this area, however, the Department of Intercollegiate Athletics is preparing an expansion of its women's programs.

17. A director of Women's Athletics will be appointed to supervise and coordinate women's intercollegiate athletic activities. She



will be a part of, and meet regularly with, the administrative staff of the department and report to the Director of Intercollegiate Athletics.

The person selected for this position will have half her salary paid by the department and the remaining half through the academic budget where she will also have teaching responsibilities.

Initially, the women's intercollegiate program will concentrate on the following sports: basketball, field hockey, gymnastics, softball, swimming, tennis and volley ball.

18. A budget from within Athletic Department funds will be provided for women's teams to participate in scheduled events at home and on the road and in national tournaments; and will cover initial uniform costs, game expenses, officials, meals, travel, lodging and entry fees.

The cost of medical expenses, including the pre - season examination and any injuries incurred during practice or in competition, will be covered through the Intercollegiate Athletic Program. Participation in athletics will not affect eligibility for financial aid.

19. Women who coach the teams will be permitted released time for the portion of the day spent in coaching, with the cost paid by the Athletic Department.

It is believed these steps will be an excellent start in preparing for the type of athletic competition which MSU women would enjoy and benefit from. This program should make it possible for any woman who wants to participate to do so, regardless of her curriculum choice.

Additional steps to strengthen the intramural athletic program will be made as resources and requirements permit.

20. A recommendation from the intramural office is being considered for a new position in the Women's Intramural Programs.

A recommendation was made to the Intramural Department, although it is not contained in the report, that all intramural sports leagues on campus be open to members of both sexes. The intramural department doubts that this approach is appropriate or desirable, and that many men and women would prefer to play in leagues with members of their own sex. However, the department is actively studying the possibility of creating additional "free leagues" in which any mix of male or female students might participate.

VI. TELEVISION PROGRAMMING

One chapter of the steering committee report contains a detailed proposal for a series of programs dealing with women's interests to be broadcast over the University television station.

Without commenting at this time on the list of specific subjects which such a series might cover, the Continuing Education Service believes that the general idea has merit.

21. WMSB will actively explore the possibilities of producing and broadcasting a series of programs of particular interest to women.

The opportunity to do so will be enhanced by the fact that WMSB will be come a full - time UHF station in the fall (as WKAR - TV, Channel 23), thus providing additional flexibility for new programming.

As with all programming, several consideration must be kept in mind. One obvious concern is the matter of adequate personnel and resources to produce the series. While there are several highly capable women presently on the station's staff, they are totally involved in program efforts to which the station is already committed. Whether additional personnel can be secured with the

resources available in the present situation of financial stringency is highly questionable at this time.

Another essential consideration is the matter of content responsibility. The station management must maintain general control to assure that any such series will adhere to all implicit and explicit requirements of the University's Federal license and University broadcast policy.

In determining content and the style of production, care must be taken to provide the best vehicle to attract, maintain and have an impact on the desired audience. Full consideration must be given to executing such programming in a way that will have a strong and positive effect on the women in this area and which may have a potential for regional and national distribution.

Whether or not such a series can be produced, the officials of the University's broadcasting operations will remain alert to the particular interests of women, and their responsibility to incorporate such interests into their other programming.

VII. MSU'S "COMMUNITY RESPONSIBILITIES"

An interesting phenomenon of the steering committee report is the theme which appears in many of its chapters that MSU has large-scale responsibilities as a sort of "welfare state" both on and off campus. The University is called upon to assume roles that would make it, in effect, a social agency touching the personal and private lives of thousands of individuals.

The "Good Neighbor" Policy

There is an implicit assumption underlying many of the recommendations regarding the University's responsibility to the immediate non-university community in the Greater Lansing area.

The University, because of its size, economic impact and programs, does have a special responsibility to be a good neighbor. However, there are frequent instances where the tone and recommendations of the report assume that the University somehow has a much wider responsibility beyond its direct instructional, research and educational service missions.

Examples: the MSU community "might encompass 50,000 women who reside in the Lansing metropolitan area" (pg. 1); the Women's Center would serve to illustrate the "commitment of the program to women in the total community" (pg. 4); the Program Development Office would "keep track of the mood and needs of the Greater Lansing community and develop programs to meet those skills" (pg. 6); the establishment of a "Community Advocacy Office" (pg. 33); the provision of "drivers training classes for Spanish-speaking people" (pg. 35).

The theme of total community responsibility is best exemplified by the proposal that the Women's Center be located off-campus.

Academic programs developed, promoted and executed by University departments and colleges which relate to these areas of concern already exist. They should be supported, encouraged and expanded. But to identify the Greater Lansing community as a special charge of the University flies in the face of reality that MSU is a state institution whose primary missions are conducted on its own campus. Also omitted in the discussion are the existing public agencies already charged with many of these responsibilities.

The notion that MSU is to provide special non-academic, advocacy service for the Greater Lansing area is also contrary to legislative intent and reality. The University cannot and should not attempt to be all things to all people, or a social welfare agency for the entire Lansing area.

The "Big Brother/Sister" Syndrome

There is another implicit assumption in the report that the University is some form of welfare state for all its students, faculty, staff, and their dependents.

Examples: "all people directly or indirectly connected with MSU must be guaranteed or provided decent and adequate housing, food, recreation, health care, child care, educational opportunities, and all other supportive services necessary to sustain quality living" (pg. 32); "adequate day care centers must be provided for all students, employees and faculty at a minimal payment, or no cost..." (pg. 51); "it is necessary for the University and its medical schools to establish health-care facilities for all students, employees, faculty and their families" (pg. 51), "recreation and physical fitness for women, spouses and children" (pg. 49).

There is serious question whether the University should ever attempt to fill such sweeping roles, even if the increasingly crucial limits on financial resources were no problem. MSU always will seek to provide the finest possible educational environment in which its

students may live and learn, and to be an exemplary and progressive employer. However, it was never intended to serve as in loco parentis for the 50,000 persons of all ages directly connected with the campus and their thousands of dependents.

The issue underlying this conflict is far deeper than the superficially related issue of broadening and making more relevant the teaching, research and public-service functions of the University in those areas related to the concerns of women. What is involved here is a delineation of the priorities of the University as to its proper, primary role and function as these relate to any secondary or tertiary roles which fall primarily upon other public agencies or each individual citizen as personal responsibilities.

VII. IN SUMMATION

The foregoing response contains 21 substantive action items and proposals which the MSU administration supports in order to strengthen and improve the status of women

in the university community. Not everyone will agree with what is stated in these pages. Some will say that it is not enough; others will feel that the University is "over-reacting" to a vocal few.

However, it is hoped that an objective reading of these steps, and the accompanying discussion, will convince fair-minded persons that MSU is sincere in its dedication to the practice of equal opportunity, that it listens and that it is willing to move aggressively forward.

This objective approach is vital to a rational understanding and discussion of the issues. Too often, the rhetoric and emotions obscure the progressive strides which are being made. The many forward steps taken in the past 2½ years at MSU frequently are not viewed in perspective by those within the community. Yet, MSU's efforts in the area of equality for women and minorities are recognized as pioneering by many outside our campus.

Recently, for example, an outside study listed MSU's affirmative action plan for

women as one of the five best of the major universities reviewed. And MSU's Anti-Discrimination Policies and Procedures was a trail-blazing step which is being increasingly studied and copied by other institutions. Progress in reaching the hiring goals contained in the affirmative action plans has been consistently good.

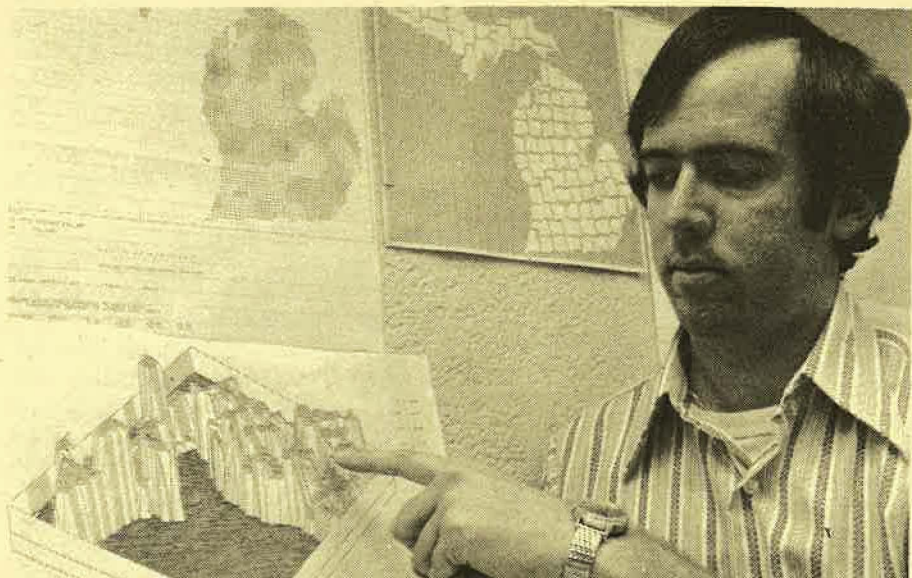
Finally, the new actions and proposals contained in this response are not viewed as a completion of the University's responsibilities. They are, in addition to the many others taken in the preceding months, part of the continuing dedication to dignity, justice and equality for all.

In implementing the actions and proposals contained in this document, overall administration priority would go to the proposed creation of the Department of Human Relations. Many of the other steps, however, can be taken immediately and simultaneously. Others which require additional study or resources will be pushed forward as rapidly as possible.



Takes fraction of time

Computer center turns out 3-D maps



Robert Wittick examines a 3 - D map with a contour map in the background.

TIAA-CREF plan offers increased pension benefits

The large majority of those soon to become eligible for the University's new retirement plan will share at least one thing in common: Significantly increased pension benefits when they retire.

The TIAA - CREF program that becomes available to all full - time employees beginning Jan. 1, 1973, is, according to one description of the plan, a contract between each employee and the annuity company.

"In return for the premiums you and your employer pay during your working years," points out a TIAA - CREF publication, "the company promises to pay you a lifetime income during your retirement."

* * *

TIAA (Teachers Insurance and Annuity Association) invests contributions from both employee and employer in fixed - dollar bonds and mortgages. It provides an employee at retirement with a monthly fixed income as long as he or she lives.

CREF (College Retirement Equities Fund) is similar to a mutual fund. Its premiums go toward variable income annuities.

Participants in TIAA - CREF may allocate their monthly payments - including the University's contribution - in 25 percent increments between TIAA and CREF, and may designate full premium payment to either company.

Here, in brief, are other features of TIAA - CREF:

*An individual has immediate ownership (vesting) of both his and the University's pension contribution; however, the annuities do not provide for loans or cash surrender.

*TIAA - CREF participants who leave the University take their retirement contributions with them - both theirs and the University's. (Under the soon - to - be - discontinued noncontributory plan, persons who left MSU forfeited retirement benefits from the University.)

*In case of a participant's death, the full current value of his or her annuity - including contributions from the University - is payable to the beneficiary.

*TIAA - CREF provides each participant with an annual statement showing premiums paid during the year, total accumulation and a projection of

what that person could receive at retirement.

*Just before retirement, each participant may choose from among several survivor options of retirement income.

*Unlike the old noncontributory plan, TIAA - CREF requires a monthly premium from the employee (for those who become eligible on Jan. 1, the contribution ratio is 3 percent employee, 6 percent University). But also unlike the noncontributory plan, TIAA - CREF has no pension ceiling; the amount of a person's retirement income depends on such factors as length of participation in the plan, amount of premiums paid and age at time of retirement.

Three dimensional maps are among the specialized products of the University's Computer Center.

A map of the world, or any area of it, showing such data as elevations or rainfall or land uses can be obtained in a variety of sizes and at a fraction of the time needed for production of such a map by hand.

Computer maps decorate the office of Robert I. Wittick who has a doctoral degree in geography and is an assistant professor of geography at MSU's Computer Institute for Social Science Research.

His maps of Michigan show population changes for the state by counties, and a contour map of Michigan shows percentages of population change from 1960 to 1970.

Another map, produced by the computer as an azimuthal projection, shows the world as a sphere with the United States curved over one area of it. Another map, when viewed in its two colors with the two-color glasses used in the 1950s for 3D movies, shows the rainfall density patterns of North America looking like mountains and valleys. Another is a wide, but shallow cylindrical map of the world as it looks from the equator.

"Computer mapping removes the drudgery of drafting by hand," Wittick said. "Once we have programmed the computer, it gives us a map showing the data we want in a few minutes."

The computer-mapping programs at MSU are designed as instructional and research tools.

Besides the various basic mapping programs prepared at MSU, the computer software includes a 6,000-card program of worldwide maps

made available by a United States government agency.

Statistical data can be put into the computer in such subject areas as traffic and transportation problems, regional forecasting, land use, natural resources, climate, migration, employment categories, population, or rainfall. Then the computer digests the information and produces maps on which the data appear in relation to space.

Time lapse mapped records also could be produced if the center had the additional hardware of a cathode ray tube and a movie camera. Such time lapse film is in production elsewhere in the country, Wittick said.

The computer maps come in two kinds of printouts—either the "line printer map" on regular computer printout paper, or the "pen and ink plotter maps" which include the block diagrams that show data like rainfall patterns in 3D form on regular drafting paper.

Further, the computer maps can show the earth's surface as seen from any longitude, latitude or elevation.

"The computer is as agile as an aerial balloonist," Wittick said. "It can work from various heights or angles or directions, or from the level of the land. Sub-surface data can be shown if the correct data is first fed into the computer."

Wittick also is director of the Geography Program Exchange, an international scholars' unit for interchange of computer software including basic computer map-making programs and spatially related statistical data.

Computer mapping is included in subjects studied in two MSU geography courses.

New vice president says he likes being "accessible to students"

Eldon R. Nonnamaker, the new vice president for student affairs, is a "ground level" person.

His office is located on the first (ground) floor of the Student Services Building. And he believes in being "accessible to students."

"I like having a one - to - one relationship with students," Nonnamaker says. For this reason he supplements his administrative duties with advising graduate students on their doctoral theses.

He explains that advising students "is helpful not only in my academic role, but it keeps me aware of current research in the field."

Nonnamaker joined the MSU faculty in 1957 as assistant director in the dean of students office. He has served as guest counselor in the Counseling Center, head dormitory adviser and assistant director of the men's division of student affairs. In 1963 he was named associate dean of students and was appointed dean in 1970.

He is also a professor of education and holds degrees from Ohio Northern University, Bowling Green University and the Ph.D. from MSU.

In his new position, Nonnamaker is currently searching for a dean of students and reviewing the dean of

students office for possible reorganization.

"I want each area under the jurisdiction of the dean of students to complement and supplement every other," he says. The areas include intramurals, student counseling and housing.

Nonnamaker says he also plans a cost study of his operation so that "the resources will be utilized in the best possible way."

As dean of students, Nonnamaker has just seen students complete the first year of enfranchisement in academic governance at the University. He says it has been worthwhile for students "although it is a new structure and the bugs are still being worked out."

He says that students should have a voice "because formerly students at the university level were in the 'state of preparation.' Today the 'state of being' is of equal importance as the 'state of preparation.'"

Nonnamaker says that students today are more politically aware and more open about their way of life than their counterparts of 10 years ago.

"However, although the student is more an individual, he is very conforming as seen by the way he dresses and wears his hair," he says.

Another change in students noted by Nonnamaker is their greater participation in sports clubs. "Today students are more participants than spectators and in a greater variety of sports," he says.



Eldon Nonnamaker

"Return to Responsibility"

Authors investigate higher education

For years, institutional autonomy and academic freedom have been woven into a veil behind which American higher education has hidden its visage and guarded its purity. It is time for that veil to be lifted a bit, say two MSU faculty members; it is time for the modern university to have its virtue tested.

"Return to Responsibility" (Jossey - Bass, Inc., San Francisco) is a book that explores the present and future constraints on autonomy in higher education and is written by Paul L. Dressel, director of institutional research and assistant provost, and William H. Faricy of the institutional research staff. The senior authors were assisted by Philip M. Marcus, professor of sociology, and F. Craig Johnson, professor of higher education at Florida State University.

"Universities have lost the confidence of the public because they have ignored their social responsibilities and have demonstrated their inability to govern themselves effectively or to operate efficiently," according to Dressel and his colleagues.

They blame an unreasonable concern with institutional autonomy and academic freedom for most of this loss of public confidence in higher

education and warn that if constraints are not applied internally, they will be brought about by external forces that may not always be enlightened to the best interests of higher education.

"Autonomy of the university, vis-a-vis the society of which it is a part, is not and cannot be absolute," the authors submit. "Decisions at any level must take into account the university's goals and social responsibility. Autonomy without responsibility and accountability is subject to erosion and retraction."

They point out that the appropriate autonomy of the university can be effectively destroyed by extending that autonomy without carefully considered limits to every college, department and individual faculty member within the university under the broad umbrella of academic freedom.

Abuse of academic freedom by even a few faculty members who use their positions to speak on sensitive social issues can cause a serious backlash because "when the professor fiddles beyond his expertise, the public burns."

FOR THE MOST part, "Return to Responsibility" is a concise and systematic analysis of such areas as

university budgeting policies, patterns of organization, and management. But in places, the gloves come off and some academic noses get bloodied.

"The modern university has become so involved in its own self-fulfillment that it has ignored its social obligations and distorted its purposes and priorities," the authors say as part of their argument that too much autonomy has bred irresponsibility.

Tenure is no sacred cow to Dressel et al.

"Tenure can reinforce faculty irresponsibility because it permits the faculty to ignore criticism while pursuing whatever gives them the most satisfaction... (It) makes the academic gown a magic cloak which can transform mice into lions... Academia has too often become a haven for the opinionated, the eccentric and the disruptive."

THE BOOK IS NOT all hooking and jabbing. "Return to Responsibility" is a constructive effort to illustrate some of

the ways higher education can preserve a necessary degree of autonomy, protect essential forms of academic freedom, and meets its obligations of service to society.

The authors see planning and program budgeting backed up by efficient management information systems as a more realistic method of obtaining public funds than the hand-to-mouth methods traditionally used.

They say that tough administrative decisions have to be made about the place of research in the university, and that, in view of the conflicting interests within the university, "political" patterns of academic governance may be necessary instead of the rigidly bureaucratic forms and utopian "collegial" patterns of the past.

But ultimately, they contend, the "solution for the problems of higher education will probably come from coordination and control, first at the state and then gradually at regional and national levels."

—MIKE MORRISON

On other campuses

JOB POSTINGS AT U - M. A new system of posting promotional openings at the University of Michigan has gone into effect. Postings for current job vacancies at U - M are listed on three bulletin boards and are published in the employee newspaper, University Record. The program is to insure that U - M staff have the same chance as outside candidates in applying for campus openings.

NEW BENEFITS AT OHIO STATE. Employees at Ohio State University will have an improved group surgical and hospital insurance program beginning Aug. 1. Charges for surgical coverage range from \$1.40 a month for individuals to \$4.02 per family. Surgical coverage increases from a \$300 schedule to \$450, and includes higher obstetrical benefits. Hospital care under Blue Cross is also extended.

AAUP SET AT WAYNE. The American Association of University Professors has been certified as exclusive bargaining agent for some 1,500 faculty and academic staff at Wayne State University. AAUP defeated the WSU Federation of Teachers, 615 - 586, in a runoff election for bargaining rights.

WOMEN TO MARCH AT MINNESOTA. The marching band at the University of Minnesota will admit women to its ranks for the first time since World War II. Demand for an integrated band came from the Commission on the Status of Women Students at Minnesota.

A NEW SENATE AT OHIO STATE. A new 132 - member University senate — made up of faculty, students and administrators — has been established at Ohio State University. The group has 68 faculty, 40 students and 24 administrators. Its powers include establishment of educational and academic policies, subject to trustee authority.

CMU SETS PARKING FEES. Faculty and staff will pay a \$10 annual parking fee beginning in the fall. Students in university housing will pay a \$5 fee to park in slots designated for their housing units, and for \$10 students may park in any student lot.

WOMEN'S ATHLETIC PROGRAM. Finding ways and means to develop a multi - sport intercollegiate athletic program for women students will be considered by an ad hoc committee appointed recently at University of Wisconsin — Madison. Athletic Director Elroy Hirsch, who heads the four - member committee, said, "We realize there is an urgent need for a meaningful program for women, but finances will dictate what we can do."

Something new . . .

(Concluded from page 2)
the new transmitter, and the remodeling and updating of present facilities.

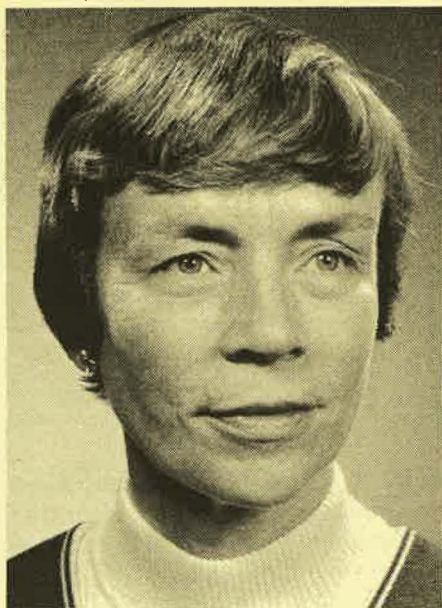
Page says that the decision was made to return to UHF programming because of the wide - spread interest in UHF, the

excellent programming available from the Public Broadcasting System and the need for a full - time station.

"There is a large potential audience since UHF adapters became mandatory on all television sets," he says.

—SANDRA DALKA

Daughter continues in father's line



Jacqueline Brophy

In a sense, she was born into it. "My father was not one to leave his work at the office," she says.

Her father was John Brophy, an early leader in the United Mine Workers, one-time opponent of John L. Lewis, and later appointed by Lewis as the first director of the CIO when it was formed in 1935.

Jacqueline Brophy, miner's daughter, is one of six full-time staff members of the School of Labor and Industrial Relations Labor Program Service.

She will assume the duties of acting head of the service unit in the fall when Russell W. Allen takes a year's leave to work at the AFL - CIO Labor Studies Center in Washington, D.C.

Miss Brophy and her colleagues coordinate courses and conferences throughout the state designed to make union members more effective within their organizations.

The courses range from parliamentary procedure and persuasive public speaking to the economics of income, employment and collective bargaining.

The conferences explore important new developments affecting the union member, such as the Occupational Safety and Health Act, and address themselves to many key problem areas in union management and leadership.

Last year the Labor Program Service conducted 63 courses in 20 Michigan communities for 1,661 union members. The 38 conferences attracted 1,991 participants.

"Our mission is to bring the talents of the university to bear on the problems of the worker much like the Cooperative Extension Service helps the farmer," says Miss Brophy.

She believes the labor movement provides an opportunity for many people to exercise their leadership potential who have not followed the standard four - years - of - college, white collar route to positions of influence.

Credit is not given for the courses offered to union members because to do so would involve admission requirements.

"There is some mixed feeling about this point," she says, "but the imposition of admissions criteria would probably eliminate a number of people who need and want the kind of courses we conduct."

Miss Brophy has been directly involved in workers education programs since 1954 when she went to England on a Fulbright grant to study the programs that had been established in that country.

Before joining the MSU Labor Program Service staff 14 years ago, she held editorial positions on two trade magazines, Paper Trade Journal and Baker's Weekly, and was managing editor of The IUE News published by the International Union of Electrical, Radio and Machine Workers, AFL - CIO.

—MIKE MORRISON

BULLETINS

NEWS-BULLETIN

The MSU News-Bulletin will be issued biweekly during the summer months. The next issue will appear on Thursday, August 10. Notices for the bulletin are due by noon, Tuesday, August 8, to Patricia Grauer, 109 Agriculture Hall, 3-8819.

WOMEN'S REPORT

Copies of the Report to the President from the Women's Steering Committee are available to interested persons from Roberta Smith, 102 Engineering, 5-5103.

REVISED CLASS LISTS

Revised class lists, including all the names of students enrolled in each course and section as of Aug. 4, will be delivered to departmental offices on Monday, Aug. 7. The lists should be checked immediately and questions directed to the Office of the Registrar, 3-0731 or 5-9596. Final grade cards corresponding to the students listed on these class lists will be distributed. To insure proper distribution of grade cards, all discrepancies must be cleared prior to Aug. 15.

HALF-TERM GRADES

Final grade cards for the half-term are due in the Office of the Registrar, 150 Hannah Administration Bldg., 5-9596, 36 hours after final examinations are given. For the convenience of academic departments the Office of the Registrar will make pickups from departmental offices each morning after 9 a.m. and each afternoon after 2 p.m., beginning Thursday, July 27. The final pickup will be made Monday, July 31, at 8 a.m. Otherwise, grades should be delivered to 150 Hannah Administration Bldg. no later than 11 a.m., Monday, July 31. It is important that these deadlines be met by all departments.

FALL ENROLLMENT

All Registration Section Request Forms should be returned to the Office of the Registrar, 150 Hannah Administration Bldg., no later than Tuesday, August 15.

JAPAN SERIES

The Asian Studies Center is sponsoring a weekly film series on Japan, with film showings each Wednesday evening at 7:30 throughout summer term in Wilson Hall Auditorium. The films are furnished by the Consulate General of Japan in Chicago and are being shown to summer school participants as part of a preview and selection process in preparation for Japan Week next fall. Admission is free.

UNION BLDG. HOURS

The Union Building will be open every day during the summer from 7 a.m. to 10 p.m. Billiards and bowling will be open from 10 a.m. to 6:30 p.m., Monday through Friday. Cafeteria hours are 11:15 a.m. to 1:15 p.m. and 5 to 7 p.m., Monday through Friday, and noon to 2 p.m. Sunday. The grill is open from 7:15 a.m. to 4:30 p.m., Monday through Friday, 7:30 a.m. to 6:30 p.m. Saturday, and 9 a.m. to 6:30 p.m. Sunday.

GUESTS AT IM POOLS

Effective Thursday, July 27, thru Friday, Sept. 15, members of families with university affiliation and guests 13 years and older, may swim upon presentation of an university ID card or an intramural spouse ID card. Swim fee for those presenting the ID card will be .50. Guests of swimmers with the above ID cards will pay \$1.00. This extension of privileges to student and faculty families is possible because of the great reduction of MSU students during the second five weeks summer session.

CONFERENCES

July 27	Social Work Institutes—Youth & Day Care
July 31-Aug. 1	Accountability in Guidance & Pupil Personnel Work
July 31-Aug. 4	Management Science in Higher Education
July 31-Aug. 4	Eastern Orthodox Catechetical Assn. Conf.
Aug. 6-16	Basic Claims Adjudicators
Aug. 7-11	Basic Life & Health Insurance Inst.

Aug. 7-11	Enterprise & Special Assessment Accounting Conf. for County Officials
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Aug. 12	Michigan Labor Press Assn.
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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.

Summer cooling in the Red Cedar



—Photo by Dick Wesley

Calendar of Events

FRIDAY, JULY 28, 1972

- 10 a.m. Board of Trustees meeting.
- 4:30 p.m. Story Dance Theatre for Children—A combination of singing, dancing, and acting, the Story Dance Theatre provides a children's variety show made up of American folklore. Such numbers as "Casey Jones," "Turkey in the Straw," "Paul Bunyan," and "Casey at the Bat" are typical. The forty-five minute shows, to be performed throughout the Lansing area, are free to the public. For more information, call 372-5000. Bancroft Park.
- 9 p.m. Public ice skating until 10:30 p.m. Ice Arena.

SATURDAY, JULY 29, 1972

- 10:30 a.m. Story Dance Theatre (see July 28). Kiwanis Park, Holt.
- 11:30 a.m. Story Dance Theatre (see July 28). Kiwanis Park, Holt.
- 3:30 p.m. Public ice skating until 5 p.m. Ice Arena.
- 9 p.m. Public ice skating until 10:30 p.m. Ice Arena.

SUNDAY, JULY 30, 1972

- 2:30 p.m. Story Dance Theatre (see July 28). Potter Park.
- 3:30 p.m. Public ice skating until 5 p.m. Ice Arena.
- 4 p.m. Story Dance Theatre (see July 28). Spartan Village.
- 5 p.m. Story Dance Theatre (see July 28). Spartan Village.

MONDAY, JULY 31, 1972

- 6:15 p.m. Story Dance Theatre (see July 28). Endmore Park.

TUESDAY, AUGUST 1, 1972

- 6:15 p.m. Story Dance Theatre (see July 28). St. Joseph Park.
- 8 p.m. Folkdancing—Instruction is followed by dancing at 9 p.m. 327 M.A.C.

WEDNESDAY, AUGUST 2, 1972

- 6:15 p.m. Story Dance Theatre (see July 28). Reo Park.
- 7:30 p.m. Films on Japan—The Asian Studies Center is sponsoring a weekly film series on Japan, with showings each Wednesday evening throughout the term. The films are furnished by the Consulate General of Japan in Chicago, and are being shown as part of a preview and selection process in preparation for Japan Week next fall. Wilson Hall Auditorium.

THURSDAY, AUGUST 3, 1972

- 6:15 p.m. Story Dance Theatre (see July 28). Cumberland Park.

FRIDAY, AUGUST 4, 1972

- 4:30 p.m. Story Dance Theatre (see July 28). Averill Park.
- 8 p.m. "The Last Question"—This science fiction spectacular in the sky theatre explores the theory of entropy, which maintains that the life-giving energy of the stars is being drained. Written by noted author Isaac Asimov, "The Last Question" will be shown for three weekends in August. Admission at door. Abrams Planetarium.
- 9 p.m. Public ice skating until 10:30 p.m. Ice Arena.

SATURDAY, AUGUST 5, 1972

- 3:30 p.m. Public ice skating until 5 p.m. Ice Arena.
- 8 p.m. "The Last Question" (see August 4). Abrams Planetarium.
- 9 p.m. Public ice skating until 10:30 p.m. Ice Arena.

SUNDAY, AUGUST 6, 1972

- 3:30 p.m. Public ice skating until 5 p.m. Ice Arena.
- 4 p.m. "The Last Question" (see August 4). Abrams Planetarium.
- 4 p.m. Story Dance Theatre (see July 28). High School football field, Mason.
- 5 p.m. Story Dance Theatre (see July 28). High School football field, Mason.

TUESDAY, AUGUST 8, 1972

- 8 p.m. Folkdancing—Instruction is followed by dancing at 9 p.m. 327 M.A.C.

WEDNESDAY, AUGUST 9, 1972

- 7:30 p.m. Films on Japan (see August 2). Wilson Hall Auditorium.

FRIDAY, AUGUST 11, 1972

- 8 p.m. "The Last Question" (see August 4). Abrams Planetarium.
- 9 p.m. Public ice skating until 10:30 p.m. Ice Arena.

SATURDAY, AUGUST 12, 1972

- 3:30 p.m. Public ice skating until 5 p.m. Ice Arena.
- 8 p.m. "The Last Question" (see August 4). Abrams Planetarium.
- 9 p.m. Public ice skating until 10:30 p.m. Ice Arena.

SEMINARS

TUESDAY, AUGUST 1, 1972

History of iodized salt. Olaf Mickelson, 12:30 p.m., 102 Human Ecology (Food Science and Human Nutrition).

WEDNESDAY, AUGUST 2, 1972

Calcium ion exchange in the several compartments of heart muscle. Maurice B. Visscher, 4 p.m., 216 Giltner Hall (Physiology).

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 a 9-day period, Friday through Saturday.