

# MSU News-Bulletin

Michigan State University

VOL. 4, NO. 4  
OCTOBER 12, 1972

*A faculty report attracts new interest*

## Bargaining: 'Neither panacea nor devil'

Although it was issued almost 10 months ago, the Report of the Ad Hoc University Committee on Collective Bargaining is attracting renewed interest as the faculty bargaining election dates (Oct. 23 and 24) draw nearer.

### Academic calendar corrected

Here is a corrected University Calendar to replace page 3 of the 1972 Faculty and Staff Directory.

#### FALL TERM 1972

Sept. 16 Saturday — Welcome Week Begins  
Sept. 18 - 20 Monday through Wednesday — Registration  
Sept. 21 Thursday 8 a.m. — Classes Begin  
Nov. 23 - 26 Thursday through Sunday — Thanksgiving Recess  
Dec. 2 Saturday — Commencement  
Dec. 4 - 8 Monday through Friday — Final Examinations  
Dec. 25 Monday — Christmas Holiday

#### WINTER TERM 1973

Jan. 1 Monday — New Year's Holiday  
Jan. 2 - 3 Tuesday and Wednesday — Registration  
Jan. 4 Thursday 8 a.m. — Classes Begin  
March 11 Sunday — Commencement  
March 12 - 16 Monday through Friday — Final Examinations

#### SPRING TERM 1973

March 26 - 27 Monday and Tuesday — Registration  
March 28 Thursday 8 a.m. — Classes Begin  
May 28 Monday — Memorial Day Holiday  
June 4 - 8 Monday through Friday — Final Examinations  
June 10 Sunday — Commencement

#### SUMMER TERM 1973

June 18 - 19 Monday and Tuesday — Registration  
June 20 Wednesday — Classes Begin — Full-Term and Half-term  
July 4 Wednesday — Independence Day Holiday  
July 25 Wednesday — Half-Term Ends  
Aug. 27 - 31 Monday through Friday — Final Examinations — Full-Term

The Office of the Secretary of the Faculties, storehouse for copies of the report, has dispensed nearly half of its original 800 - copy supply, even though the document was originally sent to some 2,400 faculty.

Throughout its 39 pages, the report emphasizes and reemphasizes the uncertainties of trying to predict the effects of collective bargaining on faculty here.

There are only two certainties in the bargaining issue, according to the report; "That there inevitably will be both gain and loss by entering into collective bargaining, and both gain and loss by remaining within our present system; and that each university situation will be different, and the direction of collective

### Inside . . .

...More on the collective bargaining question: On page 2 are a statement and a letter in the "Forum" section. On page 5 is a series of answers to frequently asked questions about the process. And on page 6 is the official notice of the Oct. 23 and 24 faculty election.

bargaining at MSU, if entered into, will be determined by what the faculty here does or does not do with regard to molding that direction."

The report adds: "In short, collective bargaining is no panacea — but neither is it a devil."

Following is a summary of major points of the committee's report.

#### UNIONISM VS. PROFESSIONALISM

Some observers argue that unionism and professionalism are not compatible, but others contend that, "given our day and situation, this is precisely the combination by which the best objectives of both the institution and the faculty can be achieved."

To support a contention that unionism and professionalism can be compatible, some site such examples as the American Medical Association and other vocational organizations. ("although the analogy is not too precise.")

"In other words, collective bargaining can be made as 'professional' and 'academically respectable' as those who are involved want to make it."

(Continued on page 4)

## Madison College's quadrennial course

A course offered this term for the first time since 1968 isn't likely to be back again until 1976. That's no reflection on its popularity; it's just that MC 290 (James Madison College) deals with that quadrennial circus called the Presidential Election.

Nearly 200 students from colleges across the campus are enrolled in the class. Its relevancy is underscored by the fact that its required reading includes daily campaign coverage in The New York Times.

Douglas Hoekstra, instructor in James Madison who is teaching the course, emphasizes that while the course deals with things "that have just happened or are about to happen," it amounts to more than "just a talk session" on Presidential politics.

"It involves a lot of research on past presidential elections, and on voter motivations and behavior," he says.

The course is organized chronologically, Hoekstra says, and begins with a look at the pre-convention and primary strategies of the candidates. Most of the discussion of events prior to and including last summer's convention activities zeroes in on the Democrats, he says, because President Nixon was pretty much unopposed among Republicans.

Between now and Nov. 7, the course will examine campaign strategies, resources and issues, and it will focus on what to look for in the election itself.

Once the election is over, students

will conduct academic post-mortems, looking at such topics as voting characteristics, voter blocs, and the question of election and public control.

Hoekstra has scheduled guest

appearances by representatives of both major parties to give students further insights into political campaigns and campaigning.

Students will also write papers during the course, but not, Hoekstra says, simply on "why I'm voting for whomever."

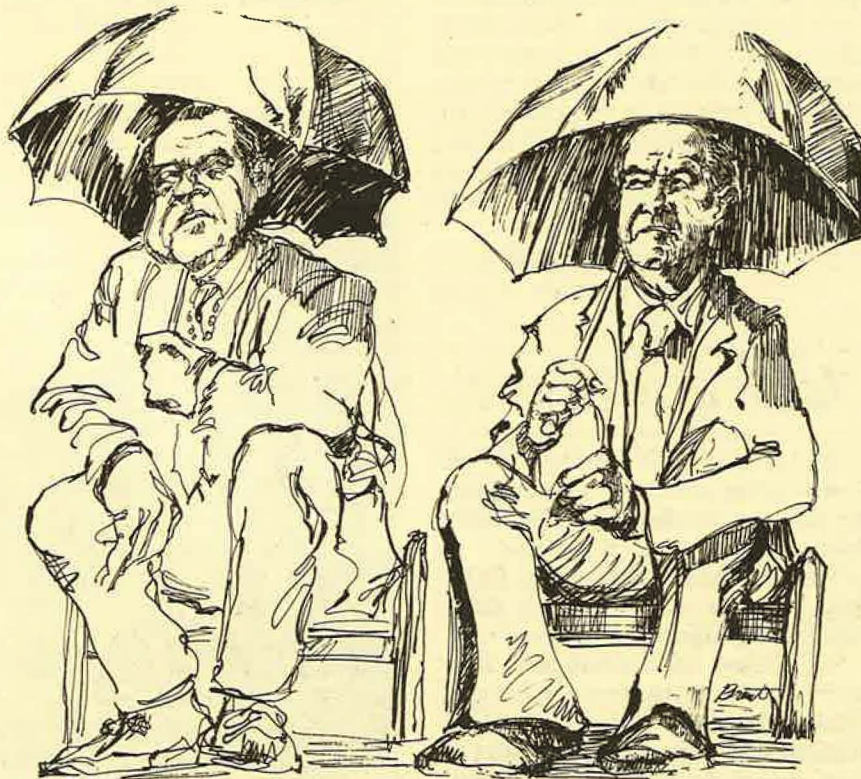
Hopefully, some of the readings will cause them to really think through the candidates," he says. "Some of their partisan assumptions will perhaps be at least questioned by the reading they do and the discussions they have."

Hoekstra himself declines to offer a prediction of the election's outcome, but he has taken a poll among students in the class. It reveals that 41.6 per cent consider themselves Democrats; 14.6 per cent Republicans; 4.6 per cent Independent; 7.7 per cent Independent-Republican; and 27.7 per cent Independent-Democrat.

About two-thirds say they favor Senator McGovern, and 28.5 per cent lean toward President Nixon.

The same students report that 39.2 of their parents are Democrats; 35.4 per cent are Republicans; 12.3 percent Independents; 12.3 percent split (between mother and father); and .8 per cent American Independent Party.

—GENE RIETFORS



1972: A stormy campaign?



# 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.

## Committee explains opposition to bargaining

The following statement was prepared by the Committee of Concerned Faculty, a group of faculty who oppose collective bargaining. The questions are six of the eight posed two weeks ago to representatives of the groups who seek to represent the faculty.

**Q. Is the present academic governance system preferable to collective bargaining?**

**A.** Yes. The structure of academic governance has now evolved to a point where there is marked increase in faculty participation in decision - making on the important policies relevant to the academic functions of the University. Among the most important are hiring; tenure; promotion; salary; selection of deans, chairmen, and directors; curriculum; educational policy; new education programs; and research programs. Under collective bargaining some of these areas will become exclusively management concerns; for instance, appointing deans and chairmen, establishing new programs, hiring, and promotion. The faculty will lose its influence on major aspects of University operation.

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

**A.** Greater economic benefits for faculty are an absolute necessity. A general increase in compensation to meet the rising costs of living and to bring the university teaching profession into line with other professional groups is mandatory. Achieving these goals is NOT dependent on collective bargaining by an outside agency of nonuniversity agents. Reaching the goals depends upon legislative appropriations and even more on the priorities set within the university by the administration. The launching of new programs, the expansion of old ones, or the creation of new positions, whether in administration or instruction, and the amount allotted to equipment and supplies and services - budgets will determine the amount of salary increases. The outside bargaining agent will not determine the amount of the total appropriation. The delicate matter of how it is to be divided is for faculty and administration to decide.

**Q. Would collective bargaining have a detrimental effect on working conditions; e.g., working hours, sabbatical leaves, teaching loads, etc.?**

**A.** When a bargaining agent asks for a contract providing higher salaries, the administration will request precise specification of work load; e.g., hours in office, courses taught, student credits produced, and committee service. The work load will steadily increase and flexibility at the departmental level will

disappear. Collective bargaining will put the faculty in the position of having to make deals with the outside forces who are trying to dictate working conditions.

**Q. What would be the effect of collective bargaining on academic governance; i.e., Academic Council, Academic Senate, committee system, etc.?**

**A.** Establishment of an outside collective bargaining unit would have a major impact. At the heart of all decision - making is the power of the purse. Once the decision on how funds are to be allotted to various budgets is relegated exclusively to the nonacademic administration and the nonacademic union representatives, we have surrendered control and most of our ability to influence decision - making. Representative bodies of faculty and students will be demeaned into mere debating societies without the freedom to make major decisions. Moreover, with the advent of collective bargaining and its accompanying adversary system, many of the areas in which faculty now share decision - making power would be redefined as management prerogatives, further diminishing the faculty's role in questions of policy.

**Q. Would collective bargaining affect the Faculty Grievance Procedure?**

**A.** For the past two years, faculty have sought to develop a process that would ensure fair and equitable redress of grievances, while at the same time minimizing adversarial elements of the situation. If contracts are negotiated, a grievance procedure will be included. That procedure will most likely create an adversary relationship, pitting persons who formerly considered themselves colleagues against each other. While advocates of collective bargaining promise parallel grievance procedures, a moment's reflection reveals such duplication is unworkable in a large organization. Given collective bargaining, we will have one grievance procedure with clearly defined adversaries. We are much better off with a grievance procedure developed by faculty themselves, rather than one negotiated by nonacademic administration and nonacademic union representatives.

**Q. Why should faculty choose no agent, rather than one of the two organizations?**

**A.** Although one hears much loose talk about trends favoring collective bargaining, the central fact of the past decade has been increasing faculty involvement in University decision -making. This change has occurred without sacrifice of traditional ideals and values associated with the academic life. Now we are asked to entrust our future to a process that will strike a blow at many of these ideals and values, and whose financial advantages are, at best, questionable. At a time when industrial psychologists assign ever - increasing importance to the noneconomic determinants of motivation and job satisfaction, it is ironic that an enlightened community such as the University considers a system whose appeal for support rests solely on dubiously valid claims of financial benefits. We have much to lose from a bargaining agent, and little or nothing to gain.

## Letters

### 'Subtle discrimination'

To the Editor:

"The Forum" of the edition dated Sept. 28 was interesting and enlightening to me from two standpoints.

Even though I am a dues - paying member of one of the two aspiring entities which, apparently, were invited to respond to eight specific questions, your approach and format screamed of subtle discrimination! No effort at all was made to provide an opportunity for what may well be the largest category of faculty . . . those who do not want any union at all dabbling in their careers and futures. You did tip your hat in their direction by printing on Oct. 5 the letter from W. J. E. Crissy, but I would hardly concede his fine comments to be equal opportunity.

Secondly, reading both sets of answers to your questions on Sept. 28 gave insights as to exactly nothing about how faculty functioning under unionization will be really like. "The Forum" produced about as much insight into reality as do the currently reported quips between McGovern and

Agnew! As a member of other professional "associations" . . . until recently, they resisted being called unions . . . under conditions of "join, or you may not participate in the profession", the only thing which such membership has brought to me is restraint and restriction of individual decision and action.

Incidentally, "MSU - FA" got by with its proclivity toward carelessness with facts. Didn't you object to its allegation of "Sixty - one four - year colleges and universities"? Or do you, too, like "MSU - FA", put forth the fiction that "MSU - FA". "MEA" and "NEA" are really all the same, just one great big altruistic Big Brother of us all?

Leona S. Witter  
Assistant professor of music

## Achievements

DONALD W. BRADLEY, instructor in urban planning and landscape architecture, has been elected president of the Michigan chapter of the American Institute of Planners.

SAM M. AUSTIN, MICHAEL J. HARRISON and GERALD L. POLLACK, professors of physics were elected fellows in the American Physical Society, the U.S. organization of physicists.

WILLIAM J. CARPENTER, professor of horticulture, received the 1972 Henry E. Heiner Award, a top honor of the North American florist industry, at the Convention of Roses, Inc., in Toronto, Canada.

BERNARD F. ENGEL, professor and chairman of American thought and

language, and JEREMY L. MATTSON, ATL assistant professor, participated in the annual meeting of the Association of General and Liberal Studies in Rochester, N.Y. Engel was one of five panelists discussing violence and the arts, and Mattson gave a paper on technology and violence in America.

ARTHUR W. FARRALL, professor and chairman emeritus of agricultural engineering, is the first to receive the newly created food engineering award from the Dairy and Food Industries Supply Association and the Food Engineering Division of American Society of Agricultural Engineers.

JAMES W. GOFF, director of the School of Packaging, received a national award for outstanding contributions to the field of packaging from the National Institute of Packaging, Handling and Logistic Engineers, an organization dedicated to furthering cooperation between government and industry.

BETTY GIULIANI, director of continuing education research, was elected to serve as vice - chairman for Region IV of the National University Extension Association.

EUGENE JACOBSON, professor of psychology, was appointed to the U.S. National Commission for UNESCO for 1972 - 1974. He was also recently elected to membership on the Executive Committee of the International Union of Psychological Science, a federation of 38 national psychological societies, at the 20th International Congress of Psychology in Tokyo.

## Jazz concert to be aired Friday

WKAR - FM 90.5 stereo O will broadcast the concert by the jazz group Weather Report, direct from the Union Ballroom Friday, Oct. 13 at 8 p.m.

The performance will mark MSU's first venture into live stereo broadcasting from the campus.

The concert will be heard as far away as 50 to 70 miles from the campus. "Radio listeners throughout mid - Michigan will have the opportunity to hear one of the most exciting electric jazz groups around", says WKAR - FM producer Gary Laehn. "We have been looking forward to live stereo broadcasting for some time, and this is a

great opportunity to begin," adds Program Director Steve Meuche.

To air the performance, special underground communication lines have been installed from the Union Building to the WKAR studios in the Auditorium. During the concert the instruments will be "tight - milked," and the sound will be mixed in stereo through the amplifiers before it travels to the speakers in the ballroom to eliminate extraneous sounds and insure a top quality broadcast.

The concert is sponsored by ASMSU Pop Entertainment.

## MSU News-Bulletin

Editor: Gene Rietfors  
Associate editor: Sandra Dalka  
Associate editor: Patricia Grauer

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

Published weekly during the academic year by the Department of Information Services. Second-class postage paid at East Lansing, Mich. 48823.



# Around the campus: A summary

## *C-T election dates upheld*

This week's collective bargaining election for clerical - technical employees will proceed as scheduled, following a court ruling Tuesday that prevented a restraining order asked by the American Federation of State, County and Municipal Employees (AFSCME).

The Ingham County Circuit Court ruled that it had no jurisdiction in the matter. AFSCME had sought the restraining order after the Michigan Employment Relations Commission denied the union's protest of both the election dates and the defined bargaining unit.

The election runs today until 6 p.m. and Friday from 9 a.m. to 4 p.m. in Demonstration Hall. On the ballot are AFSCME, the MSU Employees Association and "no agent."

An AFSCME representative said yesterday that the union was not decided on whether to appeal this week's court action. But AFSCME said it is encouraging persons excluded from the unit definition to vote anyway on the chance that the definition may be altered.

## *Library opens a corner for browsers*

A volume on acupuncture, a biography of Ibsen, a collection of children's games and an elementary physics text — these are but a few of the 800 books found in the new browsing collection at the MSU Library.

The collection, chosen with the help of faculty and students on subjects of current interest, was compiled to provide easy access to leisure reading in a wide variety of fields. The books are housed in the carpeted lounging area on the first floor of the library.

The books circulate on a first-come, first-served basis for two weeks, with no renewals and no waiting list.

When completed, it is expected that the browsing collection will contain more than 2,000 titles.

## *Computer is an able tutor*

The University's CDC 6500 computer has proved it can run its own tutorial system to serve and aid students individually.

Leonard H. Weiner, assistant professor of computer science and designer of the Automated Assignment Scheduler, Analyzer and Generator (ASAG), said the testing during winter and spring terms showed the computer could tutor, and the student could profit from the individual aid.

Each student received individualized problems to solve based on his prior performances, individual aid on recurring areas of difficulty, and daily and weekly progress reports.

The computer tutorial system was used in three sections of a required course in computer programming for engineering and science students.

Weiner, after teaching the course himself in spring, said the tutorial was so successful that 10 percent of the students worked ahead on the next computer science course, and one zealous student completed two terms' work in one term.

"The general attitude of students toward the computer may be a factor," Weiner said. "A substantial number of students seem to fall in love with the computer and spend much of their time here in the Computer Center."

ASAG's mode of operation is progressive. For the first two assignments, each

student receives a variation of a "standard" problem. Then, based on their performances in the starting assignments, two-thirds of the students receive variation on standard assignments, while one-sixth receive easier versions and one-sixth more complex versions.

ASAG analyzes each attempted solution. If a student fails to solve a problem correctly, ASAG points out his errors and he is given a second try. If he solves it, ASAG gives him the next problem with an appropriate degree of complexity. If he keeps exhibiting deficiency in a specific area, ASAG gives him extra practice in the new assignment. Thus each student works at his own pace.

Daily and weekly box scores are kept on each student's work, with the news going to the student and the instructor.

"Philosophically," Weiner said, "and based on the results of feedback from instructors, consultants and students, ASAG has the support of 67.2 to 95.5 percent of the students who worked with it."

## *4-H Bonanza begins Friday*

More than 1,000 "friends of 4 - H" are expected to attend the 4 - H Bonanza "gala" banquet Friday, Jenison Field House.

A black - tie affair, the \$20 a plate benefit will feature emcee Art Linkletter, singer Sue Ane Langdon ("Arnie's" TV wife), and Detroit's Conti family.

According to Walker Cisler, Detroit Edison's chairman of the board and chairman of the Bonanza banquet, all funds raised at the banquet will go toward expanding Michigan 4 - H youth programs.

The banquet will also include 4 - H "share - the - fun" talent acts and the auction of one of the top 10 Arabian mares in the country. The mare was donated to the Michigan 4 - H Foundation, sponsor of the event, by James Rooker of Davison, a former 4 - H member.

The Bonanza banquet will be followed by an auction - exhibition of Michigan products in Jenison on Saturday. Several of the products (all donated for the auction) will be on display during the banquet. Included are a Ford 8000 tractor, an Apache camper, a Philco stereo console, a Lincoln inauguration table, a Whirlpool automatic washer and dryer, a 283 pound Petoskey stone, a sailboat, and several other unique items. Admission to the auction is free.

## *A unique (gurgle) experience*

This is the age of Aquarius.

And "Water Whistle," is a 15-hour underwater ear experience beginning at 9 p.m. Friday (Oct. 13) in the Women's Intramural Building, will prove it. It concludes at noon Saturday.

"Water Whistle" and its creator, Max Neuhaus, will be presented on campus as a "special" in the Lecture-Concert Series.

The underwater music, which can be heard only if the listener's ears are submerged, is created by pumping water through tiny whistles attached to a hose with valves and whistles. As water runs through the whistles, the sound is projected through funnels which both magnify and focus it.

Because varying the number of people in the pool affects the sound, the performance spans a 15-hour period.

"Water Whistle" premiered in May, 1971 at New York's University's Hayden Hall swimming pool and has since been presented a number of times across the country.

Those attending "Water Whistle" should come prepared to swim, since changing facilities at the Women's I.M. Building pool are limited. There will be storage provided for personal valuables. Bringing your own towel is also suggested. Tickets at \$2 are available in advance at the Union Ticket office, or at the door. No one will be admitted without a bathing suit.

## *FGO selection process protested*

A former candidate for the position of faculty grievance officer has filed a formal grievance stating that he was not given adequate consideration by the selection committee for the post.

Bob Repas, professor of labor and industrial relations, filed the complaint last week with Michael Harrison, the Faculty Grievance Officer. Harrison was appointed to the position Aug. 1 after the Interim Faculty Grievance Procedure was approved by the Academic Council and the Board of Trustees.

Repas has met informally with Harrison to resolve the grievance. Under the Interim Faculty Grievance Procedure, if the complaint is not resolved informally, a formal hearing can be held with the provost. The process for resolving Repas' grievance could take as long as 10 weeks.

## *Ruckelshaus pledges 'visible evidence'*

The nation finds itself in a gap between having made a commitment to do something about the environment and finding little visible evidence of progress.

So said William Ruckelshaus, director of the Environmental Protection Agency, (EPA), during his recent visit to the campus. He was invited here by the Michigan Student Environment Confederation.

"We have made a commitment in terms of governmental and private agencies," Ruckelshaus said, noting that EPA has grown from an agency of 6,000 people and a \$1.3 billion budget in 1970 to its current 10,000 workers and \$2.5 million.

But results are not especially visible yet. "We spend a lot of money and time and thought to try to protect and improve the environment," he said. "A lot of these expenditures and efforts are going to become visible in the next three or four years — visible in the sense that there will be river basins cleaned up and lakes that are noticeable improved."

During Ruckelshaus' visit, Howard A. Tanner, director of natural resources, announced that construction is about to begin on MSU's \$2 million campus wastewater recycling facility. The EPA will provide 55 per cent of the funds for the project.

The facility is expected to be in operation by Aug. 1, 1973.



— Photo by Dick Wesley

Summer's last stand: The Horticulture Gardens.



# Committee report outlines possible effects of faculty collective bargaining

(Concluded from page 1)

## A CHANGED 'PSYCHOLOGICAL MILIEU'

If collective bargaining comes, an "extensive alteration in the psychological milieu of the University" is likely to accompany it.

"Whether the change will be for the better or not is, again, a matter of wide difference of opinion. The changed psychological atmosphere will be due in part to the strict constructionist view of the faculty as 'employees.'"

Faculty members traditionally see themselves not as employees in the business enterprise sense, but as professionals "with a status, a degree of independence, and a role in governance not usually vouchsafed to employees."

But such an image may not always be a realistic one, depending upon the college or university involved and upon the character of its administration.

## FACULTY-ADMINISTRATION RELATIONS

Collective bargaining creates "a greater distance between faculty and administration," with the result that "administrators are forced into greater professionalization, which means lesser academic orientation."

Some see this as desirable, and they contend that it increases an administration's efficiency, alertness to innovation, and responsiveness to the public interest.

One observer has noted that bargaining "will force professors out of administration, but administrators will be monitored by faculty unions in the performance of their administrative tasks."

---

It is quite possible that "the present system of academic governance, particularly at the University level, would be altered, perhaps drastically" . . . but this is not to say that the faculty role in governance "would necessarily be diminished" under collective bargaining.

---

## UNIFORMITY AND DEMOCRACY

"There seems little doubt that collective bargaining tends to favor policies that treat all employees alike, viewing individual advantages of all kinds with suspicion."

While individual excellence may be discouraged in favor of uniformity and equality, "there are already instances in higher education where the merit principle has been written into the collective bargaining contract."

Bargaining is also "apt to democratize by favoring common interests over special interests, i.e. by favoring overall university interests over particular programs, colleges and departments."

Some say that bargaining will "bring greater stability and dependability into university life" because a university and its faculty will "not be subject to different elements being injected frequently, and often in unanticipated ways or at unexpected times and places."

But such stability can be detrimental, for over the past decade faculty have tended to be less "socialized into professorial professionalism" and to be content to gain personal ends through bargaining without any "deep concern for the well-being of the university itself."

## COMPENSATION AND WORK LOAD

"Some indicators point toward higher yearly percentage increases in salaries under collective bargaining — at least for the short-run period of a few years after a first contract is signed."

Teachers in junior college and at the kindergarten-12 level have tended to make salary gains through unionism, but "it is difficult to assess the independent impact of unionism on salary increases," particularly in four-year institutions.

It is also hard to measure the effects of bargaining on fringe benefits.

Some argue that "a salary appropriation request from a university to a legislature based on a collective bargaining agreement would be clearer, more understandable as an actual need, and more forcible as an expression of an organized body than is a request without a collective bargaining situation."

But in Michigan, according to other observers, "even with collective bargaining, competing needs for funds and none-too-favorable public attitudes toward higher education are crucial variables which affect the level of appropriations for universities and for faculty salaries in particular."

While it is likely that bargaining would "bring some significant movement" toward salary equality within faculty ranks, interviews with personnel at MSU and at other universities indicate strong support for some factors that "would create or maintain salary differentials."

Overall, salary determination under bargaining "would probably include merit and market considerations, but they would most likely be applied in such a way as to create smaller salary differentials than if collective bargaining did not exist."

No current contract at a major university mentions any specific requirement for hours that faculty must be on campus or hours they must teach. Three contracts specify maximum teaching load, and one deals with faculty-student ratio.

Two other contracts (at Central Michigan and City University of New York) contain almost identical wording on workload: "Faculty shall not be required to teach an excessive number of contact hours, assume an excessive student load, or be assigned an unreasonable schedule." The contracts also outline faculty obligations to be available to students, accept normal committee assignments, serve at registration, and perform research and service.

## EFFECTS ON ACADEMIC GOVERNANCE

Although the fact has not penetrated the awareness of many faculty members, the faculty role in academic governance has been "greatly enhanced" over the past decade at MSU. The overall impact of this participation is hard to measure, "but it is clear that the University administration has greatly increased its sensitivity to the wishes of the faculty. However, most significant policy-making decisions are ultimately made by the Board of Trustees; therefore, the actual effectiveness of faculty advice is controlled by the makeup of the Board and the persuasive talents of the administration." While the effects of bargaining on governance are hard to predict, it is quite possible that shortly after bargaining were to be initiated, "the present system of academic governance, particularly at the University level, would be altered, perhaps drastically."

"This is neither to say that changes would not take place without collective bargaining nor that the faculty's impact in academic governance and role in the selection of administrators would necessarily be diminished with the advent of collective bargaining."

Here are some possible results of bargaining:

- \* Faculty might be more effective in influencing trustees' decision and in helping eliminate "arbitrary and capricious actions" by individual trustees.

- \* Communications about decision-making might improve as administrators seek to avoid confrontations arising out of misunderstandings with faculty.

- \* Faculty could gain an increased role in setting working conditions, although it might be accompanied by some standardization impinging on freedoms that "faculty presently take for granted."

- \* Faculty can expect less role in University business affairs, and in setting the direction of present programs and creating new ones, although the latter role might be retained through bargaining.

- \* Managerial accountability is likely to increase, with the result that personnel policies will become more uniform. Faculty may have more voice in setting such policies, but less voice in making and carrying out decisions once policies are set.

- \* Faculty, particularly those with expertise in specific areas of collective bargaining, would have to accept increased participation in the bargaining process.

## EFFECTS ON GRIEVANCE

Most existing collective bargaining contracts contain *grievance procedures* that specify attempts to informally resolve disputes, a formal procedure itself, and one or two stages of review. But unlike MSU's interim faculty grievance procedure (which is not binding on either the administration or the Board of Trustees), most procedures in collective bargaining contracts specify the use of an outside arbitrator as a last resort to resolve disputes.

Although there is some concern that bargaining could mean the end of faculty tenure, "it is apparent from an analysis of several collective bargaining contracts that the tenure system has been retained by incorporation into the contract or by including past practices clauses in the agreement."

Some agreements — although a minority — contain details about what happens to faculty, including those on tenure, if programs are ended or if faculty size has to be reduced of bona fide financial problems.

Job security cannot be separated from the problem of obtaining adequate operating funds for the University. And to suggest that the responsibility of meeting the financial terms of a bargaining agreement is outside faculty concern is an attitude "untenable for those who advocate the principle of shared authority or who are concerned about the general welfare of the University."

\* \* \*

The committee's report also contains outlines and assessments of three bargaining models in higher education; An advisory structure to the administration, faculty unions, and an intermediate model or association not affiliated with an outside bargaining organization.

Members of the committee include its chairman, Herbert Jackson, professor of religion; Loran Bieber, associate professor of biochemistry; Jacqueline Brophy, associate professor of labor and industrial relations; and Donald Come, professor of social science. A fifth member, William Hinze, professor of geology, is now at Purdue University.

Jackson said that the committee has been meeting again this fall, and he added that not much literature on the bargaining issue has appeared since the report was issued.

A "mini-library" containing readings and other sources of data on collective bargaining in higher education is available at the reference desk of the main library, Jackson said.

## Forum on WKAR-FM

The recent panel discussion on the pros and cons of faculty collective bargaining at MSU will be aired on WKAR-FM (90.5) Friday, (Oct. 13) at 10 a.m.

The discussion was recorded Oct. 4.

Participants in the open meeting included Herbert Jackson, chairman of the University Ad Hoc Committee on Collective Bargaining; Walter Adams, professor of economics; Mary Tomkins, associate professor American thought and language; and Thomas Moore, professor of economics. Charles P. Larowe, professor of economics, was the moderator.

Each panelist presents his or her point of view during the beginnings of the discussion, followed by a question-and-answer session with the audience.



# The election: Some questions and answers

Following is a list of answers to frequently asked questions about collective bargaining. They have been provided by C. Keith Grotz, assistant vice president for personnel and employee relations, and sent to faculty who will be casting votes on Oct. 23 and 24.

Q. If the MSU-Faculty Associates or the AAUP is selected, how would the employment relationship between the faculty and the University change?

A. Currently, the employment relationship is a direct one which exists between each faculty member and the University. If a collective bargaining agent is chosen by the faculty, future changes in wages, staff benefits, hours, and other conditions of employment must be negotiated between the University and the third party agent.

Q. If the majority of those voting decide against having a collective bargaining agent at this time, can such an agent be elected at a later time?

A. If an exclusive bargaining agent is not selected by the election process, then another petition for an election could be filed after one year.

Q. Is there a percentage who must vote to decide the election?

A. There is no minimum percentage of the group which must vote in order to have a valid election. A simple majority of the votes cast, will decide the election. This decision will effect those faculty who were eligible to vote whether they voted or not and whether they are currently affiliated with either of the contending agents.

Q. Is the choice between agents, or between an agent and no labor organization?

A. You will have one of three choices on the ballot. A selection can be made between one of two agents or no collective bargaining agent. The choice receiving a simple majority of the votes cast will decide the election. Should no choice receive a simple majority of votes cast, a run-off election would be held between the top two vote receivers. If the choice "no collective bargaining agent" is selected, you will continue to participate in the University's on-going personnel program through the present academic governance system.

Q. Is there any way I can vote if I can't be here on Oct. 23 or 24?

A. Arrangements have been made to provide absentee ballots for persons who are assigned off campus, who are scheduled off campus on both days of the election on University business, and persons ill and unable to attend the place of balloting. Persons regularly assigned off campus or on sabbatical leaves will automatically receive an absentee ballot in the mail. Persons who are regularly assigned on campus but who will be away from campus on University business on both Oct. 23 and 24 must apply for an absentee ballot before 5 p.m. on Oct. 13 by making a personal application in the Office of the Assistant Vice President for Personnel and Employee Relations, Room 410 Administration Building. In order to qualify for an absentee ballot, it will be necessary to produce an approved University Travel Authorization form stating that the faculty member is on University business. Persons who are ill and incapacitated and unable to come to the place of balloting must apply directly to the Michigan Employment Relations Commission in writing. All other persons must appear in person in order to cast their ballot on Oct. 23 or 24.

Q. Who will pay the cost of the election?

A. This election is conducted by the Michigan Employment Relations Commission. There is no fee charge for this election.

Q. Is membership in either the MSU Faculty Association or AAUP required to vote in this election?

A. No

Q. Must I vote for one of the contending agents because I signed an authorization card or because I am a member of that agent association?

A. No. The election is by secret ballot and stands on its own. It has nothing to do with signing or not signing an authorization card or being or not being a member. Those requesting an election by signing an authorization card may vote no, and vice versa.

Q. Assuming an agent is elected as the sole and exclusive bargaining agent, will I be required to become a member of that association? Will I be required to

pay dues?

A. In public employment in Michigan no one is required to become a member of a labor organization that has been elected as the sole and exclusive bargaining agent and consequently no one is required to pay dues as such. But a subject for negotiations is the question of whether as a condition of continued employment an employee must pay a service charge to the labor organization in lieu of membership dues.

Q. How is the amount of dues established?

A. Dues, if any, are determined by the associated and are the internal affair of the association.

Q. Who pays for the cost of subsequent negotiations if the association is elected as exclusive bargaining agent?

A. The association pays its cost and the University pays its costs. Presumably, the association's members would be ultimately responsible as arranged within the association.

Q. What are some of the costs that may be involved?

A. It is difficult to project costs because there is no standard method of operations by a labor organization. Costs are those connected with any other business operation, plus those that are peculiar to a labor organization. For example, if the association uses an attorney or other specialist, fees are involved. If the association uses one or more of its own members to negotiate, and negotiations takes place at a time when the negotiator would otherwise be working, the association may wish to reimburse the negotiators for lost wages.

Q. Just what is collective bargaining?

A. Collective bargaining is a procedure or process, where the employer (University) and the labor organization (association) meet at reasonable times to negotiate in good faith wages, hours and other terms and conditions of employment. the process of collective bargaining, however, does not require either the University or the association "to agree to a proposal or require the making of a concession."

Q. What happens if the association and the University cannot agree on wages, hours and other terms and conditions of employment?

A. The same law that provides for collective bargaining also provides for mediation and fact-finding to resolve impasses in negotiations.

Q. How long does it take to negotiate a labor contract?

A. There is no way to predict this. Some labor contracts have been negotiated by the University in a matter of weeks, others have taken as much as ten months.

Q. Will I as a member of the bargaining unit have an opportunity to express by views on what should be negotiated and will I have an opportunity to ratify what is in fact negotiated?

A. This depends upon the internal procedures and decision making process of the association and its officers. The Michigan Employment Relations Commission has ruled: "If the responsible leaders of the bargaining agent do not choose to pursue this sort of 'participatory democracy' the employees in the bargaining unit have no cause of action under PERA. . . The bargaining agent, like the legislature, holds an agency to make such decisions on behalf of its constituency."

Q. What happens to the established academic governance procedures and in particular the Faculty Affairs and Faculty Compensation Committee in the event one of the associations is elected the sole and exclusive bargaining agent?

A. Upon the election of a bargaining agent the University's obligation is to negotiate with that agent exclusively on matters of wages, hours, and other conditions of employment. The collective bargaining process will replace many of the other procedures and processes of the University governance system.

Q. If a collective bargaining agent called a strike, would I be required to join it, even if I were not a member?

A. Section 2 of the Michigan Public Employment Relations Act specially states that no public employee shall strike. Therefore, no public employee can by concerted actions with others, volunteer or be required to legally strike whether a member or nonmember of the collective bargaining agent association.

## Profiles

### From piano lessons to a Chest role

If Bob Shackleton hadn't begun piano lessons at home when he was in the seventh grade, he might never have become chairman of the Government and Education Division of the United Community Chest for Greater Lansing.

The Chest drive opens Oct. 19 and closes Nov. 16.

Two years ago, when the Community chest was holding its first report luncheon meeting, and Football Coach Duffy Daugherty was the speaker, somebody was needed to play the piano, and Shackleton's name was suggested. He was then a member of the board of directors of the Mid - Michigan chapter of the American Red Cross. He is now chairman of the Red Cross board in addition to his volunteer duties with the Chest.

"One thing led to another," he said. "I'm glad I can be helpful in the Community Chest drive. It is an immensely worthwhile organization,

and entitled to full support from the community."

Between that early piano lesson, for which the teacher came to the Shackleton home at a dollar a lesson, and his present role in the community is a volunteer worker and director of alumni relations for the MSU Alumni Association, Robert E. Shackleton has been busy.

He was a U.S. Air Force pilot in World War II, winning the Distinguished Flying Cross. When he returned to Michigan, he enrolled at MSU and graduated in speech and radio. For years he was the voice of MSU athletics on radio and television. He has been the friendly Radio Reader in the popular WKAR daily morning program, he has been MSU's TV sports director, and, prior to his present post, he was coordinator of the Ralph Young Scholarship Fund for athletes.

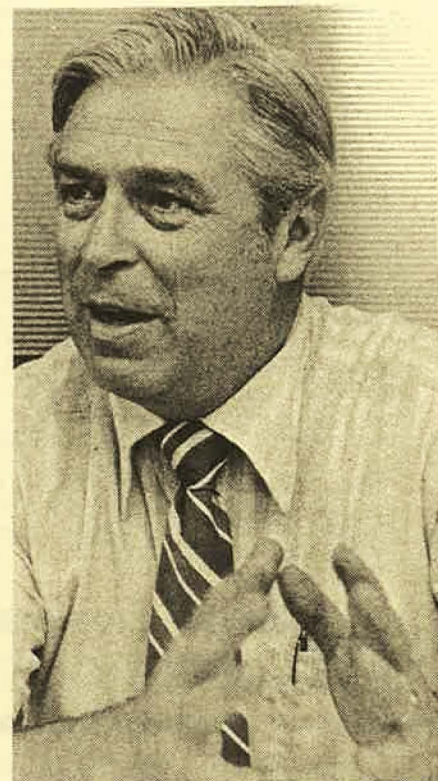
Shackleton has been on the Red

Cross board for six years, so he's more familiar with its work than that of other Chest agencies. But he sees it as exemplary of the thoughtful, helpful, and necessary services provided by all 45 Chest agencies.

"These services are genuinely needed," he says. "If they are not provided by the agencies in the Chest, they will have to come from new government agencies that would have to be financed through more taxes to cover offices and staffs along with the services."

Shackleton points out that while MSU faculty and staff contributed more than \$182,000 in last year's campaign, this amount came from only 51 percent of the 9,536 MSU employees. By contrast, 86 percent of the personnel at Lansing Community College contributed, and so did 100 percent of the East Lansing city employees.

—FRAN MURRAY



—Photo by Bob Smith

BOB SHACKLETON



# Two searches underway for candidates to fill minority, women's office jobs

Searches are underway to find candidates for the positions of director for women's programs and director for minority programs in the newly created Department of Human Relations.

Robert Perrin, vice president for University relations, said that the job of screening nominees and recommending a candidate for each position should be completed sometime next month.

Both are administrative - professional jobs, and both have an A - P VIII classification. Each will report to the assistant vice president and director of human relations.

The director of women's programs will be charged with developing and implementing programs related to affirmative action and equal employment opportunities for women, and will serve "as the focal point on campus for the initiation, consideration, reference, and redress of other issues of concern of women."

The director of minority programs will be responsible for developing and implementing programs of affirmative action and equal employment opportunities for minorities, and is to be "the focal point on campus for the

initiation, consideration, reference, and redress of other issues of concern to minority employees and students."

Both positions include minimum qualifications of a master's degree; five years' experience in personnel, employee relations, counseling, or civil

rights activities; and knowledge of federal regulations regarding equal opportunity and affirmative action in higher education.

Inquiries about the jobs are being directed to Perrin's office or to the Personnel Center.

## Task force meetings next week

The first two public meetings of the Task Force on Lifelong Education will be held next week. An open meeting will be conducted Tuesday (Oct. 17) at 7 p.m. in the McDonel Hall Kiva, and another session is set for Friday (Oct. 20) at 3 p.m. in the Erickson Hall Kiva.

## Degree nominees sought

The Honorary Degree Committee has invited the faculty to suggest persons for honorary degrees.

The Committee will present names to the President Wharton for the following categories: Distinguished graduates of MSU (any field); distinguished scientists, scholars of the arts, or distinguished members of major professions; and distinguished persons in public life or business who would reflect

credit upon the University. It has been the practice not to nominate members of the MSU faculty.

Forms are to be returned to Milton E. Muelder, committee chairman, by Nov. 1. Nominations received after that date will be kept on file for consideration the following year. Forms are available in the Office for Research Development, Mrs. Jean Van Douser, 231 Administration Building, phone 355-0300.

## 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. When may I retire from MSU and what happens to my staff benefits?

A. All employees are now or will eventually be covered by the TIAA-CREF program and may draw a pension from TIAA-CREF at any age. But to be considered a "retiree" of MSU and remain entitled to staff benefits, all employees must meet one of these two considerations: 1. Be 62 and have at least 15 years of service; 2. Have completed 25 years' service, in which case you may retire at any age. By retiring from the University, you are eligible to continue in the group hospitalization programs and receive the full University contribution. At age 65, coverage becomes coordinated with Medicare and is fully paid by MSU for life. If you are also in the Group Life Insurance program, you would continue to pay normal monthly premiums until the July following your 65th birthday. At that time your coverage would be adjusted, for those with Schedule A to \$1,500 and to \$2,500 for Schedule B. MSU will completely assume the cost of this paid-up policy for life.

Note to C-T and hourly employees: During the middle of this month you will receive complete information about the TIAA-CREF program. It warrants close study.

## MSU Positions Available

IMPORTANT: Administrative - Professional and Clerical - Technical applicants should contact the Employment Office at 353-4334 by Oct. 18 and refer to the vacancy by the posting number. Instructional staff applicants should contact the departments noted.

### ADMINISTRATIVE - PROFESSIONAL

33. VIII - Dir. of Minority Programs - (M.A. preferred in social science, education or labor and ind. relations) Five years' exp., ability to supervise, and knowledge of federal regulations on equal opportunity and affirmative action. \$15,470 - 20,790

34. VIII - Dir. of Women's Programs - (M.A. preferred in social science, education, or Lab. & Ind. Rels.) Five years' exp., ability to supervise, and knowledge of federal regulations on equal opportunity and affirmative action. \$15,470 - 20,790

35. I - Assist. Dir. - (B.A. required, M.A. preferred in counseling or student personnel) Ability to relate to Spanish - American students, and able to supervise Chicano Aid Program. \$9,330 - 11,850

### CLERICAL - TECHNICAL

36. IX - Sr. Food Supervisor (B.A. human ecology or HIR) Background in food to work in large residence hall. Supervisory knowledge and ability to relate to students. \$8,383 - 10,418

37. VIII - Microbiologist - (B.S. required, M.A. preferred in microbiology, biochemistry, or med. technology) Ability to propagate tissue culture cells, prepare media, supervise students preparing sterile glassware. Ability to conduct biochemical virology experiments involving chemical analysis, scintillation counting, ultracentrifugation, column chromatography, electrophoresis, immunological procedures and spectrophotometry or learn new methodology quickly as needed. \$7,473 - 9,576

38. VIII - Computer Operator - Must have complete working knowledge of System 360, Model 30 and 40 DOS operation and 1401 Emulator. \$7,473 - 9,576

39. VIII - Exec. Secretary - Typing, bkkpg., five years' campus exp., ability to handle NIH, NSF, legislative accounts. \$7,473 - 9,576

40. VII - Sr. Depart. Secretary - Typing, s-hand, transcription from tapes, knowledge of Univ. business procedures. \$6,660 - 8,272

41. Secretary - Typing, s-hand, two years' exp. required, and knowledge of medical terminology. \$3.40/hr.

42. Editor - Typing, minimum of two years' post-secondary education or equivalent acceptable exp. Formal training in education, especially special ed., library science, and/or communication arts, or acceptable experience. Acceptable performance in expository writing or paraphrasing of abstracts and application of index terms to special education materials. \$3.38/hr.

43. VI - Principal Clerk - Bookkeeping, ability to operate Burroughs bookkeeping machine, typing, and knowledge of MSU bookkeeping procedures. \$6,436 - 8,048

44. VII - Microbiologist - (B.S., biochemistry, chemistry, microbiology, or equivalent exposure to chemistry) Knowledge of bacterial culture maintenance and preparation, enzyme assay procedures, and modern laboratory instrumentation. \$6,660 - 7,390

Departmental Secretary V (4 vacancies) \$6,267 - 7,389

Senior Clerk IV (2 Vacancies) \$5,735 - 6,926

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

Clerk - Typist II (2 vacancies) \$5,440 - 6,422

MSU IS AN EQUAL OPPORTUNITY EMPLOYER

### STATE OF MICHIGAN

### DEPARTMENT OF LABOR

### EMPLOYMENT RELATIONS COMMISSION

## NOTICE OF ELECTION

### PURPOSE OF ELECTION

An election by secret ballot will be conducted under the direction and supervision of the Michigan Employment Relations Commission among the eligible voters described herein to determine the representative, if any, desired by them for the purposes of collective bargaining with their employer.

### SECRET BALLOT

The election will be by secret ballot. Electioneering will not be permitted at, or near the polling place. Any violation should be reported immediately to the Commission Agent in charge of the election. An agent of the Commission will hand a ballot to each eligible voter at the voting place. The voter will then mark the ballot in secret and fold it so that no part of the face thereof shall be exposed, and then deposit the ballot in the ballot box.

### ELIGIBLE VOTERS

#### Employer MICHIGAN STATE UNIVERSITY

Those eligible to vote are: All full-time teaching and research faculty at Michigan State University, including professors, associate professors, assistant professors, lecturers, instructors, assistant instructors and specialists; and all those holding the preceding ranks whose terms of employment are half-time or more for three or more consecutive terms; and academic staff employees at the nonsupervisory level, including librarians, nonsupervisory directors of academic programs, artist in residence, counselors, and academic advisors, but excluding staff of the cooperative extension service who do not hold academic rank in an academic unit; graduate assistants, research associates and post-doctoral fellows; divisional librarians; head coaches, visiting professors; adjunct faculty; clinical adjunct faculty; career military faculty; assistant, associate and department chairmen; assistant, associate and directors of administrative organizational units; assistant deans, associate deans, deans; confidential employees; administrative - professional staff; other executive and supervisory employees; and all other employees who were employed during the payroll period ending September 29, 1972, including employees who did not work during said payroll period because they were ill, or on vacation or temporarily laid off, and employees in the military service of the United States who appear in person at the polls, but excluding any employees who have since the payroll period eligibility date, quit or been discharged for cause and have not been rehired or re-instated prior to the date of the election, or who, because of other changes of work status, are no longer a part of the bargaining unit.

ALL ABSENTEE BALLOTS ARE TO BE RECEIVED AT THE COMMISSION'S LANSING OFFICE, DEPT. OF LABOR BUILDING, 300 E. MICHIGAN AVENUE, LANSING, MICHIGAN 48926, NO LATER THAN CLOSE OF BUSINESS MONDAY, OCTOBER 23, 1972 IN ORDER TO BE COUNTED.

### INFORMATION CONCERNING ELECTION

Any person who wants further information concerning the election should contact the Employment Relations Commission.

### PLACE AND TIME OF ELECTION

DATE: MONDAY, OCTOBER 23, AND TUESDAY, OCTOBER 24, 1972  
TIME: 9 A.M. to 5 P.M.  
PLACE: Demonstration Hall



# BULLETINS

## DANCE SERIES

Tuesday, Oct. 17, is the final day for the season ticket sale for the new Art of Dance Series, which includes four international companies: Beryozka Dance Company, Oct. 17; Batsheva Dance Company, Nov. 2; Louis Falco Dance Company, Jan. 11; and Rudolf Nureyev and the National Ballet of Canada, Apr. 13. All seats are reserved. Michigan BankAmericard and Master Charge are accepted for series purchases at the Union Ticket Office, 5-3361, 8:15 a.m. to 4:30 p.m. weekdays. Single tickets are now on sale for Beryozka, and begin Oct. 19 for Batsheva.

## COMPUTING LAB

The Statistical Computing Laboratory, 100C Wells, will be open for use by faculty and students from 1 to 5 p.m. Mondays, Wednesdays, and Thursday, from 1 to 4 p.m. Tuesdays and Fridays, and from 7:30 to 9:30 p.m. Mondays through Thursdays. Two electronic calculators with small programming capabilities for repetitive computations and the rotary type Monroe calculator are available. A graduate student from the Dept. of Statistics and Probability is available to assist in use of the calculators and to give aid to students in beginning statistics courses. For information, call 5-9589.

# EXHIBITIONS

## Beal Garden

The bedding annuals, spared from regional killing frosts by the slightly milder campus climate, continue their lavish color display.

## Kresge Art Center

Entrance Gallery: Recent paintings, silver work and ceramics by staff artists William Gamble, David Logan, and Louis Raynor.  
North Gallery: Exhibition of 54 paintings by Sao Paulo, Brazil painters.

## Museum

Main lobby: Brazilian folk art from primitive clay pieces from the Amazon to contemporary sculpture are on display for the Brazilian festival. Included are fascinating votive pieces of the Candoble sect, a blend of Indian and black religious practices prevalent in Brazil.

## FACULTY MEETING

The fall meeting of the faculty of the College of Agriculture and Natural Resources will be held from 3:30 to 5 p.m., Monday, Oct. 16, in 106B Wells.

## FACULTY FOLK

A luncheon at Kellogg Center will be held at 12:30 p.m., Friday, Oct. 20, to celebrate the fiftieth anniversary of Faculty Folk. Tickets may be purchased by mail from Mrs. Norton Strommen, 2185 Donovan Place, Okemos, 48864, not later than Monday, Oct. 16. The program features "Highlights of 50 Years" by Mrs. John B. Harrison and piano selections by Ralph and Albertine Votapek.

## NEWCOMERS

The MSU Newcomers' Club will hold its annual interest group orientation night to introduce first- and second-year faculty wives to the Faculty Folk and Newcomers' interest groups at 8 p.m., Wednesday, Oct. 18. The meeting will be held in the Michigan Education Association building at 1216 Kendale, near the corner of Abbott and Saginaw, East Lansing. For information call Sherrie Wolthuis, 351-7981.

## Campus Plantings

For the next several days the vines on the west walls of Wells Hall will present a kaleidoscope of contrasting autumn hues.

## Library

Throughout October, the library will feature "Elections 1972," a look at candidates, issues, and political involvement, particularly of young voters on both the national and local levels.

## Hidden Lake Gardens, Tipton, Michigan

Fall color continues as the seasonal attraction along five miles of marked hiking trails and more than six miles of paved roads. Open daily 8 a.m. until sundown.

# SEMINARS

## THURSDAY, OCTOBER 12, 1972

Marketing programs as a part of Colombia's development strategy. **Harold Riley**, 3:30 p.m., 312 Agriculture Hall (Agricultural Economics).

Vector potentials versus electric field intensity in atomic physics problems. **Zoltan Fried**, Lowell Technological Institute, 4:10 p.m., 120 Physics-Astronomy (Physics).

## MONDAY, OCTOBER 16, 1972

Diffusion of innovations. **Everett Rogers**, 12:30 p.m., 126 Anthony (Dairy Science).

To be announced. **W. Bertozzi**, MIT, 4:10 p.m., Cyclotron Seminar Room (Physics).

Nuclear resonance in magnetically ordered crystals. **R.D. Spence**, 4:30 p.m., 221 Physics-Astronomy (Physics).

Puberty—steroid mechanism of control. **Clifford L. Kragt**, Upjohn Company, Kalamazoo, 4 p.m., 216 Giltner (Physiology).

## TUESDAY, OCTOBER 17, 1972

Bioelectrochemistry. **Joseph Jordon**, Pennsylvania State U., 4 p.m., 136 Chemistry (Chemistry).

Numerical modeling of pulsatile blood flow. **David Wiggert**, 4:10 p.m., 284 Engineering (Chemical and Civil Engineering).

Some remarks on rheological constitutive equations in rock mechanics. **George Mase**, 4:10 p.m., 312 Engineering (Engineering).

UHT-AP of food products. **S.G. Heider**, 4 p.m., 103 Food Science (Food Science & Human Nutrition).

Mycotoxins—how they affect us and their control. **Steven Huyck**, 4 p.m., 103 Food Science (Food Science & Human Nutrition).

Integrated pest management in Michigan fruit orchards. **Brian Croft**, 4 p.m., 209 Horticulture (Horticulture).

Influence of immunity on red cell penetration by plasmodial parasites. **R.B. McGhee**, Dept. of Zoology, U. of Georgia, 4:10 p.m., 146 Giltner (Microbiology & Public Health).

Transport of morphine in and out of the CSF. **A.E. Takemori**, U. of Minnesota, 4 p.m., 449B Life Sciences (Pharmacology).

On the theory and construction of generalized Youden designs. **Esther Seide**, 4:10 p.m., 405A Wells (Statistics & Probability).

## WEDNESDAY, OCTOBER 18, 1972

Carrier proteins in fatty acid biosynthesis. **P. Roy Vagelos**, Washington U., 4 p.m., 101 Biochemistry (AEC Plant Research Laboratory).

Fungal propagule dispersal by water. **Sister Mary Joy Haywood**, 4:10 p.m., 168 Plant Biology (Botany & Plant Pathology).

Newer aspects of neurogenetics: clinical aspects. **Janice Lindstrom**, 12 p.m., 138 Fee (Medicine).

Newer aspects of neurogenetics: chromosomal diagnostic methods. **James V. Higgins**, 12 p.m., 138 Fee (Medicine).

Newer aspects of neurogenetics: biochemical variations in man. **Emmanuel Hackel**, 12 p.m., 138 Fee (Medicine).

## THURSDAY, OCTOBER 19, 1972

The alpha-galactosidases of normal and Fabry plasma. **Carol Mapes**, 10 a.m., 101 Biochemistry (Biochemistry).

Light-induced proton uptake in the retinal photoreceptor outer segment. **David McConnell**, Dept. of Biochemistry, Ohio State U., 4 p.m., 101 Biochemistry (Biochemistry).

A procedure for evaluating a plant's wildlife value. **Dean P. Longrie**, 1:30 p.m., 223 Natural Resources (Fisheries & Wildlife).

Lactose. **Roger McFeeters**, 12:30 p.m., 206 Food Science (Food Science & Human Nutrition).

Existence theorems for problems of optimization. **L. Cesari**, U. of Michigan, 4:10 p.m., 304A Wells (Mathematics).

## FRIDAY, OCTOBER 20, 1972

Isolation and characterization of a host mutant which inhibits phage lambda growth. **D. Freidman**, Dept. of Microbiology, U. of Michigan, 4:10 p.m., 146 Giltner (Microbiology & Public Health).

Muonic atoms and nuclear radii. **Kenneth W. Ford**, U. of Massachusetts, 4:10 p.m., 120 Physics-Astronomy (Physics).



## FRIDAY, OCTOBER 13, 1972

- 3:30 p.m. Soccer—MSU vs. University of Munich. Soccer Field.
- 7 p.m. 4-H Bonanza Banquet—Featuring emcee Art Linkletter, singer Sue Anne Langdon, and Detroit's Conti family, the banquet is a benefit to raise money for Michigan 4-H Youth programs. One of the nation's top ten Arabian mares will be auctioned. Tickets may be purchased at the State 4-H Office, 175 S. Anthony. Jenison Fieldhouse.
- 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. Recital—Yara Ferraz, a young guest pianist from Sao Paulo, Brazil, will perform works by Villa-Lobos, Mignone, Sepe, and Souza Lima. There is no charge for admission. Music Auditorium.
- 8:15 p.m. "Cabaret" is the first in a series of Performing Arts Company presentations. Tickets are sold at the Department of Theatre, 149 Auditorium, 5-0148. Fairchild Theatre.
- 8 p.m. ASMSU Pop Entertainment—Weather Report will spearhead a series of jazz concerts held in conjunction with the Union Board. Tickets are available at the Union Ticket Office. Union Ballroom.
- 9 p.m. "Water Whistle"—A to-say-the-least-unique underwater concert will be held for 15 hours in the Women's IM Pool, featuring Max Neuhaus, a former percussionist, and his water whistle. No one will be admitted without a bathing suit. Snorkels and towels are optional. The concert will conclude at noon on Saturday. Tickets are available at the Union Ticket Office or at the door.
- 10 p.m. "Cosmic Dimensions" (see above). Abrams Planetarium.

## SATURDAY, OCTOBER 14, 1972

- 10 a.m. 4-H Bonanza Auction—More than \$120,000 worth of donated items, ranging from purebred livestock, household appliances, furniture, and flea market items, will be auctioned in support of Michigan 4-H youth. There is no charge for admission. Jenison Fieldhouse.
- 10 a.m. Cross Country—MSU vs. Minnesota. Forest Akers West Golf Course.
- 2:30 p.m. "Cosmic Dimensions" (see Oct. 13). Abrams Planetarium.
- 8 p.m. "Cosmic Dimensions" (see Oct. 13). This performance will be followed by a skywatching presentation. Abrams Planetarium.
- 8:15 p.m. "Cabaret" (see Oct. 13). Fairchild Theatre.
- 10 p.m. "Cosmic Dimensions" (see Oct. 13). Abrams Planetarium.

## SUNDAY, OCTOBER 15, 1972

- 4 p.m. "Cosmic Dimensions" (see Oct. 13). Abrams Planetarium.
- 8 p.m. Recital—Ralph Votapek will repeat his recital of Oct. 9 for the Michigan Music Teachers Association. The program, which is open to the public without charge, includes virtuoso works by Beethoven, Chopin, Ginastera, Debussy and Brahms. Hospitality Motor Inn, Lansing.
- 8:15 p.m. "Cabaret" (see Oct. 13). Fairchild Theatre.

## MONDAY, OCTOBER 16, 1972

- 8:15 p.m. Faculty recital—Theodore Johnson, violin, and Patricia Arden, piano, will perform works by Brahms, Bartok, and a premiere of "Sonatine" by John Pozdro, composer-in-residence at the University of Kansas. There is no charge for admission. Music Auditorium.

## TUESDAY, OCTOBER 17, 1972

- 12 p.m. University Club luncheon—William McLaughlin, chairman of state Republican Party, will discuss party functions in an election year.
- 8:15 p.m. Art of Dance Series—The famed Beryozka Dance Company from the Soviet Union, including 100 dancers, singers and musicians, performs not simply folk dances but choreographic stories. Tickets are on sale at the Union Ticket office. Auditorium.

## WEDNESDAY, OCTOBER 18, 1972

- 4 p.m. ASMSU Great Issues—Chris Miller, associate editor of the National Lampoon, will speak. Admission is 50 cents. Auditorium.

## THURSDAY, OCTOBER 19, 1972

- 8:45 p.m. Homecoming—Mooncalf will perform at the annual bonfire and concert. East Complex IM field.

## FRIDAY, OCTOBER 20, 1972

- 5:30 p.m. Homecoming—The homecoming queen will be presented to alumni at a reception. Kellogg Center.
- 6:30 p.m. Homecoming—President Wharton will be the guest speaker at the annual alumni banquet. Tickets are \$6.50 and may be purchased at the Alumni Relations Office, 5-8314. Kellogg Center.
- 8 p.m. "Cosmic Dimensions" (see Oct. 13). This performance will be followed by a skywatching presentation. Abrams Planetarium.
- 8:15 p.m. Recital—Rafael Sommer, cellist, and Ralph Votapek, pianist, will perform. Music Auditorium.
- 10 p.m. "Cosmic Dimensions" (see Oct. 13). Abrams Planetarium.

## SATURDAY, OCTOBER 21, 1972

- 10:30 a.m. Cross Country—Spartan Invitational. Forest Akers West Golf Course.
- 1:30 p.m. Homecoming Football—MSU vs. Wisconsin. Pregame activities will include presentation of the queen and a banner parade. The 1952 national champion football team will be presented at halftime. Spartan Stadium.
- 8 p.m. "Cosmic Dimensions" (see Oct. 13). This performance will be followed by a skywatching presentation. Abrams Planetarium.
- 8 p.m. World Travel Series—Curt Nagel discusses "Portraits of Australia." Auditorium.
- 8 p.m. Homecoming soc hop—Following the homecoming theme of "Flashback Fifties: The Cool, Real Gone, Hip, Hang Loose, No Sweat, Spastic Years," a rock-around-the-clock soc hop will feature everything from a marathon dance to a trivia contest. Union Ballroom.
- 10 p.m. "Cosmic Dimensions" (see Oct. 13). Abrams Planetarium.

## CONFERENCES

- Oct. 13 Christian Broadcasters
- Oct. 14-18 Executive Management Seminar for Certified Travel Counselors
- Oct. 17-18 Child Care Workers Conference
- Oct. 17-19 Flower Show Judges Symposium
- Oct. 17-19 National Fire Weather Seminar
- Oct. 19 Michigan TB & Respiratory Disease Assn.
- Oct. 19-20 Financial Aids
- Oct. 19-20 Michigan Hospital Public Relations Committee

- Oct. 19-20 Social Work Curriculum Workshop

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.

*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.*