Enrollment to begin for new retirement program

Letters and brochures have gone out to some 4,000 employees who will soon become eligible for the University's new retirement plan.

About 1,500 clerical - technical and hourly employees will be required to participate in the plan, which becomes effective Jan. 1, 1973.

Special enrollment clinics will begin at the end of October. More information on the clinics will be in next week's issue of the News -Bulletin.

Introduction of the new retirement system will mean that all

MSU VERTICAL FIL

full - time employees can be covered under the TIAA - CREF (Teacher's Insurance and Annuity Association -College Retirement Equities Fund) Retirement Annuity Program.

Participation will be required for those who are between ages 35 and 55 on Jan. 1, 1973, and have at least three years' continuous full - time service. For persons under 35 or over 55 and who have three years' service, participation in TIAA - CREF is offered but not required as of next Jan. 1. Persons over 55 on Jan. 1 may remain subject to the old University retirement plan (which will have an improved formula for figuring pensions).

Contribution levels in TIAA -CREF will begin at 3 percent from each employee and 6 percent from the University.

Gary J. Posner, director of employee compensation and benefits, says that the net effect of the new program is that each employee will be guaranteed a minimum pension. And in most cases, he adds, "employees will build up a substantially larger retirement pension through TIAA - CREF than would ever be possible by staying under the current pension system."

Posner reminds employees that they will need to furnish an application and proof of birth (such as birth certificate, baptismal certificate, passport, military discharge paper, or other documents listed in the application form) when they enroll in the program.

(Articles detailing the new retirement program appeared in the News - Bulletin issues of last June 29, July 13 and July 27.)

MSU News-Bulletin

ENCE *vol.* 4 NO. 5 **OCTOBER 19, 1972**

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Michigan State University

The fifties recalled for Homecoming

"Flashback Fifties: The Cool, Real Gone, Hip, Hang Loose, No Sweat, Spastic Years" is the theme of this weekend's Homecoming festivities, which will feature everything from a rock - around - the - clock sock hop to the traditional bonfire and concert.

The fifties at Michigan State, when:

*"The girls," with short hair, bobby sox, mid - calf skirts and fur - trimmed polo coats, gazed on in doe - eyed admiration at "the boys," nattily attired in white bucks, charcoal ivies, and letter sweaters.

*Tradition dictated that girls could not attain full coedship until they had been soundly kissed under Beaumont Tower at the stroke of midnight.

*A record enrollment of 16,243 crowded registration, complicated enough with requirements for flu shots.

*Even students who were pinned were wary of sitting on the bench reserved rigidly for engaged Spartans.

*More than 3,000 attended the annual J-hops, orientation dances were (continued on page 6)

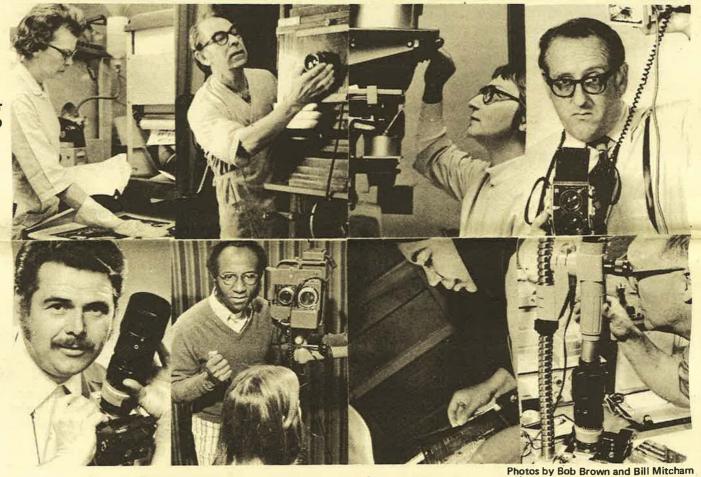


Photo Lab: A montage of services

The University's Photo Lab provides a variety of services – from making research slides and taking passport photos to overseeing the newly streamlined process of making student and staff identification cards. A story is on page 6.

The faculty election: A profound decision

Following is a statement on the faculty collective bargaining issue prepared this week by President Wharton.

organization for collective bargaining purposes will profoundly influence a set of relationships with which we must intimately live - week - in, week - out - for the foreseeable future.

Members of the Michigan State University faculty will vote Monday and Tuesday in an election which may well have a greater impact on their day-to-day lives than the Presidential ballot they will cast two weeks hence.

Decisions out of Washington affect us all to varying degrees. But the faculty's determination of whether or not they wish to be represented by a labor

C-T runoff needed

Clerical - technical employees will have to vote again to determine a collective bargaining agent. As of Wednesday, a date had not yet been set for the runoff election.

The two organizations seeking to represent C-Ts – the MSU Employees Association and the American Federation of State, County and Municipal Employees – finished 1-2 in last week's voting, but neither was able to get the majority necessary for certification.

MSUEA had 539 votes, AFSCME 460 votes, and "no agent" received 355. "No agent" will not be on the runoff ballot. About two - thirds of the eligible voters cast ballots. As president of MSU, I have been reluctant to intrude my personal views into the collective bargaining discussion.

However, as the election date draws nearer, more and more faculty members have asked me for my views. I have come to the conclusion that I have a responsibility to state a position from the perspective of the chief executive officer of the University.

First, let my say that, as president, I would have no hesitancy in dealing formally - and in good faith - with faculty through collective bargaining, if that is to be their decision. In some ways, it might be argued that it could make our job easier, since many important matters would then be taken up with a union representative rather than with faculty committees or in individual discussion.

But this argument does little to assuage my sincere concern that collective bargaining ultimately would result in a serious deterioration of the academic relationships which I believe to be the heart and soul of this University.

Collective bargaining, I am afraid, would replace this mutually developed and supported association with an impersonal and adversary relationship.

In an earlier interview in the News-Bulletin Provost Cantlon outlined some of his concerns about the changes which would ensue if a union is chosen by the faculty.

(Continued on page 2)

★ Homecoming

(concluded from page 1)

held "hag or drag", and events such as the charity Spartacade, Mardi Gras, and proms brought headliners Les Brown and Ray Anthony to campus.

*The guys wore corsages made of vegetables, paper, or wire for the daring girl - ask - boy Spinster's Spin.

*Lake Lansing was annually crowded with collegiate sunbathers, and the Red Cedar was glutted with Water Carnival participants.

*Pledges smoked both sides out on their respective limbs in the tree-sitting contests.

*Berkey loiterers and library smokers ticketed by plainclothes were policemen.

*"Frat rats" whispered in cold dormers before lights - out.

A complete schedule of Homecoming events appears in the Calendar section of this week's News - Bulletin.

-PATRICIA GRAUER

Oops!

The corrected University Calendar in last week's News - Bulletin wasn't completely corrected, as alert readers have pointed out. Spring term (1973) classes begin at 8 a.m. on Wednesday, March 28, not Thursday as reported in our story.



GERHARD MAGNUS

Gerhardt Magnus, new chairman of the art department, seems academically misplaced. His formal education is in English literature.

Profiles

'It takes courage to be an artist'

But, Magnus, is really an ardent spokesman for artists and says he, 'thoroughly enjoys the field of art.'.

"Artists are creators who are making the invisible visible," Magnus says. "Art education and artists are acquiring the vision needed in this new world of abstractions and complexities.

"An artist is a certain kind of human being who has received a calling, just like a religious calling, to a very exacting self-discipline."

He adds: "Artists are doing and saying something significant. It takes courage to be an artist."

Magnus says that he discovered both the role and an appreciation of art while teaching English literature at Southern Illinois University.

"Literature cannot be separated from the visual and music, he says. "You cannot study the key cultural concepts, and the spirit of literature without art and music."

Magnus received his bachelor's degree from Lafayette College in Pennsylvania, and his master's and doctorate in English literature from Yale University.

In the teaching profession for 30 years, Magnus has taught art and art history for the last 10 years. His most recent assignment was at the University of Georgia. Additionally, he served on the administration of the Philadelphia College of Art and has done technical writing and management consulting work.

Magnus says he is a part-time painter, "but I don't boast about it." He adds that the qualifications he brings to the art department are not as an artist but as an administrator.

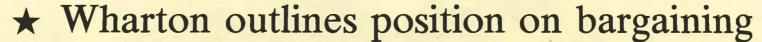
"I find this an exciting department with a fine curriculum of studio art and art history," he says. "I hope that with the assistance of the faculty, many new ideas concerning the growth of the department will come to fruition."

These ideas include a combining of an art appreciation and studio work course and offering more exposure to art to the University at large.

Currently Magnus is writing a textbook on appreciation of art and music.

Music plays an important part in Magnus' chairman's life.

"I am very serious about music and I am intimate with classical music," he -SANDRA DALKA says.



(concluded from page 1)

These concerns are very valid.

However, my major concern is how collective bargaining will affect the management functions which faculty members heretofore have exercised, primarily their role in the conduct of the University's educational program.

THE MANAGEMENT ROLE OF FACULTY

The Board of Trustees, through Articles VII and IX of its Bylaws, has authorized the delegation to each member of the faculty the major academic responsibilities of this institution.

Article IX, for example, states that the Board "delegates to the president and through him to the faculty authority to establish and regulate courses of instruction and programs of research and service

More on bargaining . . .

More on faculty bargaining: "The Forum" is on pages 4 and 5 of today's News -Bulletin.

Therefore, while the Board determines which colleges or departments will exist and thus which disciplines and professions will be taught - it is the faculty which decides how the field or subject matter will be taught and what the course content will be.

Faculty are also involved in such management functions as initiating new teaching appointments, approving reappointments and the granting of tenure. They play a major part in the selection of departmental chairmen, deans and certain other academic administrators.

The role of faculty in the Academic Council and Academic Senate is additional testimony to the managerial function.

The evidence in support of this argument is at best highly ambiguous and mixed. The reaction of the Legislature to such pressures may well be negative. One also can question the strength of a faculty union in this quest when its parent organization also is exerting similar pressures in behalf of their institutions.

Discussion of the internal reallocation issue, however, often tends toward the myopic, when its supporters fail to acknowledge that where one gets more, someone else gets less.

We have worked very hard over the past three years to assess our directions and priorities. We have no argument with the need to put our resources where they are most needed, and no one is a stronger advocate of that than am I. Much has been done to create economies so that salary increases may be at the maximum. Indeed, these increases usually exceeded by significant margins the funds actually appropriated by the Legislature for salary improvement.

However, there is vast difference between a systematic determination of priorities to permit maximum achievement of our educational responsibilities, and an arbitrary shifting of resources to achieve higher compensation for a particular group.

If such demands are to be met, the answers are stark: Increase productivity, increase student fees and tuition, reduce or eliminate existing functions along with their faculty and staff.

To give some idea of the variables involved, this past year each one percentage point increase in faculty salaries and fringe benefits represented approximately \$500,000. This equals nearly half the annual cost of the College of Human Ecology, or about the annual cost of James Madison College, or the annual cost of the computer laboratory.

These are merely examples of what is represented each time that a level of salary increase is made which exceeds the funds provided by the Legislature and by student fees.

The elected faculty representatives on the various standing committees of the Academic Council have worked directly with the administration in determining policies ranging from educational curriculum to improved fringe benefits.

The administration needs faculty input in those matters which relate to the academic process of the University and the well-being of faculty itself.

We have worked valiantly to achieve this goal. In some years it has been possible to respond more closely to the wishes and advice of these committees than in others. But on the whole any review of the total experience during the past several years would reveal a substantial number of accomplishments where faculty input was made, respected and achieved. This relationship- unique to an institution of higher education - is the antithesis of a union's usual collective bargaining role in a commercial or industrial setting, or even in education below the four-year university level.

There can be no question that this relationship must undergo profound changes if our faculty choose unionization. The long-run implications will be to eliminate or drastically alter the academic traditions which nurture any academically strong university.

POLITICAL INFLUENCE AND RESOURCE ALLOCATION

I have hard it argued in recent weeks that adoption of collective bargaining will provide faculty with greater influence not only over the allocation of resources, but also on the amount of these resources received.

We have not advocated meeting our fiscal constraints by such drastic action as the elimination of such units, but this comparison gives some feeling of what is involved in trying to satisfy the demands of one group when the available resources for that purpose are not available.

THE CHOICE

My intention in this brief statement has been to set forth as objectively as possible, the concerns which I feel as president of the University.

It should be impressed on everyone that the decision will be made by a majority of those voting and not necessarily by a majority of the total faculty. Thus, if individuals wish to make sure that their choice is recorded, a ballot _ must be cast by each eligible person.

Regardless of the outcome, my administration is prepared to accept, and accommodate the decision of the faculty on this issue. Our most urgent plea is that each and every person should participate so that the opinions of all may be heard and that the final result be reflective of the sentiments of a true majority of this university faculty community.

We must all be prepared to live with the outcome of this process, whatever it is, keeping uppermost the total well-being of Michigan State University.

-CLIFTON R. WHARTON JR.

Around the campus: A summary

Wharton responds to policy group

President Wharton has reported that the administration is in agreement with "at least 14" of the 23 recommendations submitted last summer by the University subcommittee of the Ad Hoc Committee on University and East Lansing Policies.

The committee, established following antiwar demonstrations here last May, studied policies relating mainly to the war effort in Southeast Asia.

In a letter to Charles Poizel, chairman of the University subcommittee, Wharton said that while the administration agreed with 14 of the subcommittee's 23 recommendations, "there does not seem to be substantial differences of the remaining nine, but they either require further study or action by a standing University committee."

Wharton noted that several recommendations affirm existing procedure:

*Investments should be based on probable yield for maximum return as one means to retard increased student fees.

*"Cost - benefit criteriaused for purchasing decisions should be publicized."

*The Placement Bureau should continue to provide a table for those who wish to distribute antiwar information.

*MSU should continue to exclude classified research projects.

*Sponsored research should continue to be scrutinized and approved at department, college, and University levels.

He also said that MSU would:

*Resume publishing the University's investment portfolio "in future financial reports or in a separate listing."

*Recommend to the Board of Trustees a policy statement regarding MSU's proxy votes on stocks, particularly in areas that involve social responsibility.

*Provide a list of sponsored research projects through the reference desk of the Library.

*Provide through the reference desk a periodic listing of MSU's overseas programs and projects.

Carrels need student users

The second floor of the Library has 18 study carrels with audio - visual equipment for students. But there are no students.

The reason for the lack of student use, according to Richard Chapin, director of libraries, "is that faculty aren't aware of the new facilities which became available in September."

Allan Abedor, assistant director of the instructional Development Program, says that faculty are encouraged to use the carrels. "They are ideal for providing students with supplemental information, prerequisite materials, and review for courses," he says.

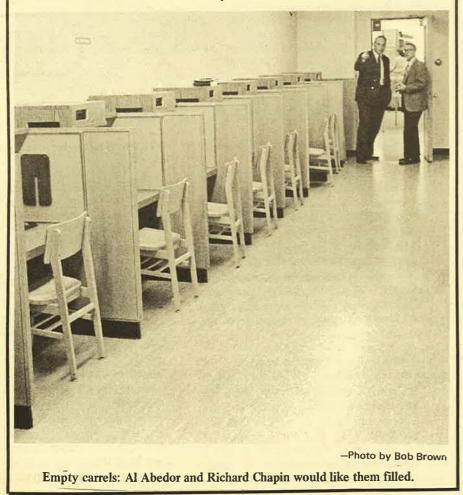
The carrels were equipped through funds made available from the sale of educational materials developed through the University's Educational Development Program (EDP). They are maintained and operated by the Library.

"EDP has had several requests for carrels from departments, but because of the budget squeeze," Abedor says, "a decision was made to centralize the carrel system in the Library."

The carrels, designed by the Instructional Media Center, are equipped with slide projectors and screens, and cassett tape audio systems.

Chapin says that instructors with usable slides and tapes can make use of the system by contacting the Library's assigned reading desk. Abedor adds that instructors who wish to develop materials for the carrels should contact his office for assistance.

One audio - visual package currently available to students in the carrels is information on how to use the Library facilities.



A number of the recommendations have been referred to the Military Education Advisory Committee and the Advisory Committee on Public Safety.

A few copies of the University subcommittee's compiled documents and reports are available at the Library's reference desk, since there are not enough for distribution to individuals. Single copies are also available at residence halls and through student government.

Symphony to begin festival

The MSU Symphony Orchestra presents the opening concert in its International Festival at 8:15 p.m. Sunday (Oct. 22) in the Auditorium.

The 80 - piece orchestra will perform under the baton of guest conductor Kamen Goleminov of Bulgaria who has been here since the opening of fall term. He is conductor of the State Philharmonic of Rousse and the Bulgarian Chamber Orchestra of Sofia.

The concert, open to the public without charge, is also one of several events presented as part of International Week, Oct. 22 - 27.

The year - long International Festival will include visits by two more guest conductors and several guest soloists from abroad.

Cello soloist Rapheal Sommer of Israel will appear with the Symphony Orchestra Sunday to perform Saint - Saens' "Concerto for Cello and Orchestra, Opus 33, No. 1, in A Minor.

Part of the purpose of the festival is to foster an international exchange of musical ideas. Under Goleminov, the orchestra will present the U.S. premiere of "Le Variazion Sinfoniche," written by his father, Marin Goleminov, eminent Bulgarian composer and conductor.

The concert will also include the first campus performance of "Spectrums" by William Penn, a recent MSU graduate who is now teaching at the Eastman School of Music, and Tschaikowsky's "Symphony No. 6 in B Minor, Opus 76," ("The Pathetique").

Only the second Bulgarian conductor to come to the U.S., Goleminov is the first to undertake a program as extensive as the MSU festival. While on campus, he will hold an advanced conducting seminar, and conduct the Symphony Orchestra and the Chamber Orchestra. An expert on Bulgarian contemporary music and folk music, he will also lecture on these subjects.

The festival, with its residency for conductors, was developed by Dennis Burkh, conductor of the orchestra, who came to know the guest conductors through his own work as a guest conductor in Europe. Burkh is now on sabbatical leave.

Support for the festival program and the residency has come from the U.S. Department of State, the Department of Music, the College of Arts and Letters, President Wharton, and several foundations as well as business and private donors in the greater Lansing community.

Donations, which are tax deductible, are still welcomed. They should be made payable to "Michigan State University" and designated for the "MSU Orchestras' First International Festival." They may be sent to the Development Fund or the music department.

Tentative labor agreement reached

Tentative agreement has been reached between the University and Local 1585 of the American Federation of State, County and Municipal Employees (AFSCME). A ratification vote by 1585 membership is set for within three weeks.

Arthur Kieselbach, president of the local, says the conditions of the agreement could not be released until the membership vote. "We will be contacting members during the next couple of weeks and informing them of the agreement," he says.

The campus' other AFSCME labor bargaining unit Local 999 has not yet reached an agreement with MSU negotiators. A meeting was scheduled last night for members to discuss the University's latest offer.

C-T survey deadline extended

The deadline for returning the clerical-technical employee questionnaires regarding women and minority training programs has been extended to Oct. 23.

Mrs. Josephine Wharton, coordinator of women and minority training programs, said the extension is to allow employees time to express their needs for training programs.

"We have received 1,186 of the 2,531 questionnaires we sent out, and the returns indicate that many employees have valid criticisms," she says. "These include limited opportunities at the University for upward mobility and the unavailability of training programs."

According to Mrs. Wharton, the questionnaires also indicate a need for work release time and fee reimbursement for coursework.

She adds that the questionnaires will be analyzed to determine the types of training programs needed for employees.

The programs will be based on the goals established by her office.

These include: Systemized speical training programs, in-service training and college credit and/or noncredit courses for improvement of skills; creation of upward job mobility through well-defined "career ladders," working to remove unrealistic requirements standing in the way of career advancement; encouraging efforts in and among all colleges, departments and units of the University to include career development plans for employees; and providing means, through cooperative efforts, to meet the needs of the whole person.

Currently questionnaires are being prepared for the 139 male minority nonacademic employees, food service personnel, housekeepers, technicicans, skilled trades employees, middle management, professional and administrative professional staff. Page 4, Oct. 19, 1972



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.

Groups respond to provost's statement

THE MSU AAUP COUNCIL

In the Oct. 5 issue of the MSU News - Bulletin, Provost Cantlon answered a number of questions concerning the possible effects collective bargaining might have on Michigan State. It appears to us that many of his answers were based on misconceptions of collective bargaining at the university level. The tenor of his discussion, as it has been of others opposed to collective bargaining, is that very little that is positive can be gained, and many of our hard - won gains will be lost. Let us single out some of the crucial areas in which he suggests that great loss might occur.

Q. What happens to tenure under collective bargaining?

The provost's answers have tended to convey a distorted view of the facts. There is no collective bargaining contract of the AAUP which does not protect the traditional rights to tenure of faculty and which does not subscribe to the 1940 Statement of the AAUP on Academic Freedom. Uncertainty is more likely without collective bargaining than with it. The provost's strange notion that tenure equates with seniority suggests either a lack of knowledge of the technical differences between tenure and seniority, or a conscious obfuscation of the issue in an attempt to arouse an emotional response by the faculty. Of course, what is involved here is the attempt to make a case for the leveling effects claimed by the opponents of collective bargaining in which all faculty are lumped together, not differentiated by ability or accomplishment, but merely differentiated by "seniority." The current contracts of the AAUP refute this claim.

Q. What would happen to faculty governance?

Nothing could be further from the truth than the provost's statement concerning the role of faculty in academic governance under collective bargaining. There is nothing whatsoever in the law which limits the areas in which there may be participation by the faculty. The notion that we shall lose what we have gained in faculty governance is false if we as a faculty want to maintain the current system and this is agreed to by the Administration. Most of the contracts drawn up by the AAUP either maintain the current status of faculty in academic governance or extend it.

Q. What would happen to the grievance process?

The grievance system would change in one significant way. The president or the Board of the University would not be the final judge in the case. Under a grievance procedure adopted under collective bargaining, there will be a fair system evolved under which a case can be expeditiously reviewed. But a party to the litigation will not be the final judge – the final judge is usually an impartial third person outside the system.

Q. What would happen to student participation?

It is hard to arrive at any conclusion but that the provost's response is directed toward prejudicing the faculty and students against collective bargaining. It is certainly not based on fact. Very little is known and this much is correct. Student participation has not been generated by the administration but by faculty committees and faculty study groups and ultimately through the Academic Council and the Faculty Senate. If one indeed wished to project the possible changes they would be in the direction which makes for greater democracy in university governance — how could students be denied by faculty? And why should they be?

Q. Would there be a change in sabbatical leaves?

The notion is conveyed that sabbaticals would be lost. This is far from the truth. At Rutgers University it is only since the AAUP contract that sabbaticals have become available to the faculty.

Q. Would unionization have any particular beneficial effect for women or minority faculty?

The provost suggests that it is questionable. The fact of the matter is that in all collective bargaining contracts minimum standards are specified so that there is no possibility of discrimination against women or any other group. There is no such thing in a university as a seniority system, whereby, based on number of years of service, one individual has a prior right to a job, for example, or a teaching load, or a given course than does another. There is a tenure system which we shall preserve. This use of blue - collar union terms not only appeals to the emotions of the faculty, but misleads them!

Q. Student - Faculty Judiciary;?

What management function is now involved in a student - faculty judiciary? And if it is so involved should it be? How can the rights of individuals be

THE MSU FACULTY ASSOCIATES

The response of Provost Cantlon to questions on faculty negotiations (News Bulletin, Oct. 5) was an unfortunate example of inaccuracy and innuendo, all of which had the net effect of implying that professional negotiations for our faculty would mean the beginning of the end of faculty well - being.

The provost states that collective bargaining "... has had a profound and constructive effect on the lives of millions of Americans and has contributed to a basically sound economy." Yet, if one examines the contents of the remainder of the article, the provost has not one good world for the potential effect of negotiations for the 2,400 members of the faculty of Michigan State.

The most pervasive inaccuracy in the provost's paragraphs is the supposition that bargaining leads to "uniformity and rigidity." It has been the common experience of those who know negotiations that the most salient aspect of bargaining is its enormous versatility. To presume that a higher education contract must resemble that of a plumber union (or even the contracts of public school teachers) is to reveal a remarkable lack of sophistication as to the nature of negotiations and its history.

Anyone who has taken the trouble to examine contracts gained over the years for the vast variety of unions and associations in this nation can quickly see that the only commonality is that they all seek to provide legal and binding protection for those represented. That is the reason bargaining came to exist, and it remains a valid reason for continuing and developing it today.

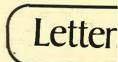
Therefore, to state that uniformity for all is a hallmark for educational contracts is to reveal a lack of knowledge of what has been accomplished at universities in this country. At this time, more than 80 colleges and universities are bargaining. Not only do the contracts at these institutions vary enormously in scope, but each contains provisions reflective of the needs and situations of the faculty at those universities. It can be said that there are some areas of uniformity; the contracts do insist on strong academic freedom provisions, and on due process and impartiality in grievance procedures. We believe that most faculty members would consider such provisions essential to a meaningful contract.

We conclude, in the absence of any real understanding of the scope and dimension of bargaining in the provost's article, that there must be another reason for the attitudes expressed.

It is inherent in the nature of negotiations that both sides come to the table as equals. At the present time, under the present structure, the faculty asks the administration many of the important questions as a markedly unequal party. All of our rights, our "privileges" (such as participation in governance and achievement of tenure) are available to us only because the administration has deigned to give them to us. The provost talks of the possible "... faculty's loss of management role." It is our understanding that a manager is one who controls events and has the power to make binding decisions. This does not describe the very limited advisory power the administration has extended to the faculty.

When negotiations becomes a part of our professional lives, this will change. The role we will achieve will be real, and binding, and representative of genuine strength. We will move from the area of noblesse oblige to the status of a faculty whose role in management functions will be - first, last and always - negotiable and binding.

Finally, it is unfortunate that MSU/FA must take such sharp issue with the presentation of a colleague. But it would be far more unfortunate for the members of this faculty if such misleading information were permitted to go unchallenged.



MSU-FA is not 'outside ba

To the editor:

40 person research committee of f: memoers, and mat any nego

better protected than under a contractual arrangement and a rational grievance procedure which guarantees full rights to all?

Q. The recruitment of good faculty?

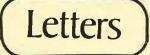
The provost's discussion is a red herring. There is good reason to believe that where faculty rights are guaranteed and there is a community in which academic freedom is legally protected that able faculty and students would be attracted. It is interesting to see the use by the provost of the term "management's role." Does the provost believe that hiring appropriate faculty, dealing with curriculum, reviewing personnel for increments and promotion are management roles? We would like the provost to lay out what is his conception of the managerial role This we are sure is the real heart of "administrative" or "management" resistance to collective bargaining. What tradeoff is the provost referring to when he says "top faculty" will not come because we have collective bargaining? The only tradeoffs which now take place are made in the Administration Building without faculty consultation. If there are any tradeoffs to take place the faculty should be involved in the discussion of such changes and the manner in which they affect the academic process. The view that "good" universities do not have collective bargaining depends upon the definition of good and the conditions under which collective bargaining emerges. The AAUP strongly believes that it can represent the faculty in making MSU an even better University.

In "The Forum" of the Oct. 12 issue of MSU News - Bulletin the Committee of Concerned Faculty revealed a shocking lack of understanding of basic concepts on collective bargaining as proposed by MSU Faculty Associates. Four times the Committee referred to "an outside agency of nonuniversity agents," "outside bargaining agent," and "nonacademic union representatives," etc. Nothing could be further from the truth.

MSU - FA is an autonomous body of faculty members which only draws upon the considerable resources of the MEA and the NEA. Our decisions and policies are made by us, MSU faculty members. Our platform, revealed in recent issues of Consensus, shows that a small negotiating committee for actual bargaining would be drawn from a 35 - agreement would be subject ratification vote by all faculty me of the bargaining unit. original input of suggestions issues for bargaining from any m of the bargaining unit to ratification by the entire unit process is not accomplished outsiders.

Affiliation with MEA and N desirable because 1) it provides n impact upon legislative action, tay thinking, and voter approval; provides numerous automatic li insurance and other fringe benefit provides a backlog of nego experience and legal aid; and provides sound financial resc including the ample DuShane Fu render real legal aid to faculty me in matters of academic freedom,

The election nears: Faculty offer pros and cons on collective bargaining



Ex-AAUP president urges 'no' vote

To the Editor:

I oppose a faculty labor union at Michigan State for the following reasons:

(1) It will place the administration, as adversary of the faculty, in a role which requires it to keep salary increases to a minimum. In a sense, it prevents the administration from working for the good of the University, defined to include a well - paid faculty. I thought we were all in this together and had a common goal. I prefer the administration to work for, rather than against me.

(2) A union will favor mediocrity and militate against excellence. Faculty who receive juicy offers elsewhere will leave, because attempts to match these offers will upset the union pay scale. If unions are so good for a university, why haven't faculties at the best universities in the country, who are usually the first to spot a good thing, been organizing? I haven't heard any talk of a union at Walter Adams' Ivy League alma mater. If MSU's faculty aspires to excellence, it will shun both unions.

(3) When appropriated resources are

insufficient to meet a negotiated salary increase the money will have to come from somewhere. The alternatives are to increase tuition, to cut faculty positions (and consequently increase teaching loads), to reduce course offerings, to raid monies sorely needed for the library, for equipment, for supplies and services, etc. All are unpleasant prospects, and will devastate the quality of education at MSU. (How the hell can we teach chemistry if the money we need to buy chemicals has been used to raise Lash Larrowe's salary?)

(4) The bargaining unit excludes many of our most talented faculty. The MEA (Faculty Associates) displayed its own weakness and its lack of concern for a genuinely strong faculty when it purposely disenfranchised these people. When faculty step in and out of administrative positions, as they now do – when they teach courses, as many "administrators" now do – they should have the right to vote.

Though I am a former president of the MSU chapter of the AAUP, I intend to vote NO on Oct. 23,24. The AAUP has done a superb job as a professional organization. Let's keep it that way. If

Time to 'abandon passivity'

To the Editor:

The Committe of Concerned Faculty is, understandably, principally concerned with the preservation of the status quo. "God's in his Heaven; all's well with the world," declares the CCF. As might be expected, shoring up such a claim has led to numerous inaccuracies in their nay saying campaign against collective bargaining at MSU.

For example, in "The Forum" of Oct. 12, the CCF announced that salary increases are "an absolute necessity." At

ng agent'

oes not involve domination of local culty by MEA or by NEA.

The only outside agency that could

the same time the Committee denied that these could be effected through collective bargaining. The reason given was that the Legislature decides appropriations and the administration allocates them throughout the University. The faculty's role in the latter process is seen as that of a shadowy participant in what is described as "a delicate matter." Perhaps this is the Committee's way of referring to recent salary increases suggested by the Faculty Affairs and Faculty Compensation Committee. These were, as a matter of fact, indelicately ignored by the administration.

The ineffectiveness of collective bargaining, according to the CCF, results because a bargaining agent "will not determine the amount of the total appropriation." Perfectly true; only the Legislature can or should determine that. But it is equally true, as pointed out by MSU-FA in "The Forum" of Sept. 28, that collective bargaining gives the faculty bargaining unit "a voice in establishing funding priorities" on the campus. In addition, that voice is heeded by legislators when they decide upon appropriations. you believe as I do, that it is in our own self interest to continue to build an excellent MSU without a faculty labor union (but with a strong AAUP), I hope you will also vote NO. The only way not to have a union is to vote NO. Let us show that those who say a faculty union is inevitable are promulgating a myth.

> Harold Hart Professor of chemistry

How to vote

Faculty members who cast votes in next week's election are reminded that any mark on a ballot - other than the appropriate "x" - will make that ballot void.

Is a faculty union good for 'U'?

To the editor:

Being the U's unofficial cryptographer is a demanding job, timewise. Prof in Eppley has this letter in the Oct. 5 News-Bulletin putting down a faculty union, I can't count the number of calls I get to explain what he's trying to say.

"What's he mean by this?" is a typical question. "He says here: 'It would add another administrative structure to existing organization, one likely to be dominated by those whose professional performance makes them feel insecure.""

"Simple," I says. "He's agreeing with what I've been saying all along. State's already top - heavy with Vp's, assistant provosts, and coordinators, and he thinks most of 'em are turkeys. You add more, you just get more turkeys."

"I can see that easy enough now," he says. "But what's he mean here? 'It would lessen if not eliminate the relationship between monetary and other compensation and incentives, and quantity and quality of performance which characterizes the present relationship."

"Couldn't agree more," I says. "He's saying you want to preserve the high quality teaching State's renowned for, you gotta lay heavy bread on outstanding teachers. Time off for research, grad assistants to take over when they're away consulting, incentives like that." and rigidity, which could lead to a tyranny of the mediocre."

"Gee," he says. "That's heavy. But why would that happen, Lash?"

"Inevitable," I explains. "Union raises salaries of low - paid profs, we don't have enough money left over to pay our great teachers what they're worth. They split for Harvard, Berkeley, places like that. All we'll have left is profs whose idea of teaching is reading to the class outa some dull textbook."

"I get it now,' he says. "But I still don't know what he means by this: 'It would mean an exodus of the more innovative, entrepreneurial members who give the University and its colleges a reputation for excellence.'"

"What's an entrepreneurial prof, Lash? Is that one who goes to Thailand or Brazil for a couple years, comes back loaded with tax - free bucks, pays off his mortgage when he gets home?"

"Could be that," I says. "Or it could be a prof who doubles his salary by consulting with some of America's great corporations."

"But doesn't that trouble you, Lash?" he wonders. "Isn't there a danger those profs'll be corrupted by getting all that bread, lose interest in scholarship?:

"Works just the other way," I tells him. "You relieve an innovative prof of his money worries, he's a more productive scholar. Lemme give you some examples'll prove my point," I says, leafing through the Faculty Bibliography of the Business School.

ossibly be introduced into campus fairs would be an impartial fact nder, a new third force, if the argaining committee for the faculty nd its counterpart for the dministration could not come to micable agreement through egotiation.

It would take three more pages to uminate other misconceptions stated y the Concerned Faculty in "The orum", but I must compose two caminations for two of my courses, so shall close with appreciation for the pportunity to express one aspect of the position of MSU - FA.

James Trow Professor of geology In short, current financial constraints render it imperative that the faculty abandon the passivity recommended by the CCF, and instead assume an active part through collective bargaining in the disposition of its econimic affairs.

> Mary E. Tomkins Associate professor, American thought and language

"Hold on there, Lash," he butts in. "You defending those profs students never get to talk to, they're gone all the time, making the bucks on consulting jobs?"

"I can see you have a narrow view of what a university's all about," I tells him severely. "There's more to being a prof than just teaching. What you call consulting in your sneering way, us profs call 'service to the greater society.'

"If you'd think about the U instead of your own belly," I goes on, "you'd see a union'd put an end to all that. That's why our provost's agin it. He says collective bargaining for faculty members is a move toward uniformity "Dude wrote that letter to the News-Bulletin was getting 25 thou last year, does a lot of consulting on top of that. But here's just a few of his publications: 'More Mileage from Meetings', 'What About Reader Service Cards?', and 'Seeing Marketing Like It Is.'

"If he hadn't been relieved of his money worries, he wouldn't have been able to push back the frontiers of knowledge by producing seminal articles like those."

> C. Patric Larrowe Professor of economics

Photo Lab helps 'brighten' campus with new color ID process

Students - plus new faculty and staff - have an instant and colorful new look this term, thanks to the University's Photo Lab.

photo equipment has New streamlined the process of picture taking for University identification cards, and, for the first time, the pictures are in color.

Bill Mitcham, manager of the Photo Lab, said that purchase of eight Polaroid cameras has made the photo identification process much easier.

"We can now process the cards with the color pictures right at registration, and students only have to wait a few minutes," Mitcham says.

Previously, the operation, which produced black and white photos, required three days for processing before the students received their identification cards.

"Students would have to wait in long lines to have their pictures taken, and again when they were scheduled to pick them up. If the photos didn't turn out, they would have to repeat the whole operation," he says.

Mitcham adds that if the pictures don't turn out the first time under the new system, it only requires an additional three - minute wait.

The Photo Lab has the responsibility of buying, maintaining and setting up the new equipment. The scheduling and controlling of the operation is handled by Lorraine Demorest, office manager of ID cards, comptroller's office.

Faculty - staff ID cards produced with the Polaroid color system are now limited to staff newcomers, and to those who need cards to replace ones that are lost or expired. *

IDENTIFICATION CARDS aren't the only responsibility of the photo lab, which is in the Department of Information Services.

An 11-man staff, including five photographers, takes and processes University photos, slides, and films. In addition, the lab purchases and sells photo film, and other camera and developing equipment to students enrolled in University photography classes.

The Photo Lab is now open from 12 noon to 1 p.m., Monday through Friday.

"Last year the department processed approximately 90,000 pieces of photography paper," Mitcham says.

The volume of work includes such items as charts, graphs and research photography for doctoral theses, passport photos and portraits. Any member of the University community can use these services of the Photo Lab.

According to Mitcham, the assignments for the photographers are varied.

He says that among his most interesting assignments has been taking pictures of the inside of a cow's stomach through a plastic disc inserted in the animal, and photographing the birth of a baby for the College of Human Medicine.

Mitcham says that taking pictures of the birth wasn't a new experience for him. He has photographed the births of his own two children.

Mitcham has been with MSU for 18 years and has been manager of the lab for the past three years.

"Photography was a hobby I took up during World War II while stationed in Northern Africa. There wasn't much for the the men to do during our free time, so we organized a photo club," he recalls.

Other assignments for the staff have ranged from taking pictures of visiting dignitaries to shooting the University's television station's antenna "from the bottom, and from the top -1,000 feet up."

The Photo Lab, located since 1948 in Agriculture Hall, has three dark rooms, a print room, and a copy and portrait studio for processing work.

Recently, the operations have been expanded to include camera repair service and screen print processing (which makes photos suitable for printing operations).

In addition to Mitcham, members of the photographic staff include Bob Brown, Barbara Eady, Betty Hoover, Pete Schandelmeier, Corean Scott, Bob Smith, Esther Sweet and Dick Wesley. Secretaries in the lab are Emma Bellon and Jackie Humphrey.

-SANDRA DALKA

New policy established for filling faculty vacancies

MSU's new policy and procedures for faculty employment represent a "clear intent" to work for appropriate representation of both women and minority groups on the academic staff, according to Herman King, assistant provost.

The policy provides, among other things, that notice of faculty vacancies shall be posted in the News - Bulletin, by the Placement Bureau, and by the Michigan State Employment Security Office in Lansing.

But King says the new policy "leaves the primary responsibility for the selection of new faculty where it has always been - at the department level."

The policy and procedures were devised, at least in part, to meet new federal guidelines for hiring of women and minorities.

King says that while neither federal guidelines nor MSU procedures dictate who shall be hired, "they do provide a guarantee that vacancies will be made visible, that qualified persons will have an opportunity to apply, and that the selection will be made in a way that will avoid arbitrary discrimination."

The University's employment policy for faculty and other Board appointees states that:

* Vacancies shall be posted through "established University procedures," and notices may also be sent to persons or other institutions. Units may request to place notices in journals or other external sources. No posting is required for such positions as clinical professors and others for which honoraria are paid. * Any material concerning a position

that is sent to applicants must be identical and sent to all applicants. * Once screening is done and persons

are selected for interviewing, the selection procedure shall be provided in those candidates. writing to

Applications are to be kept in each unit for two years, as are documents and records concerning each candidate.

* Candidates selected for interviewing shall be given written descriptions of general expectations of them if they are selected for the position.

* Records of the screening process will be documented and kept for two years in each unit.

* Those involved in the screening process will have access to all necessary information about each candidate; candidates will not have access to information about other candidates for the job.

* Efforts will be made to get equivalent documents on each candidate, and to provide equal treatment at each stage of the screening.

* Conditions qualifying a tentative offer of rank and salary (such as completion of a degree) shall be written at the time of the offer, specifying that the offer is not binding until approved by the Board of Trustees.

* Candidates interviewed but not selected shall be notified in writing that they weren't selected.

Appointments under the tenure system must conform to all additional rules and procedures governing such appointments.

The procedure for posting faculty vacancies specify that a request for candidates must be signed by the appropriate dean and by the provost before it is sent to the office of the assistant vice president for personnel and employee relations.

MSU Positions Available

IMPORTANT: Administrative Professional and Clerical - Technical applicants should contact the Employment Office at 353-4334 by Oct. 25 and refer to the vacancy by the posting number. Instructional staff applicants should contact the departments noted.

FACULTY

Audiologist (2 vacancies) (M.A. audiology

* *

47. Staff Nurse (part-time) (R.N. and preferably with B.S. in nursing) Able to communicate with physicians, nurses, patients in Lansing hospitals. Approx. 15 hrs. per week; will receive mileage. \$3.85/hr.

48. Graphics Technician II -- Medical Illustrator for planning, origination, production of charts, graphs, signs, medical illustrations, and other diagrams and related media forms. Care and operation of graphic art equipment. \$3.85/hr.

49. VIII Exec. Secretary - Typing, s-hand, 2

International Week opens Sunday

The cultures of the world explode on campus Oct. 22 - 29 as the University observes Michigan International Week. To commemorate the week, many nationality clubs, various study centers, and other organizations on campus have scheduled special lectures, panel ussions, exhibits and performances.

I. Khamis, Fulbright Visiting Scholar, University of Dar es Salem, Tanzania, "Zanzibar – My Home" at 3 p.m., Oct. 23, Parlor A, Union; Mrs. Schuman Yang, musicologist, in concert at 8:15 p.m., Oct. 23, in the Music Auditorium: and "The Revolutionary New Order in China, Japan and U.S.' discussions by Richard Solomon, professor, University of Michigan, and James Morley, professor, East Asia Institute, Columbia University, at 8 p.m., Oct. 25, Room 108 - B, Wells Hall. WKAR - TV will telecast "The World - Our Neighborhood," a special on international programs and international week at 10 p.m., Oct. 23. The film will also be shown by the MSU foreign students nationality clubs at 8 p.m., Oct. 29 in the Kellogg Center Auditorium.

The week will be launched at 8 p.m. Sunday (Oct. 22) with the "First International Festival of Music" in the MSU Auditorium. (See related story on page 3).

Other highlights of the week include:

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.

Week - long displays will be located in the Union Building, Student Services Building, Center for International Programs and Owen Graduate Center.

Further information on the week's activities is available from Mary Sawyer. International studies and programs.

or equivalent experience) Administration of language training to hearing impared children, analysis of experimental data, and report writing.

Herbert Oyer, Communication Arts

Asst. Prof of criminal justice (Ph. D. preferred) Broad knowledge of criminal justice system, particularly law enforcement. Demonstrated research ability and teaching experience.

> A, F. Brandstatter, Director School of Criminal Justice

CLERICAL - TECHNICAL

45. IX Sr. Food Supv. (B.A. in Human Ecology or HRI) Must have knowledge of institutional food service. Min. 2 yrs. exp. desirable. \$8,384 - 10,418

46. Research Assistant (M.A. in health planning, medical geography, public health or related field) Understanding of basic research methods and computer science, tech. writing ability, willingness to travel frequently to the U.P. \$4.03;hr.

to 5 yrs. campus experies committee meetings. \$7,474-9,576

50. Lab. Technologist - Two yrs. formal education in biochemistry with previous lab experience. Ability to maintain lab and supervise 2 to 3 work - study students. \$3.38/hr.

5I. VI Principal Clerk - Ability to type and prepare dept. labor and student payroll. Knowledge of MSU bookkeeping and accounting systems, and able to maintain records of 100 accounts and reconcile ledger sheets. \$6,436 - 8,048.

52. VI Principal Clerk - MSU experience in accounting finance, budgets, leases, record maintenance. Ability to manage accounts of a large academic dept. and deal with faculty, staff, public. \$6,436 - 8,048

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

Clerk - Stenographer III (4 vacancies) \$5,511 - 6,562

Clerk - Typist II (1 vacancy) \$5,440 - 6,422

MSU IS AN EQUAL OPPORTUNITY EMPLOYER

BULLETINS

MID-TERM GRADES

Special midterm grade cards will be delivered to departmental offices on

Friday, Oct. 20. The grading system is printed on the face of each class card. Grade cards will be due back in the Registrar's Office by Friday, Oct. 27. The Office of the Registrar will make a pickup on Friday morning, Oct. 27, after 9 a.m. Otherwise cards must be returned to 150 Administration Bldg. no later than 11 a.m., Friday, Oct. 27. The returned cards will be redistributed to those who requested them on Monday, Oct. 30. For information call 5-9596.

ASIAN STUDIES

As part of its focus on Japan, the Asian Studies Center will sponsor a panel

discussion on "The Revolutionary New Order in East Asia: China, Japan and the United States," exploring the meaning of the recent changes in these countries' policies toward each other. The panel, featuring James W. Morley, professor of government and director of the East Asian Institute of Columbia University, and Richard Solomon, professor of political science at the University of Michigan, will be held at 8 p.m. Wednesday, Oct. 25, 108B Wells.

CONFERENCES-

Oct. 19	Mich. TB & Respiratory Disease Assn.
Oct. 19-20	Financial Aids
Oct. 19-20	Michigan Hospital Public Relations Committee
Oct. 19-20	Social Work Curriculum Workshop
Oct. 20-22	Michigan Academy of Family Physicians Workshop, Gull Lake
Oct. 22-23	Mich. Assn. for Minority Student Affairs
Oct. 23-26	Cooperative Extension

EXHIBITIONS

Museum

Main lobby: "Violins to Dulcimers" includes a fascinating collection of stringed instruments handmade by Frank Culver of Grand Ledge. Featured are Appalachian dulcimers, a Savart type cello, a French dancing master's miniature violin, and others.

SEMINARS -

MONDAY, OCTOBER 23, 1972

- Ion adsorption studies on hydrous oxides and hydroxy-apatite. A.M. Posner, U. of Western Australia, Nedlands, 4 p.m., 309 Agriculture (Crop & Soil Sciences).
- Current programs in animal husbandry at Michigan-State University. Ronald Nelson, 12:30 p.m., 126 Anthony (Dairy Science).
- To be announced. J. Hardy, Chalk River, 4:10 p.m., Cyclotron Seminar Room (Cyclotron).
- Prenatal immunization and protection of newborn calves and lambs. G.H. Conner, 4 p.m., 149A Vet. Clinic (Large Animal Surgery & Medicine).
- The wave function properties of the conduction electrons in ferromagnetic iron. Kenneth Duff, Wayne State U., 4 p.m., 221 Physics-Astronomy (Physics).
- The importance of adaptive changes in vascular design for establishment of primary hypertension. Bjorn Folkow, professor of physiology, U. of Goteborg, Sweden, 4 p.m., 146 Giltner (Physiology).

TUESDAY, OCTOBER 24, 1972

- Michigan farmers view collective farming in Russia. John Calkins, deputy director, Michigan Dept. of Agriculture, 3 p.m., 116 Agricultural Engineering (Agricultural Engineering).
- Use of the MiSTriga reactor in evaluating the role of metallic elements in spray irrigation with liquid wastes. Steven Lelewer, 4:10 p.m., 284 Engineering (Chemical Engineering).
- Modern methods for determination of organic functional groups. Sidney

FACULTY FOLK

The Faculty Folk International Interest Group will meet in the Con Con Room

of the Center for International Programs at 1 p.m. Monday, Oct. 23. Craig Halverson of TV Channel 23 will show the film entitled "Outposts of Assistance," which includes footage taken in Turkey, Indonesia and South Korea, three countries where the University is currently engaged in research and assistance work. For further information call Mrs. Ralph Smuckler, 337-2320 or Mrs. George Petrides, 655-1022.

NAVAL RESERVE

Naval Reserve Research Company 9-16 in East Lansing has openings for reserve

officers of all ranks who are engaged in or have training in scientific research, engineering, applied technology, biology, statistics, education, management, medicine, administration or legal work. Members earn retirement points through drill attendance, optional two weeks training duty with pay and correspondence courses. Army officers may participate in seminars either by joining the affiliated Research and Development Company or via interservice transfer of commission. For information, call Charles Cress, 3-8854.

Oct. 23-27 Basic Life & Health Insurance Inst. Oct. 25 Hitachi Packaging Study Team, Pkg. Lab. Oct. 25-26 Nursing Personnel-Ford Motor Company

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.

Kresge Art Center

- North Gallery (October 21 to November 12): Watercolors. 27 works, lent by the Detroit Institute of Arts, including Paul Signac, Max Pechstein, Lyonel Feininger, Pavel Tchelitchew, Morris Graves, Emil Nolde and John Marin.
- Metabolic consequences of periodicity of eating in the rat. Gilbert A. Leveille, 12 p.m., 449B Life Sciences, (Pharmacology).
- Power bounds for Smirnov statistics in testing the hypothesis of symmetry. R.G. Staudte, 4:10 p.m., 405A Wells (Statistics and Probability).

WEDNESDAY, OCTOBER 25, 1972

- Developmental dynamics of a disease epidemic. Pornsawan Nimnoi, 4:10 p.m., 168 Plant Biology (Botany & Plant Pathology).
- Economic influences in the stratification of American society and education. Byron Brown and Daniel Saks, 1:30 p.m., 2W Owen (Center for Urban Affairs).
- The Central American common market: Problems and progress. Paul Montavon, USAID Officer in Residence, 3:30 p.m., 3 Marshall (Economic Development).
- Pharmacological effects of nicotinic acid in the treatment of bovine ketosis. Ross Waterman, 4 p.m., 131 Anthony (Institute of Nutrition).
- Supramolecular structure of cellulose in cell walls and related organelles. A.N.J. Heyn, Louisiana State U., 4 p.m., 101 Biochemistry (Plant Research Laboratory).

THURSDAY, OCTOBER 26, 1972

- Biogenesis of mitochondria in yeast. Gottfried Schatz, Biochemistry and Molecular Biology, Cornell U., 4 p.m., 101 Biochemistry (Biochemistry).

Siggia, U. of Massachusetts, 4 p.m., 136 Chemistry (Chemistry).

Research activities in solid waste disposal. Robert B. Schomaker, U.S. Environmental Protection Agency, Office of Research and Monitoring, 4:10 p.m., 312 Engineering (Civil Engineering & Metallurgy,-Mechanics & Materials Science).

- Chicken lipid changes during deep fat frying in fresh and reused oil and during frozen storage. Whu Ta Lee, 4 p.m., 103 Food Science (Food Science & Human Nutrition).
- A changing nursery industry. Roy Mecklenburg, 4 p.m., 209 Horticulture (Horticulture).
- A new coenzyme associated with the pyruvic lyase reaction in Escherichia coli. Dr. L.O. Krampitz, Dept. of Microbiology, Case Western Reserve Medical School, 4:10 p.m., 146 Giltner (Microbiology & Public Health).

Carcinogenesis in the rat. James Swenberg, Pathology Department, Upjohn Co., 4:10 p.m., 346 Giltner (Pathology).

The remote sensing program at Michigan State University. Wayne Myers, 1:30 p.m., 223 Natural Resources (Fisheries and Wildlife).

- Some observations on research in New Zealand. Albert Pearson, 12:30 p.m., 206 Food Science (Food Science and Human Nutrition).
- On some applications of the Hopf maximum principle to eigenvalue problems. L. Payne, Cornell U., 4:10 p.m., 304A Wells (Mathematics).
- Toward a liquid hydrogen fuel economy. L. Jones, U. of Michigan, 4:10 p.m., 120 Physics-Astronomy (Physics).
- Factors that determine the early development of the kelp fly (Coelopa frigida). Fritz Schwalm, Dept. of Biological Sciences, Illinois State U., 4 p.m., 140 Natural Science (Zoology).

FRIDAY, OCTOBER 27, 1972

Synthesis and reactions of dehydroaromatics. Robert Bergman, California Technological Institute, 4 p.m., 136 Chemistry (Chemistry).

For general information about MSU, please call 353-8700.

MICHIGAN STATE **UNIVERSITY**

Calendar of Events

FRIDAY, OCTOBER 20, 1972

Meeting of the Board of Trustees. 10 a.m.

- 5:30 p.m. Homecoming-The homecoming queen will be presented to alumni at a reception. Kellogg Center.
- Homecoming-President Wharton will be the guest speaker 6:30 p.m. at the annual alumni banquet. Tickets may be purchased at the Alumni Relations Office, 5-8314. Kellogg Center.
- "Cosmic Dimensions"-Both educational and entertaining, 8 p.m. this presentation in the sky theatre provides a perspective picture of the seemingly infinite vastness of space. 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.
- Pop Entertainment-ASMSU features West, Bruce, and 8 p.m. Laing in the Auditorium.
- 8:15 p.m. Recital-Rafael Sommer, cellist, and Ralph Votapek, pianist, will perform. Music Auditorium.
- Homecoming. The Ingham County Alumni Club is sponsoring a dance open to the public. University Club. 9.p.m.
- "Cosmic Dimensions" (see above). Abrams Planetarium. 10 p.m.

SATURDAY, OCTOBER 21, 1972

- Cross Country-Spartan Invitational. Forest Akers West 10:30 a.m. Golf Course.
- Homecoming football-MSU vs. Wisconsin. Pregame ac-1:30 p.m. tivities will include presentation of the queen and a banner parade. The 1952 national champion football team will be presented at halftime. Spartan Stadium.
- "Cosmic Dimensions" (see Oct. 20). Abrams Planetarium. 8 p.m.
- World Travel Series-Curt Nagel discusses "Portraits of 8 p.m. Australia." Auditorium.
- Homecoming sock hop-Following the homecoming theme 8 p.m. of "Flashback Fifties," a rock-around-the-clock sock hop will feature everything from a marathon dance to a trivia contest. Union Ballroom.
- 10 p.m. "Cosmic Dimensions" (see Oct. 20). Abrams Planetarium.

SUNDAY, OCTOBER 22, 1972

"Cosmic Dimensions" (see Oct. 20). This is the final per-4 p.m. formance. Abrams Planetarium.

BULLETINS

BOARD MATERIAL

Material for consideration at the Nov. 17 Board of Trustees meeting is due

in the office of the Executive Vice President or the Provost by Thursday, Oct. 26.

STEERING COMM.

The Steering Committee will meet at 3 p.m. Monday, Oct. 23, in 443A Ad-

ministration Bldg. to set the agenda for the Oct. 31 Academic Council meeting.

BLACK WOMEN

The Black Women Employees Association will hold its election of officers

at 5 p.m. Sunday, Oct. 22 in the LeJon Bldg., 1401 W. Main St., Lansing. All black women employees of the University are urged to be present.

purchase and call Mrs. Donald Cress, 349-4959, by Friday, Oct. 27.

BOOK EXCHANGE

Any Faculty Folk Club member wishing to join the Faculty Folk book exchange should decide on first and second choice books which she would like to 8:15 p.m. Concert-The University Symphony Orchestra will present its opening concert in the International Festival under the baton of guest conductor Kamen Goleminov of Bulgaria. There is no charge for admission. Auditorium.

MONDAY, OCTOBER 23, 1972

- Lecture-recital-Soprano Schuman Yang, faculty member 8:15 p.m. at the Louisiana Tech music department, will present a lecture and recital on "Twentieth Century Chinese Solo Song" under the auspices of the Asian Studies Center and the MSU Dept. of Music. There is no charge for admission. Music Auditorium.
- Broadway Theatre Series—"Sleuth," the Tony Award winner as the season's best play on Broadway, will star 8:15 p.m. George Rose and David Haviland. Tickets may be purchased at the Union Ticket Office. Auditorium.

TUESDAY, OCTOBER 24, 1972

- University Club luncheon-Tom Downs and Donna 12 p.m. O'Donnahue, Democratic candidates for the Board of Trustees, will discuss the role of trustees, ajor issues facing MSU, and ways they would deal with those issues.
- 7:30 p.m. Film—A 71-minute Russian film with English subtitles, "Mumu" will be shown as part of International Week by the Russian and East European Studies Program. There is no charge for admission. 106B Wells.
- Faculty recital-Corliss Arnold, organist, will perform. 8:15 p.m. Peoples Church.
- Performing Arts Company-Tickets for "Cat on a Hot Tin 8:15 p.m. Roof" may be purchased from the Dept. of Theatre, 149 Auditorium, 5-0148. Arena Theatre.

WEDNESDAY, OCTOBER 25, 1972

- 3:30 p.m. Soccer-MSU vs. Western Michigan. Soccer field.
- 8:15 p.m. "Cat on a Hot Tin Roof" (see Oct. 24). Arena Theatre.

THURSDAY, OCTOBER 26, 1972

- "Cat on a Hot Tin Roof" (see Oct. 24). Arena Theatre. 8:15 p.m.
- Concert-The New Musical Arts Ensemble will perform 8:15 p.m. works by Larry Nelson, Stravinsky, Heitor Villa-Lobos, Morton Feldman, and Thomas Korth. Music Auditorium.

HOURS CHANGE

Because of requests from staff, the Kresge Art Center Gallery will remain

Football mums will be on sale in 109

open during the lunch hour. New hours will be from 9 a.m. to 5 p.m. weekdays, 7 to 9 p.m. Tuesdays, and 1 to 4 p.m. Saturdays and Sundays.

FOOTBALL MUMS

Horticulture Bldg. from 1 to 5 p.m., Friday, Oct. 20, at \$1.25 each. A discount will be offered on quantities of ten or more. The sale is sponsored by the Floriculture Forum.

FAST MEETING

from all school levels, will be conducted at 4 p.m. Friday, Oct. 27 in the McDonel Hall kiva. The meeting is sponsored by the Science and Mathematics Teaching Center.

TRUSTEE CANDIDATES

The Faculty Women's Association will sponsor a panel discussion including all of the Board of Trustees candidates campaigning for the 1973-1981 term

Friday Afternoon with Science Teachers (FAST), a meeting for science educators

OBSERVATORY

The MSU Observatory at College and Forest Roads will be open to the public

from 8 to 10:30 p.m. Saturday, Oct. 21. Weather permitting, the 24-inch reflecting telescope will be used for observing celestial objects of current interest. Children under 13 should be accompanied by an adult.

ART INSTRUCTION

Class instruction for Faculty Folk members interested in painting and

art techniques will be held on Mondays from 1 to 3 p.m. at the home of Marilyn Davis, 940 Audubon Rd., East Lansing. Instructor is Mrs. David Bing. For further information please call Mrs. Thomas Kirk, 349-1888, or Mrs. Alvin Arens, 349-0437.

of office at 7:30 p.m. Thursday, Oct. 26 in the Union ballroom. Gwen Norrell will moderate the discussion. Candidates will meet informally after the panel at a coffee. The program is open to the public.

LECTURE-CONCERT

Monday, Oct. 23, is the last day to purchase season tickets for the Broadway

Theatre Series. The five professional New York productions include "Sleuth" Oct. 23; "No Sex, Please, We're British" Nov. 29; "Godspell" Jan. 18; Paul Sill's "Story Theatre" Mar. 1; and "Applause" with Patrice Munsel Mar. 28. All seats are reserved. Michigan BankAmericard and Master Charge may be accepted for series purchases at the Union Ticket Office from 8:15 a.m. to 4:30 p.m. weekdays. For information, call 6-3361. Single tickets for "Sleuth" are now on sale.

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.

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