

# MSU News-Bulletin

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Michigan State University

SEPTEMBER 28, 1972

## Help asked in river cleanup

Faculty and staff participation is being sought by the University's Waste Control Authority to help in the Red Cedar River cleanup Saturday (Sept. 30).

Sue Carter, program coordinator, said that the project is the result of faculty interest. "Faculty said they wanted such a project after we surveyed them earlier this year."

The Waste Authority is participating with the City of Lansing in the cleanup. In addition, members of the Michigan National Guard will drive trucks to carry away the debris.

The cleanup will take place along a two-mile stretch of the Red Cedar from Harrison Road to Potter Park in Lansing.

"Thus far 50 students have volunteered to help, but we have had no faculty response," she says.

Miss Carter says that more tools are needed, and interested faculty and staff can leave such implements as rakes and shovels at the campus fire station on Shaw Lane before Saturday, and retrieve them on Monday.

President Wharton said the cleanup will not only help eliminate an ecological problem, "but will also mark the first time MSU students have endeavored to work with the people of Lansing on such a large scale.

"Members of the University community have often voice concern about the environment," he says. "They can now translate those concerns into action and, through such efforts, help to improve the quality of life for all."

The cleanup is scheduled from 8 a.m. to 4 p.m. Saturday. The City of Lansing will provide lunch for the participants.

If possible, volunteers should call the Waste Control Authority office at 355-1826 to make arrangements to participate. "However, anybody wishing to show up Saturday for a couple of hours to help will be welcomed."

## A-P study continues; 850 job forms in

Establishing evaluation committees and determining which clerical-technical personnel should be transferred to administrative-professional classifications are current areas of focus in the campus-wide A-P study.

The study on compensation practices for A-P employees was begun in August by the consulting firm of Robert H. Hayes and Associates, Inc., in Chicago. It is expected to be completed in January, 1973.

Timothy Reilley, the firm's on-site director, said that six committees are being established to evaluate classification descriptions and to rate the classifications on a point system based on job functions.

The descriptions provide information on the kind of work and level of responsibility in a classification. They can be used as a guide in determining pay levels and as a recruiting aid, including the evaluation of candidate qualifications.

CLASSIFICATION descriptions differ from job descriptions in that they cover one or more positions that involve work

of a similar nature, a comparable level of complexity and responsibility, and a comparable level of qualifications. A description covers a specific job performed by an individual staff member.

"The descriptions are the result of the questionnaires circulated to all A-P and top level C-T employees," Reilley said. "Not every job has the same functions as other jobs in the classification, but they fall under the same heading because of responsibilities and characteristics."

The six committees being established to evaluate classification descriptions are "benchmark"; public relations, media, and related services; business, data processing, and personnel services; physical plant, law, and safety services; student and dormitory services; and all colleges and centers.

The "benchmark" committee will be responsible for University-wide classifications as assistant editor, administrative secretary, and accountant.

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## Task force on lifelong education issues preliminary report: Major shifts suggested

MSU's Task Force on Lifelong Education has made a series of preliminary recommendations that would give the unmet educational needs of the state's adult population equal priority with the University's existing undergraduate, graduate, and professional programs. The task force, made up of 25 faculty members, deans, students, alumni and concerned citizens, was commissioned last February by President Wharton to evaluate the University's role in providing educational opportunities apart from its traditional, on-campus programs. It is

supported by an \$80,000 grant from the Kellogg Foundation.

The preliminary report of the task force recommends that lifelong education be integrated into the regular academic responsibilities of the University's various colleges and departments.

Several hundred copies of the preliminary report will be distributed to faculty, students and appropriate off campus groups Oct. 2. A final report is expected by Jan. 1, 1973.

"Our purpose in providing this preliminary report is to give all groups

affected by its recommendations an opportunity to express themselves before we draft our final report in November," explains William Wilkie, special assistant to Wharton and director of the task force.

During October, meetings will be held on campus at which the faculty and the University's various constituents can discuss the report with members of the task force.

"What isn't generally recognized is that society's need for ongoing learning is becoming a critical problem," explains Wharton, who is chairman of

the task force. "Factors such as technological innovation and a virtual explosion of knowledge in nearly every field have made it impossible to assume that four, five, or even more years of study will suffice for a lifetime.

"In addition, we are becoming more and more aware that our present degree programs are unsuitable for certain types of needs. There are people who need learning opportunities of a sort that universities have not generally provided. We have to recognize our obligation to them, too."

The preliminary report contains 10 formal recommendations and a number of supplementary suggestions. They are based on the assumption that many

(Continued on page 5)

## EPC to report on credit policies

The University Educational Policies Committee (EPC) will present two reports, one for action and one for information, at Tuesday's (Oct. 3) meeting of the Academic Council.

The action item is a recommendation to modify the policy regarding credit by examination. The information report is on the EPC's review of the credit-no credit (CR-NC) grade option for general education courses.

These items are among the first order of business for the Council for the 1972-73 academic year. The meeting is scheduled for 3:15 p.m. in the Con Con Room, International Center.

The EPC's recommendation to modify the credit by examination

policy is intended to remedy some of the deficiencies of current University policy and to encourage increased use of the procedure.

According to the EPC, the modification makes clear that all courses should be available regularly for credit by examination except those in which class attendance and participation are an integral part of the instructional method.

The report adds:

"It clarifies the responsibility of the student and the faculty with respect to specification of the material and skills in which the student will be required to demonstrate proficiency.

"It specifies that standards shall be comparable to those used to grant credit for 'regular' enrollment.

"It provides for registration for credit by examination as part of regular registration procedure."

Additionally, the EPC will accompany its review of the CR-NC with a recommendation for no policy change at the present time.

Other Council matters will include a report of the ad hoc committee on collective bargaining; a report on matters concerning organization of the Academic Council and University standing committees for the academic year; and the University Curriculum Committee report.

## Board OKs new department

The Board of Trustees, in a special meeting Wednesday, gave its approval to creation of a Department of Human Relations. The new department includes an Office of Women's Programs and an Office of Minority Programs.

Earlier proposals for the department — which reorganizes the present Office of Equal Opportunity Programs — had been tabled (in July) and voted down (Sept. 15) by the Board.

## Profiles

# Options: Attracting students to languages

"Options" is a popular word in the Department of Romance Languages — increasingly so with the July appointment of William J. DeSua as chairman of the department.

"With the language requirement abolished this summer, we have to provide options to attract students," he says.

DeSua reports that the department has not as yet felt a drop in enrollment for its courses. "That's probably because many students don't realize that the language requirement has been dropped," he says.

The elimination of the language requirement at MSU conforms with a nationwide trend, he notes. "This new trend is strange since our world is becoming more international each year and there is a need for persons to have a second language."

MSU's department teaches Italian, Spanish, French, Latin, Portuguese, and Greek languages and literature and — in cooperation with the College of Education — teaches the methods of teaching romance languages.

According to DeSua, options in the

department are aimed at educating students more broadly, "since the days of the super-specialist are over. We want to train humanists rather than technicians."

DE SUA SAYS HE hopes that the department's curriculum will be adjusted to include readings in all fields of discipline. "The art students will be able to study language through art, instead of just reading literature; the historian will read history; and the agriculture students will learn not only the basic language of another country, but the agricultural language of that country."

DeSua was an associate professor of Italian and comparative literature at the University of North Carolina before coming to his new post.

He joined the North Carolina faculty in 1963 as an assistant professor. Before that he taught at Tufts University.

DeSua holds bachelor's and master's degrees in English with a minor in Italian from the University of Pittsburgh. He received his doctorate in comparative literature from the

University of Michigan.

A recipient of the Dante Prize in 1961 from the Dante Society of America for his essay, "The Renovators: Dante's Eighteenth Century Translators," he is also the author of

one book and coeditor of another dealing with Dante. He has edited a book on essays by Werner Friederich, and is working on a book of modern Italian poetry and poets.

— SANDRA DALKA



DeSua:  
"Humanists  
rather than  
technicians."

## Civil engineers must regain their decision-making role

Civil engineers must resume their roles as decision-makers, after having lost those roles by default. That is the opinion of William C. Taylor, MSU's newly appointed chairman of civil engineering.

"Civil engineers lost the dominant role," Taylor said, "partly because civil engineers have not kept pace with the processes of policy making."

"Now we need to move in that direction, without in any way sacrificing the mastery of our professional techniques. In addition, we need to put greater reliance on the computer as a professional tool."

The complex decision-making roles, he said, have been assumed chiefly by systems experts, lawyers, planners, and business administrators, who tend to regard the civil engineers as technicians only.

Taylor noted an upsurge of student enrollment in civil engineering, however, and attributed the increase chiefly to young people's concern with urban, social, and environmental problems and

their want professional expertise in solving them.

The four major disciplines within civil engineering, are structural design, soil mechanics, transportation, and environmental and water resources engineering.

"Civil engineers always have had roles in construction and operation of traffic control," he said. "Now we are moving toward seeing transportation as a tool for designing and controlling urban growth."

"We also were creating a climate for land use along the highways. It is the civil engineer who is best equipped to understand the shaping of land use in the future, and interactions between land use and water, transportation systems and other factors."

Taylor received bachelor's and Master's degrees in civil engineering from Case Institute of Technology in Cleveland and a doctorate from Ohio State University.

— FRAN MURRAY

## Letters

# The FGO is open for business

An open letter to the faculty:

As most of you may know, Michael Harrison of the Department of Physics has been appointed Faculty Grievance Officer. His office is in 119 Linton Hall and his telephone number is 353-8884.

## MSU News-Bulletin

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The University Faculty Affairs and Faculty Compensation Committee wishes to inform all faculty members that the Committee, in consultation with Professor Harrison, has ruled that under 3.3 of the Interim Grievance Procedure, any faculty member with a standing grievance must submit a written request for a formal grievance procedure no later than 5 P.M. on Oct. 30, 1972. This ruling applies only to a standing grievance. A standing grievance is a grievance which became known to the grievant on or before Oct. 1, 1972.

The committee and the FGO believe that by extending the deadline for standing grievances to Oct. 30, all faculty members will have adequate time to exercise their right under 3.3.

Frederick Williams, chairman, FAFCC

## History in sound

# Frost the teacher

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

By G. Robert Vincent  
Curator, National Voice Library

Robert Frost, known as the unofficial Poet Laureate of America, was fourtimes a Pulitzer Prizewinner. He was also noted as a school teacher, although a rather informal one. Frost spent much time on college campuses; during his long career, and he always enjoyed talking and reading to students.

One of my former associates at Yale made a recording of Frost's visit to Pearson College when the poet was in his 87th year.

FROST: . . . I don't know if I've ever recorded this or not; it's just a couplet: 'Forgive.'

At the end of the row, I stepped on the toe of an unemployed hoe. It rose in offense and struck me a blow in the seat of my sense. It wasn't to blame but I called it a name

and I must say it dealt me a blow that I felt like malice prepenes.

You may say I'm a fool, but was there a rule the weapon should be turned into a tool? But what do we see? The first tool I step on turned into a weapon. . . .

"You know, I taught quite a lot. I've taught everything from kindergarten to graduate school . . . everything . . . Latin, mathematics, poetry, English and Greek and solid geometry and so many things . . . I'm a regular jack of all trades."

"You know, people think that I probably have had my poems in classes. I never read one of my poems and never let anyone mention them in class. I used to sometimes quote others. . . I was with some boys once and quoted Emily Dickinson. Her's aren't my kind of poems. She says:

. . . the heart asks pleasure first and then excuse from pain and then those little anodynes that deaden suffering and then to go to sleep and then, if it be the will of the Inquisitor the liberty to die . . .

"One of the boys came up to me — those are the funny things in life — and he said, 'We Americans don't think thoughts like that, do we?' (amused chuckle) And, you know, he died as a missionary 'way up in Brazil. . . Well, this has been fun for me. I've had a really fine time of it. . ."

Robert Frost died in February of 1963, active almost to the end. In his very last interview he said: "I guess I don't take life very seriously. It's hard to get into this world, and it's hard to get out of it, and what's in between doesn't make much sense. . ."



# Around the campus: A summary

## Urban series underway

The relationships between urban education and the American political, economic, and social stratification systems will be examined in an 11 - week symposia series sponsored by the Center for Urban Affairs (CUA).

The multidisciplinary forum is open to students, faculty, urban public school administrators, teachers and community participants. Emphasis will be on the metropolitan Detroit desegregation case and the pros and cons of busing as a means to achieve school desegregation.

The symposia sessions began this week and will be at 1:30 - 3:30 p.m. each Wednesday in Room W - 2 West Owen Hall.

Students may receive independent study credit for their participation. Inquiries should be directed to the series chairman, L. Eudora Pettigrew, associate professor in the CUA and the College of Education.

## Honorary degree to Caulder

Henry L. Caulkins, president of Waterways Navigation Co. of Detroit and a long - time benefactor of the University, was presented with an honorary doctor of humane letters degree at MSU Tuesday.

Caulkins was originally scheduled to receive the degree at the June commencement exercises, but, due to illness, he could not attend the ceremonies.

Caulkins is an agriculturist and business executive who was cited for his "notable contributions to education." He has provided scholarships to MSU's Institute of Agricultural Technology that have assisted more than 600 young people in the institute's Agricultural Production Program.

In 1966 he gave his Pewabic Pottery Co. in Detroit to MSU to use as a continuing education facility.

## Pottery sale at Pewabic

A special event for potters and ceramics collectors opens Sunday (Oct. 1) at MSU's Pewabic Pottery, 10125 East Jefferson Ave., Detroit.

The Michigan Potters Association, an organization of persons interested in ceramics as collectors or as amateur or professional potters, will be opening its annual exhibit and sale. Sunday's hours will be 1 - 5 p.m., and then the show will be open 12:30 - 4:30 p.m. Tuesdays through Saturdays through Nov. 11.

Also open during those hours will be the Pewabic Museum of the historic pottery, which MSU has been restoring and developing as an educational facility since 1965. Admission is free.

Organized adult groups and college art departments may arrange conducted tours of the exhibit and the pottery by contacting Roger Ault, director, Pewabic Pottery, 10125 E. Jefferson Ave., Detroit 48214, telephone 313/822-0954.

## Paris wood collection donated

What do you do with several boxes of wood when you're planning a move and don't want to take them with you?

For most of us the answer would be, "bag 'em and set 'em out for the trash collector."

Not for 61 - year old Clark Paris, a bibliographer. The wood he has is just not the kind you throw away. It is the result of 24 years of gathering wood from all over the world - a collection that now includes 6,507 pieces.

Now the fruit of that labor has been entrusted to MSU, and the collection will be housed in the Wood Science Teaching Lab of the Department of Forestry.

Paris started his collection back in 1948. But his interest in wood and wood

products dates back even farther.

"I've always been interested in wood and trees," he says.

His interest was heightened back in the 1940s when he was working at a hospital in Clarinda, Iowa. There he met another "tree man," and the two worked together in the institution's small arboretum.

Paris began to wonder if there were an existing association for persons who liked to collect wood samples. He wrote to the Forest Products Lab of the U.S. Forest Service and was directed to a man who told him about the International Wood Collectors Society. "I've been a member ever since," he says.

Members of the society exchange woods and this is how Paris has received many of his samples. His most valuable piece is a chunk of pink ivory that came from South Africa - at a price of \$2. More common samples cost less. To facilitate use of the collection, he has painstakingly cataloged all 6,507 pieces according to scientific name, common name, and country of origin.

A life-long bachelor, Paris took a bus tour last March to the deep South and Jamaica, and fell in love with a fellow traveler.

"I've heard of shipboard romances, but never anything like this," he says. "We're planning to be married in October."

The marriage plans involve a move to a new apartment and this is the reason he gives for donating the wood collection to the University. But his motives are much more altruistic. In fact, he offered the collection to the forestry department two years ago, but suitable space was at that time unavailable.

— JAMES LUTZKE

## Peace Corps interns to Philippines

MSU is well represented in the Philippines this year through 12 graduates who are Peace Corps volunteers working various agricultural areas of that island nation.

Norman Brown, assistant professor and assistant director of resident instruction in the College of Agriculture and Natural Resources, coordinates the MSU/Peace Corps Intern Program, in which the volunteers participated.

The program, beginning its second year here, prepares potential Peace Corps volunteers for work in fisheries, forestry, feed grains, swine and beef production, vegetables, and extension administration in the Philippines.

"The intern program is a new concept with the Peace Corps," he says. "It is designed to give potential volunteers a chance to become familiar with the Peace Corps program and the country to which they are sent before actually being accepted in the Peace Corps."

Through meetings and social events featuring the culture and customs of the Philippines students are introduced to the program.

"One of the most unusual events is a pig roast, with members of the Filipino Club on campus making all native food dishes," Brown says.

Those students with a continued interest in the program are required to take a three- credit seminar during the spring term.

Lecturers for the seminar include former Peace Corps volunteers, faculty on campus who have a background in the Philippines and Filipino students.

"We are always looking for faculty and staff members who have some expertise on the Philippines to speak with our seminar group," Brown says.

## UC resource center expands

Faculty and student support of the Learning Resource Center in Bessey Hall has been so intensive that an expansion has become necessary. The needed additional space and services are now in use as MSU's fall quarter gets underway.

"This is not a program that provides get smart pills," center Director Dan Preston said. "The program of aid requires students' motivation and consistent work. Then, it pays off. The faculty, too, is increasingly interested in using the materials here."

The center, part of University College and administered by Evaluation Services, is open during the academic year from 8 a.m. to 9 p.m. Mondays through Thursdays and from 8 a.m. to 5 p.m. Fridays (News - Bulletin, Nov. 4, 1971).

Last fall, 3,300 student uses of the center were recorded. The numbers tend to diminish in winter and spring. Most fall term students are those taking the required American thought and language special course because they are not ready for assistance, and another substantial group, including foreign - born students, who voluntarily uses the center.

This fall, the special ATL students will, for the first time, take 15 hours of class at the center during a three - week period in successive groups of 20 students each. They will be assisted by their regular classroom instructor, a reading instructor, tutors and graduate assistants. Additional mechanical aids will be provided including reading training simulators. Previously, the special ATL students were required to spend one hour a week at the center.

One more classroom in Bessey Hall has been turned over to the expanding center. Additional audio - visual equipment and other materials have been added to increase the alternative methods available for improvement of student skills.

The center's new reading coordinator, Elaine Cherney, has organized two programs of study skills and test - taking skills with modules for individual study, experimental work and auto - tutorial aid.

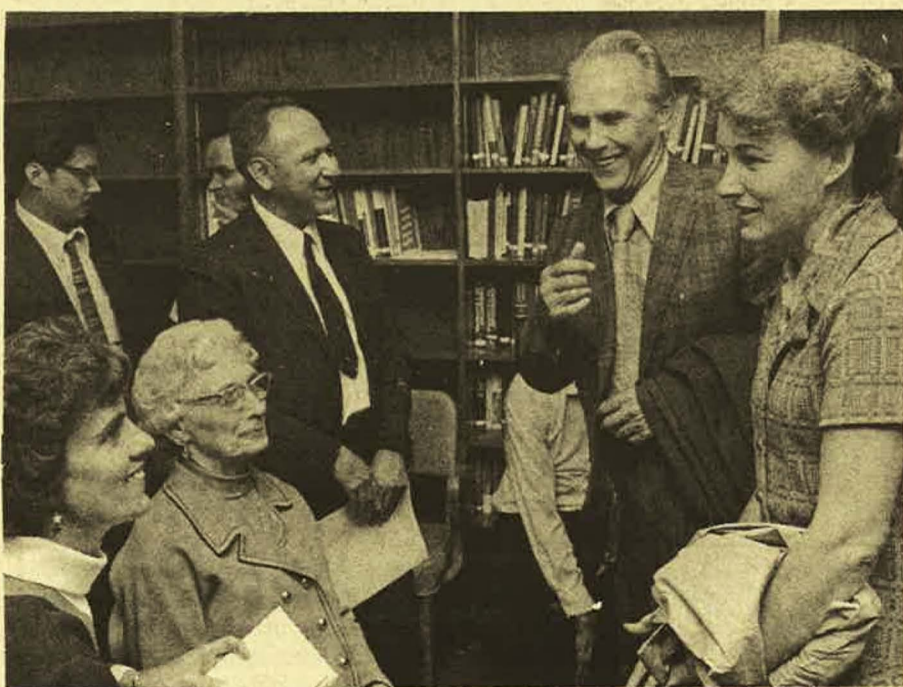


Photo by Dick Wesley

## Augenstein dedication

At a reception which followed Monday's dedication of the Leroy G. Augenstein Reading Room are (from left) Mrs. Leroy Augenstein; Mrs. Roy H. Augenstein, mother of the late MSU biophysicist; Humberto Renandez-Moran of the University of Chicago; and the husband-wife botany research team of Leo W. Mericle and Rae P. Mericle.

## C-T meet set

Clerical - technical employees are invited to attend an information meeting on the collective bargaining election at 12 noon Friday in Room 101, N. Kedzie.

The meeting is sponsored by the American Federation of State, County and Municipal Employees, AFL - CIO, Council 7.

# The Forum

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

## Faculty bargaining: Two groups vie for right

*The News-Bulletin supplied a list of eight questions to the two groups seeking to become the collective bargaining agent for the MSU faculty. The answers were supplied by the MSU Faculty Associates, an affiliate of the Michigan Education Association, and by the Council of the MSU Chapter of the American Association of University Professors. We will welcome letters and points of view on the topic between now and the faculty election set for Monday, Oct. 23 and Tuesday, Oct. 24.*

### AAUP

The AAUP has worked hard to develop academic governance at Michigan State. For example, it was largely the action of the local chapter of the AAUP that led to the current Bylaws of Academic Governance and the present Faculty Affairs and Faculty Compensation Committee. Currently, academic governance powers are achieved by voluntary delegation of the Board of Trustees. Under a collective bargaining agreement, there would be a contractual relationship requiring approval of both the faculty through their bargaining agent and the Board for modification. Thus collective bargaining could strengthen academic governance. The AAUP believes in a system of academic governance and wants to preserve and improve it as part of a collective bargaining agreement.

The AAUP has long been concerned for the economic status of faculty both with respect to the total compensation and with respect to equity. That is why the AAUP has urged that academic governance be involved in establishing budget priorities. Faculty should contribute their expertise in setting priorities both at the time that asking budgets are developed as well as in allocating funds that are appropriated. The AAUP as bargaining agent would seek increased faculty compensation both by trying to increase the amount of funds available to the University and by seeking the most effective use of available funds. Furthermore, it recognizes that faculty are interested in a number of factors beyond salary — e.g. sabbatical leave policies, research support, funds for professional meeting travel, etc. All of these need consideration in negotiating a contract.

Working conditions are an important part of any bargaining agreement, especially in an era when there are increasing attempts by forces outside the University to dictate these conditions. The AAUP would negotiate for fair and equitable working conditions for all faculty. They would work with the administration and the Board to prevent outside forces from imposing working conditions that are inconsistent with the academic values of the faculty or inconsistent with the operation of a first-rate university.

These issues are the traditional concerns of the AAUP on this campus and nationally. AAUP chapters on other campuses have incorporated the AAUP positions on academic freedom and tenure into their collective bargaining contracts. We would expect these AAUP positions to be incorporated in a contract at MSU since the faculty at MSU have clearly supported the AAUP positions in the past and these positions are now generally accepted by the University.

The AAUP would use collective bargaining to strengthen these units by establishing their authority within a contractual agreement instead of by unilateral delegation of Board authority. As improved models of academic governance are developed, they would be incorporated in the contract by the same process of mutual agreements.

### The Questions

**1. Why should there be collective bargaining for the faculty at MSU as opposed to the present academic governance system?**

**2. Considering current financial constraints, how could collective bargaining achieve greater economic benefits for the faculty?**

**3. What would be the effect of collective bargaining on working conditions, i.e., working hours, workload, sabbatical leaves, etc.?**

**4. How will collective bargaining affect academic freedom and the tenure system?**

**5. What would be the effect on academic governance, i.e., the Academic Council, the Academic Senate, and the committee system?**

### MSU-FA

The concept of academic governance is, by definition, advisory in nature. This concept has proved successful in some areas, such as curriculum development — and markedly less successful in others. Only recently the MSU faculty has seen the bare limitations of advisory governance in economic areas, when the recommendations of the faculty salary committee were ignored and our salaries were determined by unilateral administrative action. Professional negotiations, conversely, is a process that results in tangible improvements — as faculties that have chosen affiliation with MEA and NEA have found in recent years in Michigan. Negotiations, then, is a proven process that provides higher education faculties with the means to achieve some of the primary goals of their professional lives. It affords a working model for open communication between faculty and administration, and the necessary status to assure that the parties involved are equal partners in the decision-making process.

Two factors — a voice in establishing funding priorities and political strength — contribute toward faculty achievement of greater economic benefits when MSU/FA professional negotiations becomes a reality. Consider political strength first. Acknowledging that a significant percentage of MSU funding is determined by the Legislature, it follows that the Legislature when considering its allocation, will be sensitive to the political pressures from MSU. To date, the 2,500 members of our faculty have had no part in the political power structure — and our appropriation reveals precisely how limited our impact has been. The affiliation of MSU/FA with the MEA gains us a powerful voice in ending the “current financial constraints,” and affiliation with the NEA provides this on the national level. Secondly, the bargaining process (and only the bargaining process) provides the negotiating agent with a voice equal to that of the employer in establishing priorities and deciding on the distribution of available resources. MSU/FA is convinced that only an equal voice in the process will gain significant economic benefits for the faculty.

MSU/FA is exclusively an advocate of the MSU faculty. As such, its negotiators will bargain in those areas the faculty determines. For example, MSU/FA is presently compiling the results of a telephone faculty survey to ascertain faculty concerns and needs vis-a-vis future negotiations. Additionally, negotiations and only negotiations can protect and maintain existing policies among the faculty. Under the current system, the Board can unilaterally determine policy by itself, or as ordered by the Legislature. The effect of negotiations on working conditions, therefore, is one of improvement where desired, and protection where necessary.

MSU/FA is committed to the concept of academic freedom and due process for all faculty members at MSU, regardless of tenure status. This means that we will negotiate all provisions necessary to guarantee fair and just treatment for the faculty, including nontenured members of our staff.

The present academic governance structure is designed as a representative forum, the primary purpose consisting of handling of items dealing with educational policy. MSU/FA concurs that the faculty has served as a real voice in determining educational policy — and that this process is an essential part of University life. However, it has been proven that not all matters of concern to the MSU faculty have been satisfactorily resolved in the scope of the present governance system — especially those dealing with economic improvement. We conclude, therefore, that MSU/FA will negotiate those matters either outside the scope of the present governance structure or those not satisfactorily resolved by the present process.

## AAUP

The MSU Chapter of the AAUP encouraged and supported development of a fair and equitable grievance procedure. It argued for such grievance procedures for several years before academic governance began their deliberations. The usual collective bargaining agreement specifies a grievance procedure. When AAUP is involved in collective bargaining, it would expect to incorporate into the present grievance procedure such modifications as the faculty deem desirable based on our experience with the present procedure.

The AAUP is the organization dedicated to the service of faculty of higher education. It has clearly demonstrated its ability in the areas of academic freedom, tenure, and governance. There is a strong national office to provide expertise and assistance. There is a Michigan Conference that provides the base for faculty informing the legislature of the unique economic needs of higher education. The key to the strength of AAUP has been the emphasis on the local chapter developing the specific policies and procedures appropriate to the university or college. Thus, the AAUP relies on the faculty to set policy. It will continue to serve the interest of the faculty at MSU in achieving equitable rewards, as well as maintaining the academic values of its members and improving the excellence of the University.

Fifteen: Adelphi, Ashland, Bard, University of Delaware, Dowling College, Hofstra University, New Jersey College of Medicine & Dentistry, New York Institute of Technology, Oakland University, Polytechnic Institute of Brooklyn, University of Rhode Island, Robert Morris, Rutgers University, St. John's University, Wayne State University.

## The Questions

### 6. How will bargaining affect the Faculty Grievance Procedure?

At present, the MSU faculty has available a new and untried grievance process. It is possible that this new process, the result of considerable effort on the part of those preparing it, will prove successful in meeting faculty needs. It is also possible that it will not. The necessity to protect and define contract language and intent once it is implemented dictates that MSU/FA should negotiate a procedure similar to those that have had success in other universities. This grievance procedure, in essence the heart of a good contract, would provide a vehicle for speedy resolution to grievances and will provide a final step in which an impartial third party would reach a binding decision. It is our intent that an aggrieved faculty member could choose the grievance process he wishes — either the University vehicle or the negotiated process gained by MSU/FA.

### 7. If voting for a union, why should faculty choose your organization rather than the other organization?

The faculty of Michigan State has at this time three clear choices: First, we may choose to go on accepting what is given to us; second, we may choose to legitimize this pattern of bland acceptance; or, third, we may choose to elect an organization capable of gaining significant advancements. If it is the wish of the MSU faculty to use the vehicle of professional negotiations to improve its situation, it then follows that we should choose the organization best equipped to assist us in accomplishing this goal. At this time, let us just say this: If we wish to improve our salaries, if we wish to retain those working conditions we find satisfactory and improve those we do not, if we wish a more meaningful way of participation in the decisions that affect the entire scope of our professional life, then MSU/FA is the only realistic choice. The majority of colleges and universities now engaged in bargaining are successfully negotiating as affiliates of the NEA. We believe that the MSU faculty by electing MSU/FA, will enjoy the same success.

### 8. How many four-year colleges and universities does your organization now represent?

Sixty-one four-year colleges and universities.

# ★ Lifelong education task force reports

(Concluded from page 1)

groups have educational needs that go unmet because they cannot participate in the existing four-year, degree-oriented university programs.

MSU has the responsibility to make its educational resources accessible to all who can benefit from them, according to the report. This would include people who wish to work toward a degree as well as those needing further education for professional advancement and personal enrichment.

The key to an effective lifelong education effort is the removal of distinctions between the University's conventional students and the wider group it seeks to serve, the report emphasizes.

"Lifelong education — both degree and non-degree — should be a regular instructional duty of the colleges and departments," says the report. "Individuals enrolled in these programs should be viewed as full members of the student body even though they may carry a reduced credit load in comparison to the conventional student."

"The University therefore should give equal consideration to part-time and

adult participants in the awarding of financial aid, (and) they should possess equivalent eligibility for scholarships, grants and loans commensurate with their need and degree of participation in an education program."

TUITION would be equivalent for all. Class scheduling would be made more flexible to accommodate students who can attend only in the evenings or on weekends.

Courses currently taught on an overload basis through the Continuing Education Service would be incorporated within the University's regular offerings.

Since full responsibility for lifelong education will lie with the provost's office, a new post of assistant provost for lifelong education is recommended to coordinate, evaluate, and monitor the activities of the college.

Under the proposal, the Continuing Education Service would be discontinued as a titular entity with its responsibilities and personnel being employed in the new structure in order to build upon past strengths.

The responsibility for the initiation, administration and instruction of courses to the University's expanded

clientele would rest with the individual academic units, however.

TO ENSURE that lifelong education receives the same priorities as the University's more traditional teaching, research and public service functions, the task force recommends that the institution's reward system be altered at the university, college, department and individual levels.

Budget allocations to the colleges and department would be based partly on the extent of their participation in lifelong education. Faculty members would receive special recognition for outstanding lifelong education contributions along with those who distinguish themselves in research or other teaching functions.

Prior to implementing its new lifelong education programs, the task force suggests that MSU undertake a broad market survey to provide quantitative information on the potential demand for such programs within the state, plus an assessment of its resources that might help meet that demand.

With such information in hand, the University would then begin extensive outreach activities to address the educational needs of such groups as the professional, the laborer, the small farmer, the manager, minorities, the low income rural and inner city population, women, our own alumni and others.

Community based contact points such as public libraries, community colleges and local schools would be explored as possible vehicles to help reach these groups.

THE ROLE OF existing centers affiliated with the Continuing Education Service would undergo a shift in emphasis from the administration of academic and service programs to a community liaison function as well.

The task force recommends that instructional techniques and facilities be adapted to meet the new lifelong education commitments. In particular, the report suggests that the University's broadcasting facilities expand their educational programming, and that the use of cable television be explored as a means to reach a wider student audience throughout the state.

Support services would be broadened to include counseling and other forms of assistance to the wider student body. The task force recommends the establishment of an Information and Assistance Center to "dispense information on degree curricula, nondegree and outreach opportunities, and other support structures."

The report recognized that the University cannot meet all of the educational requirements of the citizens in the state.

Therefore, "Within a broad system of diverse needs, audiences, and institutions, the University must seek a unique role — a role that builds upon its own special capacities and resources while acknowledging the need for coordination and the complementary roles of other institutions, agencies and individuals."

THE MOST OBVIOUS barrier to the initiation of lifelong education programs is one of financial resources. The task force report notes that foundation and other private sources may provide seed money for certain programs and federal funds may be available for specific projects; but implementation of significant programs would depend upon regular appropriations from the Michigan legislature and federal government.

— MIKE MORRISON

## Forum on bargaining scheduled

An open forum on collective bargaining for faculty is scheduled at 7:30 p.m., Parlor C, Union Building, Wednesday (Oct. 4).

Sponsored by the MSU Librarian's Association, the meeting is intended to provide information concerning the pros and cons of collective bargaining in preparation for the faculty election on Oct. 23 and 24.

Participating in the forum will be Walter Adams representing the American Association of University Professors; Mary Tomkins, MSU Faculty Associates; Herbert Jackson, chairman of the ad hoc University committee on collective bargaining; and Thomas Moore, economics professor and spokesman in opposition to collective bargaining. Charles Larowe, professor of economics, will serve as moderator.

# 21-level salary plan suggested at U-M

The same firm — Hayes and Associates — conducting the A-P compensation and classification study here recently completed a similar project at the University of Michigan, where it recommended creation of 21 salary grades for 544 professional and administrative (P&A) job classifications.

The P&A system at U-M currently includes about 4,500 nonteaching positions, half academic appointees and half nonacademic appointees. The Hayes recommendations would merge P&A group into a single appointment system. The Hayes report was summarized in a recent issue of University Record, the U-M faculty-staff newspaper.

Based on 1971-72 data, the Hayes firm recommends a salary system that begins with a minimum of \$6,000 at Grade 1 and calls for a maximum of \$40,600 at Grade 21.

A means of implementing the recommendation at U-M has not yet

been completed.

The Hayes firm, which began its U-M study last January, reported that 13 percent of the staff included in the survey currently earn less than the minimum amount recommended for their salary grades. An estimated \$322,000 would be needed to bring this 13 percent into line with the recommended salary grade system.

Three percent were found to be above the "maximum salary in grade."

The Hayes recommendation at U-M provide that classifications be structured in ascending series, thus providing career paths in each category. The proposed salary grades represent a continuous series, with 8 percent increments between grades and a 45 percent range from minimum to maximum in each grade.

(In Grade 10, for example, the minimum salary is \$12,100, and the maximum is \$17,500; the Grade 11

minimum is \$13,100, the maximum \$19,000.)

In comparing men and women, the study at U-M revealed that average salaries by grade were consistently lower

for women, that women tended to be clustered at the lower range of salary grades, and that women comprised 70 percent of those below proposed minimum salaries.

## Tell Personnel

Have a question or concern about your job? About personnel policies or practices? About benefits? Submit your questions and concerns to "Tell Personnel," 410 Administration Building. Those judged to be of general interest will answered through this column.

Q. I understand there are changes in the sick leave policy. What is the new policy?

A. The Board of Trustees recently approved changes in the leave policies for nonacademic classified employees. Here is the policy for sick leave with pay:

Any classified employee regularly scheduled to work half-time or more is entitled to sick leave benefits proportionate to the time actually employed. (20-24 hours = ½ time; 25-39 hours = ¾ time; 40 hours = full time). A full-time employee accrues sick credit at the rate of one-half day for each two weeks of service, accumulative to a maximum of 120 work days. Sick leave is available to employees for the following purposes: 1) Personal illness or incapacity over which the employee has no reasonable control which prohibits the performance of job duties; 2) Absence from work because of exposure to contagious disease, which according to public health standards, would constitute a danger to the health of others by the employee's attendance at work; 3) To complete appointments for medical or dental treatment when it is not possible to arrange such appointments for nonduty hours. 4) Illness or incapacity associated with pregnancy when a physician indicates that the employee is unable to perform all the duties of her position. Periodic statements from a physician may be required.

Other items:

1) The University for cause may direct an employee to go on sick leave; 2) Any employee on sick leave will accrue benefits as if he were regularly employed, except additional sick leave for periods of illness exceeding two weeks; 3) Any employee using sick leave during a period including a scheduled holiday will be paid for the holiday and will not be charged for a day of sick leave; 4) Any employee who is laid off shall have available any unused sick leave previously earned effective at the time he is recalled; 5) Any employee who transfers from one unit to another shall transfer any unused sick leave to his new unit; 6) Any employee who has exhausted his sick leave credit and is still unable to return to work may be paid for any unused vacation credits; 7) An employee returning from sick leave may be required to have the approval of the Health Center before returning to work.

If an employee has exhausted paid sick leave and is still physically unable to perform his or her job, an unpaid sick leave for up to three months will be granted for those employed by the University for at least three months. Upon returning from unpaid sick leave for up to three months, the employee will be returned to the position (or a comparable position) held at the commencement of the leave. An extension of unpaid sick leave may be granted for up to two years, but employees on unpaid sick leave exceeding three months must have prior agreement with the University for their return to work. Employees on unpaid sick leave will be permitted to continue in insurance programs for which they are qualified, entitled and enrolled by paying the full cost of such protection.

## ★ A-P study continues

(Concluded from page 1)

Each committee will have up to eight members, including — representatives from the study team, — the personnel department and the A-P Association. The remaining members will be selected from the sectors involved in the classifications.

ACCORDING to Reilly, more than 850 completed questionnaires have been returned for use in determining classification descriptions. The remaining 70 questionnaires are expected to be returned in the near future.

He said that delays in receiving some of the questionnaires have put the study team "a week behind the proposed schedule."

Reilly added that the study team is also determining those persons from the top four C-T classifications who should be placed in the A-P system.

Employees of these C-T classifications were asked to answer questionnaires, and deans, department chairmen, and directors have been asked to identify C-T positions which they consider A-P positions. These administrators were supplied with government guidelines to use as criteria. (See related story.)

"We will use both the questionnaires and the administrative suggestions in determining to which classifications top-level C-T employees belong," Reilly says.

SANDRA DALKA

## Government guidelines used to determine C-T status

Guidelines established by the U.S. Department of Health, Education, and Welfare form the criteria used by deans, department chairmen and directors in determining which hourly positions and C-T positions 9 through 12 they would consider to be A-P positions.

The guidelines are divided in three classifications: Executive, professional and administrative. Timothy Reilly, a member of the Hayes study team conducting the A-P classification and salary study, says these guidelines are not the only criteria used in making the determination.

The guidelines, according to classifications, are:

### EXECUTIVE

1. Primary duty is management of a recognized department or subdivision.
2. Directs work of two or more employees.
3. Has authority to change the status of employees.
4. Exercises discretionary powers.
5. Either (1), (2), (3), or (4) or any combination of these items must comprise at least 80 percent of the work performed.
6. Paid at least \$6,500/year.

### PROFESSIONAL

1. Primary duty (a) work requiring advanced knowledge, or (b) original work. Either (a) or (b) is sufficient.
2. Consistent exercise of discretion and judgment.
3. Work must be (a) varied and intellectual and (b) such that output cannot be standardized.
4. Either (1), (2), or (3) or any combination of these items must comprise at least 80 percent of the work.
5. Paid at least \$7,280 a year.

### ADMINISTRATIVE

1. Primary duty is work related to policies and business operations.
2. Exercises discretion and independent judgment.
3. (a) Assists an executive or administrator, or (b) works in specialized field, or (c) executes special assignments. (Either (a) or (b) or (c) is sufficient.)
4. Either (1), (2), or (3) or any combination of these items must comprise 80 percent of the work performed.
5. Paid at least \$6,500 a year.

## MSU Positions Available

**IMPORTANT:** Administrative - Professional and Clerical - Technical applicants should make contact with the Employment Office at 353-4334 within five calendar days and refer to the vacancy by the posting number. Instructional staff applicants should contact the departments noted.

### FACULTY

Asst. Prof. Mathematics (Ph.D.) Speciality: Ordinary and functional differential equations with broad interest in applications such as control theory, stochastic differential equations, and stability theory.

C.P. Wells  
Chairman of Mathematics

### ADMINISTRATIVE — PROFESSIONAL

14. VIII Director of Management Services - (M.A. business admin. or accounting) exp. in accounting budgeting, systems mgt, data processing, computer programming. \$15,470 - 20,790

15. I Social Worker - Advanced degree in sociology. Exp. in observation, interviewing, and coding and analysis of interview information. \$9,330 - 11,850

### CLERICAL - TECHNICAL

16. XI Head Food Supervisor - B.A. hotel, restaurant & institutional Mgt. Two years exp. in food service and production. \$9,632 - 11,735

17. X Film Sound Engineer - Film production degree, exp. in sound recording, various phases of film and sound production. \$8,973 - 11,147

18. VII Microbiologist - B.S. with knowledge of microbiology and chemistry. Ability to manage and supervise scientific stock & laboratory media. \$6,660 - 8,272

19. VIII Histology Technician - B. S. in biochemistry, microbiology, chemistry or related field. Exp. in microscopy and microphotography of living preparations. \$7,473 - 9,576

20. VIII Office Assistant - Accounting and personnel activities in large academic department. MSU experience in accounting, budgets, grants and contracts. Secretarial skills desirable. \$7,473 - 9,576

21. VII Sr. Dept. Secretary - Excellent typing and s-hand. Knowledge of Univ. office and business procedures. \$6,660 - 8,272

22. VII Sr. Dept. Secretary - Excellent typing and s-hand. Knowledge of Univ. bookkeeping and payroll procedures. Ability to supervise. \$6,600 - 8,272

23. Research Assist. - B.A. or equivalent in math statistics. Exp. in health and/or medical concerns. Knowledge of computer programming for teaching. \$3,611/hr.

24. Secretary - Excellent typist, emphasis on accuracy. High ability in spelling, grammar. Knowledge of medical terminology preferred. \$3,20/hr.

Departmental Secretary C-T V (5 vacancies) \$6,267 - 7,389

Senior Clerk C-T IV (1 vacancy) \$5,735 - 6,926

Clerk Stenographer C-T III (1 vacancy) \$5,511 - 6,562

Clerk C-T I (1 vacancy)

# BULLETINS

**ALLIANCE FRANCAISE** The Alliance Francaise will meet at 8 p.m., Thursday, Oct. 5, in the Captain's Room of the Union. M. Jacques Dircks-Dilly, French consul at Detroit, will speak on "La Femme Francaise." All interested persons are invited.

**THEATRE TICKETS** The Theatre Dept. is offering the MSU faculty and staff the opportunity to purchase a Performing Arts Company season coupon book on the basis of two for one, at a savings of nearly \$21 from the regular single ticket admission. The season's entertainment includes "Cabaret" Oct. 10-15, "A Flea in Her Ear" Nov. 14-19, "Indians" Feb. 20-23, "A Funny Thing Happened on the Way to the Forum" Apr. 14-19, "Orchestrated Dance Concert" May 3-5, and "Othello" May 23-27. Four Arena productions are also included. Tickets may be purchased at the Theatre Box Office, 149A Auditorium, between noon and 5 p.m. daily. Faculty-staff identification must be shown.

## EXHIBITIONS

### Kresge Art Center

North Gallery—Until October 15: Exhibition of 54 paintings by Primitive Painters of Sao Paulo, Brazil.

Until October 15—William Gamble, David Logan and Louis Raynor. Recent paintings, silver work and ceramics by these staff artists.

**COMPUTER COURSES** The Computer Laboratory will present short courses on the BASIC language and on the FORTRAN language. The BASIC course will meet at 7 p.m. Oct. 16, 18, 23, and 25 in 315 Computer Center. Prior registration is required before Oct. 11 in 309 Computer Center, or by calling 3-3975. The FORTRAN short course will be held Thursdays at 7 p.m. in 315 Computer Center, beginning Oct. 12 and lasting for seven weeks.

**SERVICE DIRECTORY** The Tri-County Council of Community Organizations has compiled a directory that includes information on churches, cultural events, clubs and organizations, government, recreation and health facilities, educational services, etc. Copies of the directory are available at the Office of Volunteer Programs or by contacting Mrs. Peter Sheldon, 973 Rosewood Ave., East Lansing.

### Hidden Lake Gardens Tipton, Michigan

Sumac, Virginia Creeper, sassafras and other early coloring plants are normally conspicuous in the landscape at this time of the year. Open daily 8 a.m. until sundown.

## CONFERENCES

Sept. 28-29 Workmen's Compensation in Michigan  
Sept. 29-30 Student Council for Exceptional Children  
Sept. 29-  
Oct. 1 Zonta  
Oct. 1 Michigan Federation of Business & Professional Women Fall Conference  
Oct. 1-3 National Symposium of Professors of Educational Research  
Oct. 1-3 Decisions in Telecommunications Planning  
Oct. 2 Hydronics Conference  
Oct. 2-6 Fire Insurance Workshop  
Oct. 2-  
May 12 East Lansing CPCU Part V Insurance Institute

Oct. 9- Grand Rapids CPCU Part V Insurance Institute, Grand  
May 21 Rapids  
Oct. 5 Michigan Chapter American Academy of Optometry

All conferences will be held in Kellogg Center unless otherwise noted.

Students and faculty members are welcome to attend these continuing education programs. Those who are interested should make arrangements in advance with the Office of University Conferences, 5-4590.

## SEMINARS

### THURSDAY, SEPTEMBER 28, 1972

Principles of learning applied to teaching. **Lawrence Alexander**, 4 p.m., 128 Natural Science (Physics).

### MONDAY, OCTOBER 2, 1972

Nutrition of the Eskimo. **Aage Gilberge**, professor of Hygiene, U. of Aarhus, Denmark, 4 p.m., 217 Anthony (Institute of Nutrition).

Nuclear theory on the west coast. **F. Petrovich**, Berkeley, 4:10 p.m., Cyclotron Seminar Room (Physics).

Superconductivity, ferroelectricity and the Mott insulator. **Robert Bari**, Brookhaven National Laboratory, 4 p.m., 221 Physics-Astronomy (Physics).

Inhibition of adrenergic neurotransmission in venous smooth muscle by acetylcholine. **Paul M. Vanhoutte**, Dept. of Physiology and Biophysics, Mayo Medical School, Rochester, Minnesota, 4 p.m., 216 Giltner (Physiology).

### TUESDAY, OCTOBER 3, 1972

Use of microwave plasmas to catalyze carbon monoxide—hydrogen gas reactions. Yield optimization. **Martin C. Hawley** and **Jes Asmussen**, 4:10 p.m., 284 Engineering (Chemical Engineering).

Paramagnetic complexes of platinum (II)? **Paul G. Rasmussen**, U. of Michigan, 4 p.m. 136 Chemistry (Chemistry).

Small strain measurement in glacier surfaces. **Gordon Warner**, Automotive Engineering Dept., General Motors Institute, Flint, 4:10 p.m., 312 Engineering (Engineering).

Electron optics and its uses in horticulture. **Paul Rasmussen**, 4 p.m., 209 Horticulture (Horticulture).

Kinetics of growth and pyruvate fermentation in mutants of *Rhodospirillum rubrum*. **R.L. Uffen**, 4:10 p.m., 146 Giltner (Microbio & Public Health).

Random evolution. **R.V. Erickson**, 4:10 p.m., 405A Wells (Statistics & Probability).

### WEDNESDAY, OCTOBER 4, 1972

Purification of an ion-stimulated ATPase from plant roots: Association with plasma membranes and its potential involvement in ion transport. **Thomas K. Hodges**, Purdue U., 4 p.m., 101 Biochemistry (AEC Plant Research Laboratory).

Instrumentation for measurement of weather and crop microclimates. **Edmund Benson**, 4:10 p.m., 168 Plant Biology (Botany & Plant Pathology).

Electron spin resonance of irradiated crystals role of hydrogen bonding in radiation damage process. **Machio Iwasaki**, Government Industrial Research Institute, Nagoya, Japan, 4 p.m., 138 Chemistry (Chemistry).

### THURSDAY, OCTOBER 5, 1972

Biochemical events in galactosamine-induced hepatitis. **Karl Decker**, Biochemisches Institut, Universitat Freiburg, Germany, 4 p.m., 101 Biochemistry (Biochemistry).

Influence of solar radiation and wind on tree growth at high elevations. **Gary Schneider**, 1:30 p.m., 223 Natural Resources (Fisheries and Wildlife).

Chemical reactions between sugars and proteins associated with browning in baked products. **Charlotte Thompson**, 12:40 p.m., 206 Food Science (Food Science & Human Nutrition).

Some recent embedding theorem in groups. **Richard E. Phillips**, 4:10 p.m., 304A Wells (Mathematics).

The nigrostriatal pathway and mechanisms of drug action. **Philip F. VonVoigtlander**, 4 p.m., 449B Life Sciences (Pharmacology).

Collective motion. **Jack Hetherington**, 4:10 p.m., 120 Physics-Astronomy (Physics).

## FRIDAY, SEPTEMBER 29, 1972

- 8 p.m. "Cosmic Dimensions"—Both educational and entertaining, this presentation in the sky theatre provides a perspective picture of the seemingly infinite vastness of space, as visitors travel from our nearest neighbor in the solar system to a mysterious region far beyond the outer limits of our galaxy. Tickets may be purchased at the door. Following the 8 p.m. performances, there will be a skywatching lecture and, weather permitting, telescopic viewing of the current sky. Abrams Planetarium.
- 8:15 p.m. Chamber Music Series—The legendary Cleveland Quartet will perform works by Haydn, Beethoven and Schubert. Members of the quartet have all won prizes in international solo competition. Tickets are available at the Union Ticket Office. Fairchild Theatre.
- 10 p.m. "Cosmic Dimensions" (see above). Abrams Planetarium.

## SATURDAY, SEPTEMBER 30, 1972

- 2:30 p.m. "Cosmic Dimensions" (see Sept. 29). Abrams Planetarium.
- 8 p.m. "Cosmic Dimensions" (see Sept. 29). This performance will be followed by a skywatching presentation. Abrams Planetarium.
- 8 p.m. World Travel Series—Featuring color motion pictures personally presented by world travelers with extensive backgrounds, the second offering of the Series will focus on "Guatemala and Yucatan—Land of the Maya." Ralph Gerstle is the guide on a storybook tour through a land of contrast, from Guatemala's modern capital to Indians clinging to a pre-conquest Mayan way of life. Tickets may be purchased at the Union Ticket Office. University Auditorium.
- 10 p.m. "Cosmic Dimensions" (see Sept. 29). Abrams Planetarium.

## SUNDAY, OCTOBER 1, 1972

- 4 p.m. "Cosmic Dimensions" (see Sept. 29). Abrams Planetarium.

## TUESDAY, OCTOBER 3, 1972

- 8 p.m. Folkdancing—Instruction is followed by dancing at 9 p.m. 327 M.A.C.
- 8:15 p.m. University Series "A"—As a salute to the 25th anniversary of the founding of the state of Israel, the youngest of the world's leading orchestras, the Israel Philharmonic, will perform under the baton of Zubin Mehta. The program will include works by Joseph Tal, Mozart, and Dvorak. Tickets are now on sale at the Union Ticket Office. University Auditorium.

## FRIDAY, OCTOBER 6, 1972

- 8 p.m. "Cosmic Dimensions" (see Sept. 29). This performance will be followed by a skywatching presentation. Abrams Planetarium.
- 10 p.m. "Cosmic Dimensions" (see Sept. 29). Abrams Planetarium.

## SATURDAY, OCTOBER 7, 1972

- 12:50 p.m. Football—MSU vs. Notre Dame. Spartan Stadium.
- 8 p.m. "Cosmic Dimensions" (see Sept. 29). This performance will be followed by a skywatching presentation. Abrams Planetarium.
- 8 p.m.. World Travel Series—William Stockdale will show films and speak on "Uganda—Heart of Africa." Tickets may be purchased at the Union Ticket Office. University Auditorium.
- 10 p.m. "Cosmic Dimensions" (see Sept. 29). Abrams Planetarium.

## BULLETINS

### ACADEMIC COUNCIL

The Academic Council will meet at 3:15 p.m., Tuesday, Oct. 3 in the Con Con Room, Center for International Programs. Coffee will be served to members at 2:50 p.m.

### VOLUNTEERS

A descriptive listing of volunteer opportunities for members of the MSU community is available from the Office of Volunteer Programs, 27 Student Services, or by calling 3-4400.

### FACULTY RECEPTION

A reception for all faculty members and staff of the College of Veterinary Medicine will be held from 8 to 10 p.m., Tuesday, Oct. 3 in the Shibui Room of the University Club.

### PAINTING CLASSES

Faculty Folk painting classes will be held from 1 to 3 p.m. Mondays beginning Oct. 2 in the card room on the third floor of the Union. For information contact Mrs. Thomas Kirk, 349-1888.

### FACULTY FOLK

Faculty Folk will be welcoming new faculty wives to MSU at a series of coffees beginning Oct. 3. Wives of new faculty members who have not been contacted should call Mrs. Ralph Hepp, 349-1350, or Mrs. Sada Omoto, 349-1646.

### COMPUTER WORKSHOP

The Computer Lab will hold a one-day workshop on "Introduction to the 6400 Computing Facilities" Saturday, Sept. 30, in 117 Eppley Center. Registration must be made through the Computer Laboratory User Information Center by noon Friday, Sept. 29. For information, call 3-3975.

### FILM ON CHINA

The film "The Great Battle for China" will be shown at 8:00 p.m., Monday, Oct. 2, in 108B Wells Hall.

### WOMEN'S BOWLING

Women interested in joining the MSU Women's Bowling League should meet at 5:45 p.m. Wednesdays in the Union Bowling Alley. For more information, contact Pat Timmer, 5-4510.

### BARGAINING

Collective bargaining for faculty will be the topic of an open forum at 7:30 p.m., Wednesday, Oct. 4 in Union Parlor C. The forum, sponsored by the MSU Librarians' Association, will include representatives of AAUP, MSUFA, the Ad Hoc Committee on Collective Bargaining and a spokesman in opposition to collective bargaining.

### PEP RALLY

There will be a pep rally at 7 p.m. Friday, Oct. 6, at the secret practice field behind Jenison Fieldhouse. The MSU football team, band, cheerleaders, coach Duffy Daugherty and director of athletics Burt Smith will be present. The rally will end in a campus parade. ABC-TV will film the event.

### FACULTY WOMEN'S ASSN.

The Faculty Women's Association will hold its annual fall banquet at 6:30 p.m. Thursday, Oct. 5 in the Centennial Room of Kellogg Center. The speaker will be B. Susan Bishop, program director at the University of Michigan Bureau of Industrial Relations. All faculty and administrative-professional women are welcome. For information contact Kay White, program chairman, 5-8330.

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.