

MISU Faculty News

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Michigan State University

April 28, 1970

Arbitrator upholds MSU offer to Union

The issue of a seven - cents - per - hour wage increase for all members of the AFSCME (American Federation of State, County and Municipal Employees) Local 1585, submitted by the University and the Union last fall for arbitration, has been decided in favor of the University.

In a decision released April 20, Richard Mittenthal, professional arbitrator and Detroit attorney, said he found no justification for awarding the seven - cents increase to all members of the bargaining units, as requested by the Union. The increase will stand, as offered by the University, for only skilled tradesmen (levels XXII through XXX).

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THE ISSUE began with the initiation of collective negotiations May 1, 1969, 60 days prior to expiration of the then current 1968 agreement. After eight meetings, the University and Union could not reach agreement. The

University extended the July 1, 1968, agreement beyond the expiration date and requested mediation.

After sessions with the mediator, the Union requested a wage increase of 46 cents an hour for all employes in the bargaining unit, which was unacceptable to the University. A strike began on Sept. 11, and the mediator was unsuccessful in efforts to bring the parties together.

On Sept. 16 the Union presented a new demand, which included a 30 - cents - per - hour increase across the board, an eight - cents - per - hour cost - of - living increase and an extra seven cents - per - hour for skilled tradesmen, retroactive to July 1, 1969.

The Union membership accepted this package, but they wanted the additional seven cent increment for skilled tradesmen to apply to everyone in the bargaining unit.

The University would not accept this and the issue was submitted for arbitration, ending the strike.

An Oct. 9, 1969, Supplemental Letter of Agreement stated: "It is agreed that the Employer and the Union will submit to binding arbitration the issue of whether or not the extra 7 cents per hour negotiated for the skilled trades, levels XXII through XXX, should be applied to the remainder of the bargaining unit, levels II through XXI."

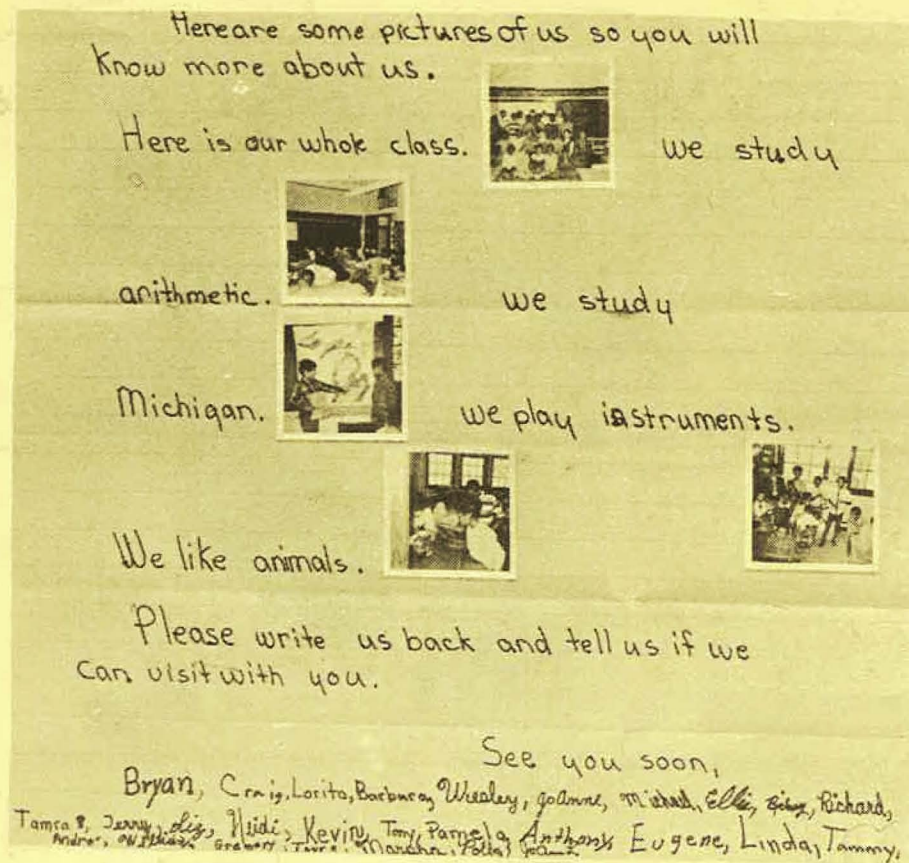
Negotiations for a new contract (the present pact expires June 30), begin May 1 on wage matters. If no agreement is reached by June 15, the matter will be submitted for binding arbitration.

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ABOUT 165 employes are in levels XXII through XXX, with the majority in the lower level, holding journeymen classifications in traditional skilled trades. Their classification titles include Auto Mechanic III, Carpenter III, Electrician III, Machinist III,

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'It made my day'

How to please a president . . .

"Dear President Wharton," the letter began, ordinarily enough . . . on its approximately 2 - foot by 4 - foot stationery . . .

"We are fourth graders in Room 215 at Garfield School in Flint, Michigan. We have been studying Michigan and we are coming to visit Lansing on May 29. We also are going to visit Michigan State.

"We are going to see the Education Building, Mrs. Nickerson, the Botanical Gardens, and Beaumont Tower. We would like to meet you and your family..."

The letter ("It made my day," President Wharton said) found prominent placement on the president's office wall and prompted a quick reply:

"Dear Brian, Craig, Lorita, Barbara, Wesley, JoAnne . . . etc. . . ."

"We were delighted to receive your letter and the news that you plan to visit our campus on May 29. Mrs. Wharton, our son Bruce, and I would be delighted to have you visit us. Bruce is 11 and in the fifth grade at Central School in East Lansing, so I think you will have many things to talk about together . . ."

No demands. No complaints. No problems . . .

Faculty recruiting: Attempting to second-guess the budget

By BEVERLY TWITCHELL
Associate Editor, Faculty News

The faculty hiring cycle is completely out of tune with the budgeting cycle, one department chairman says. But this would be no surprise to anyone, he adds.

It creates a frustrating problem for department chairmen and their faculties — attempting to seek and actively recruit good people before the departments know whether the

University budget will allow for new positions in their areas.

What can be done, said Richard Sullivan, dean of arts and letters and former chairman of history, is to anticipate that you might be able to add a new position, and work from there, contacting potential candidates on that tentative basis. But history has not added a new position in three years.

So while that department has had to "wait and wait, holding people on a string," Sullivan said, it has also had to

cut the string once state appropriations were made and the budget was set.

Of course, recruiting is also conducted for replacement positions, in cases of resignations or retirements. Timing can also be a problem here, if the resignation or retirement comes late in the hiring cycle, or late in the academic year. At that point it is difficult to get established top people, Sullivan said, because they are morally,

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VANDALISM

Its labels are varied. Some dismiss it as "mindless, wanton destruction." To psychologists and sociologists, it becomes symbolic of something deeper, a form of "political violence."

But whatever it is called, vandalism is on the upswing, both here and on campuses across the nation, and its costs extend far beyond the dollars spent to sand - blast paint from the side of a building or to replace a wall of shattered glass.

At Michigan State, the direct dollar cost alone is significant: Almost \$27,000 in damage since Jan. 1, more than \$17,000 of which was not covered by insurance. Added to this is a nearly doubled annual insurance premium for the University, from \$149,000 last year to \$280,000 for a new policy which took effect March 1.

That increase — a reflection of national campus violence — would come to about \$50 a year from each full - time faculty member, if such a direct assessment were to be made.

The costliest damage — two glass - breaking sprees at Erickson Hall that cost \$15,000 — put a drain on the University's general fund, since extensive vandalism is not anticipated in the Physical Plant's maintenance budget. And insurance won't cover glass breakage unless it results from a riot.

Is it 'wanton destruction' or symptom of discontent?

Not only has the cost of insurance gone up, but some universities are having difficulty getting insurance at all. MSU was able to get its coverage this year, but it looked for a time last winter as if the main underwriter wouldn't be able to place all of its coverage with other firms. (The main underwriter "subcontracts" part of the coverage to other companies, just as building contractors distribute electrical or plumbing work to subcontractors.)

The University has no theft insurance because cost of the premiums is prohibitive.

RICHARD O. BERNITT, director of public safety, says that painting on buildings is not new (it happens every fall before MSU meets Michigan on the football field), but it is occurring more often.

"What is new," he says, "is the clandestine smashing of windows." So is the use of Molotov cocktails, which damaged Olds Hall last winter.

Vandalism on the campus, according to John H. McNamara, associate professor in sociology and criminal justice, may be explained in part by the characteristics of some universities, characteristics similar to those of cities. They are large, often impersonal, the populations are highly mobile, the people (students) don't establish many enduring relationships, loneliness is not unusual.

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Faculty recruiting. . .

(Continued from page 1)

if not legally, obligated to remain where they are.

The budget and timing problem is a common one for the various departments in the recruiting quest. There are others. And there are procedural differences, though in the four departments represented here, those differences were minor.

* * *

FACULTY involvement is high in the recruiting procedures of the Departments of Art, Chemistry, Communication and History. But that involvement varies from unstructured participation by faculty in communication to balloting procedures used in history.

Student involvement varies by degree and by student level. In art, a student advisory committee member is invited to join the elected faculty advisory committee in taking a visiting candidate to lunch. Chemistry has a student member on its advisory committee who is involved with the committee's entire procedure. Communication, brings the visiting candidate into a classroom where he actually teaches and is evaluated later by the students. (The student contribution, however, is judging "badness" not excellence, according to communication chairman David K. Berlo.)

Graduate students in the history department usually meet a visiting candidate, and their opinions are solicited by that department's appointments committee. Undergraduate students are not involved, Sullivan said, because material used in the recruiting procedures is confidential.

* * *

ONLY the history department actually votes on a candidate; the other three reach a consensus, usually following discussions in the department chairmen's advisory committees. All four departments said they would not hire anyone without a personal interview.

Criteria, of course, vary with each department. Art considers the individual work of the candidate and thus usually requests a portfolio as well as the usual letters of recommendation and vitae.

Letters of recommendation are the most important first step in chemistry, Jack Kinsinger, department chairman, said, since that "gets them into the building." While a visiting candidate participates in a formal seminar, individual faculty response to the candidate can be a heavy factor even if the seminar goes badly, Kinsinger said.

Another consideration in chemistry, though not a major one, is a man's ability to obtain outside money. Also considered is the amount of money a candidate would need from the University or other financial sources to get his research program going.

Berlo said the communication department has "a practice of hiring only bright young men. It doesn't take

Award to WMSB

The Broadcast Media Award from San Francisco State College has been voted to WMSB (Channel 10), for the program, "Last Wednesday: A Day of Protest."

The program was a special presentation of "Assignment 10," WMSB's weekly news and public affairs series. It provided an overview of activities in both the University and the community during November's nationwide moratorium.

talent to hire anyone who's already famous."

The emphasis in that department is on teaching, particularly enjoyment of undergraduate teaching, Berlo said. And "we tend to attract people who don't like the idea of 'publish or perish.' Of course he'll publish, but who cares how much?"

The history department carefully examines the candidate's academic record, looking "for some breadth," Sullivan said, since "history is not quite the same as a particular physics."

"We rely heavily on recommendations from people we trust, who have worked with the candidate either as a teacher or colleague," he said.

A candidate's success as a teacher, if he has taught, is considered Sullivan said. But he admits that this is very difficult because "people find it hard to say how a good teacher is, but we try anyway."

Quality of publication is weighted, Sullivan said, and considerable emphasis is placed on the candidate's appearance here, his general bearing, his reactions to questions.

"And we have to remember our own impression of him," Sullivan said.

* * *

OTHER procedures are similar:

In art:

If a position is open, Erling B. Brauner, department chairman, said, announcements of the opening are made to the faculty, and they are encouraged to make nominations through their acquaintances across the academic world; letters of applications are categorized (by area) and filed; sometimes the department advertises in the college art association meetings and its placement bureau. But the most significant step, Brauner said, is writing letters directly to a few selected departments in which "we have an interest or respect." Vitae, letters of recommendation and portfolios are requested.

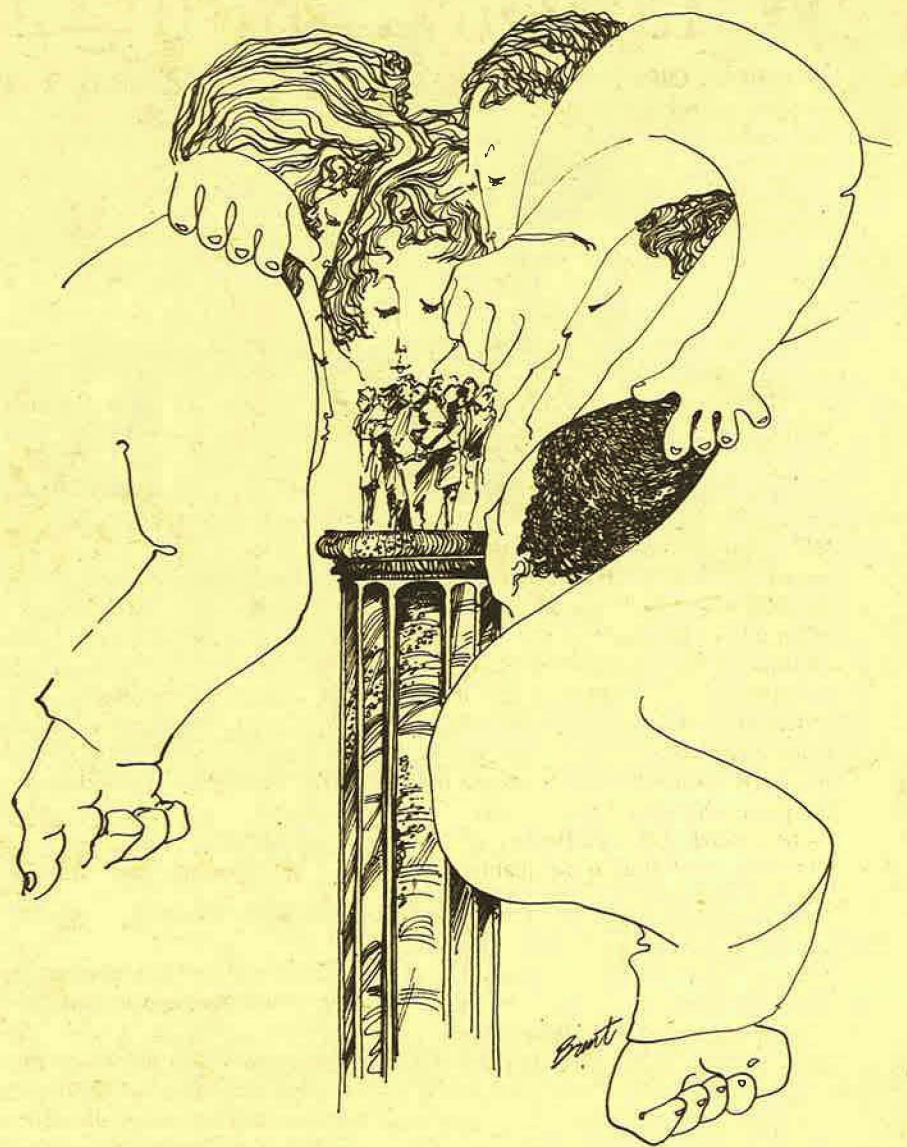
The material is screened by the elected faculty advisory committee down to three or four candidates, who are then invited to visit the campus at the department's expense. The visit includes interviews with people in the candidate's specific area, a meeting with the advisory committee, and appointment, sometimes, with the dean of the college, and "if we're especially interested," a social gathering for the entire faculty "for assessment of an individual in a little different atmosphere," Brauner said.

The department chairman meets with the advisory committee for comments, invites comments from the staff, preferably in writing, and then a consensus is reached.

"Our feeling is twofold," Brauner said. "If, after this process, the candidate arrives, he can be pretty well assured that future relationships with his colleagues will be good, in terms of personality and professional relationships, and vice-versa. The faculty, with a voice in the procedure, feel more comfortable."

One rule of the art department, Brauner said, is that MSU graduates are rarely hired. (But, he said, "we are not a department who cannot break our own regulations." Instead, candidates are pulled in from all over the country to benefit the department with a wide variety of ideas, Brauner said.

Compatibility is important to the art department faculty, Brauner said, although it is "very, very difficult to define." It is one of the reasons, he said, that the entire staff is involved in recruiting procedures. "Basically and



simply," he said, "we are a democratically-minded faculty."

* * *

IN CHEMISTRY:

A "multi-mode" method is used, Kinsinger said: First, define the position and the kind of people the department is interested in; send letters to department chairmen of institutions which produce chemistry doctorates. If a specialist is sought, letters are sent to faculty people on the recommendation of faculty in the department. A lot of contact is word-of-mouth, Kinsinger said, and a number of "write-ins" (applications) are received.

These are screened by a faculty committee selected by the department chairman and then by his advisory committee. Five or six candidates are invited to the campus.

Then the "feedback mechanism" begins, with a formal seminar, informal coffee hour and an evening social gathering. Credentials are supplied and made available to the department faculty. The candidates are later discussed in the advisory committee until a consensus is reached.

* * *

IN HISTORY: The budget is the key, Sullivan said, since "the amount of money determines what you can think about," particularly in terms of faculty rank.

Each spring a standing "appointments committee" is selected by the department steering committee (which is elected). This committee reaches some idea of what the department is seeking for the following academic year (for example, it is now considering the 1971-72 academic year).

During the summer, the department chairman begins to gather information on potential candidates by writing to the major graduate history departments for recommendations, biographical information, transcripts and examples of publications, if there are any; and by writing to the leading scholars in the field as to what the department is seeking. He may receive from 50 to 70 responses for one position, Sullivan said.

The appointments committee screens this material in the fall to two or three leading candidates, "if possible."

A particularly outstanding candidate may be invited to campus as soon as possible, to meet with the entire faculty and make an informal presentation to graduate students. Class time is not used, Sullivan said, because it would not be fair to the students enrolled in the class to be experimented on.

The appointments committee meets later to discuss impressions, soliciting opinions of the faculty and graduate students. They submit a recommendation to the department chairman concerning hiring and rank, which is made into a ballot on which the department votes. If the result is favorable, the department chairman then negotiates on salary with the candidate.

What usually happens, however, is that the appointments committee comes up with three or four equally good people, Sullivan said, and representatives from the department try to meet them at the annual professional meetings. Then the "best looking" of these are invited for interviews.

* * *

COMPETITION can be keen. Kinsinger said it is tough in the sciences, but that MSU does well in the Big Ten. He said it is difficult to get top people, because they may have no reason for leaving where they are.

Sullivan said that history and some other fields are entering a phase of "oversupply," with many institutions not adding new positions (like the history department here, which has not added a new position in three years), and the doctoral graduates continuing to come.

Provost John Cantlon said his role in recruiting is mainly just for deans, department heads and distinguished professorships. He said that as a department is attempting to recruit someone at a higher level (rank), and there are budgetary considerations, the candidates may come through the provost's office.

Wharton: Finding the 'roots of excellence'

President Clifton R. Wharton Jr. spoke last week to the MSU Chapter of the American Association of University Professors on "The Stewardship of Excellence." Following are excerpts from that speech:

There are over 2,000 accredited institutions of higher education in the United States today. Among these are several hundred universities. MSU is without question among the top 15 or so public and private universities in this country.

I long sensed and have repeatedly been told by eminent outsiders that MSU also possesses a unique creative capacity. MSU is known for its flexibility and willingness to risk, to experiment, to take up the new, the unusual. A distinguished Harvard social scientist and student of higher education not long ago told a British visitor headed for MSU that he was going to probably the most exciting campus in the United States today.

The roots of excellence in any university are found in the quality of its faculty, its students, its library and other supporting services. But they do not end there. They are found as well in the size and diversity of what that university offers.

This university paradoxically does not recognize its greatness — even while others do.

Universities like humans are subject to "lags" in their perceptions of themselves. MSU is no exception. The traditional image of being a "cow college" or "moo U" dies hard. And yet, the evidence of true greatness is readily manifest.

In a few weeks we will present an honorary degree to Nobel Prize winner Alfred Day Hershey, a man who received his undergraduate and his graduate education here...MSU must have had some influence upon his education and training.

...MSU has since 1963 each year enrolled as freshmen more National Merit Scholars than any other university in the U.S. It is true that we deliberately set out to recruit and to encourage talented youth to come to MSU, but the important fact is that they saw enough to excite and interest them to come. Another measure of their preference for MSU is that of the 717 merit scholars enrolled last fall, 351 secured financing from sources other than MSU; therefore, they were not obligated to attend our institution to secure financial aid.

In the current annual report of the Woodrow Wilson Foundation, MSU over the last two years ranked 13th nationally in total number of winners with 24. However, the Foundation is now publishing a more accurate measure called a "participation index" which relates the total number of winners to the total number of graduating seniors from the 20 major liberal arts fields eligible to participate in the competition. Of the top 25 institutions listed, MSU ranks second nationally.

Since my arrival, I have been told of several departments at MSU which would rank at the very top in any nationwide comparison. ...Let me cite two examples which are totally at

variance with the traditional image of "moo U." The Department of Music and the Department of Art can be matched with those of any other university. The evidence is around you and yet some of you persist in viewing MSU as culturally barren.

Each year the National Science Foundation awards full doctoral fellowships to graduating seniors in an open competition across the nation. Last year, MIT was number one, Harvard was number two, MSU was number three. And it was a solid number three. Some 48 graduates from MIT received fellowships, 31 from Harvard and 25 from MSU. To show you even further how well we fared let me give you some idea of where other leading universities ranked: Princeton (19), Cornell (16), Stanford (15), Yale (14), Illinois (14) and Michigan (14).

... I must confess puzzlement at a university whose graduates can rank third in such a nation-wide competition, and yet cling persistently to the outworn image that they have not yet passed the threshold of excellence.

* * *

MSU today is at a crucial stage. We have come a long way and now face many new challenges. Others who know better than I have observed that MSU has an opportunity which is distinct in higher education nationally. They point out that MSU is a unique institution. It combines high academic excellence with a most remarkable capacity for innovation and a continuing vital land grant tradition which has long sought to meet the wider educational needs of society, not just those of an elite.

If we are all agreed on the goal of the continued pursuit of excellence, then there are a number of critical challenges which we face together and separately in varying degrees. The adequacy of our response to these challenges will largely determine our success in the immediate years ahead.

There are many, but let me select three.

First, there is the irresistible challenge of the emerging demands for universal

higher education. The demands for universal higher education will not be met by a single institution, but by the entire system of higher education. ...Universal higher education does not mean that everyone will or can come to MSU.

...No one is arguing for the admission of individuals who are innately below standard, but of those persons with real academic potential. We all recognize that original innate intelligence is randomly distributed in society regardless of race, creed, income level or color. The difficulty is that our societal structures and institutional imperfections have frequently inhibited or prevented the full development of that potential... The real measure of excellence in the university is not how the person measures up at entry into the educational process in the freshman class, but what he or she is like upon graduation.

To me a truly great university is not one which can only work with and nurture the minds of those who have already proven their intellectual excellence before arrival, but the university which can work with both. If this were not so the Ivy League would have been reduced to ruin decades ago by the thousands of less than brilliant sons of the wealthy who have passed and continue to pass through their doors.

...MSU should continue its program of recruiting National Merit Scholars while simultaneously continuing its past willingness to meet the educational needs of the educationally disadvantaged in our state.

* * *

A SECOND challenge is the need to create and to maintain an environment conducive to the greatest freedom for creativity by the individual, scholar and scientist.

There are several counter - pressures working against this. The leading restraint is the problem of size. There is little doubt that while large size provides the necessary diversity in intellectual offerings which are the hallmark of the truly great university, it also contributes to the massiveness,

impersonality, and at times deadening effects of a large scale bureaucracy.

Another counter - pressure of considerable significance is the climate of sustained confrontation based upon confrontation as an end in itself. This comment applies to both students and faculty.

Much more serious than the short - run phenomenon of confrontation is the major shift taking place in the multiplication of the power centers in the governance of the university. This has implications for the rewards of scholarship. A decade ago in financial matters decisions were made pretty much by administrators with some advice of faculty. Today on the typical campus five or six groups are attempting to exercise increasing control over the allocation of resources of the university. These include labor unions ...the professional and clerical group ...the traditional administrative groups ...the student group... the faculty... and in some environments there is an evolving sixth group made up of graduate assistants and teaching assistants.

Great prophetic vision is not required to see the likely configuration of power blocks which may emerge from these trends. In the contest for resources every group cannot expect to gain 15 or 20 percent increases from a total budget that expands only 10 percent. The challenge which we all face is how to accommodate these changes in power foci while still meeting the total interests of the institution.

* * *

A FINAL challenge which we face in the pursuit of excellence is the restoration of the study of value and value problems to its proper place in the sciences and the humanities. Serious questions are being raised about the nature and morality of the scientist's social role. Academics, no less than businessmen and industrialists, have helped create problems ranging from our various urban difficulties to pollution, through scientific and technological research, whose application it was assumed was value free and without side effects.

Clearly the natural and social scientists must overcome their reluctance to deal systematically with the value questions that inevitably arise in teaching and research... Nothing makes more clear our failure to educate ourselves and our students to handle value problems than the intellectually flabby performance we see today in treating the moral and ethical problems that inundate both campus and society. Moral concern without intellect is sloppy sentimentality. At some point training must end and education must commence.

Blood drive opens

The spring term blood drive will be conducted next week (May 4-8) in Demonstration Hall. Hours will be 1-8 p.m. Monday through Thursday and 10 a.m. to 4 p.m. Friday.

Sponsoring the drive for the American Red Cross is the Arnold Air Society, which will provide free rides to Demonstration Hall for persons who so request by calling 353-9569. Non-teaching staff members may give blood during working hours.

Housing seminar

"The Quality of Life in the U. S.: Housing and Manpower Waste" is the topic of a seminar to be given Wednesday by David D. Martin, visiting professor of economics. The session, sponsored by the Joint Committee on Housing Research and Instruction, will be at 4 p.m. in 104-B Wells Hall.

Gifts and grants \$417,000

The Board of Trustees at its April meeting accepted \$417,899 in gifts and grants for Michigan State, about half of which will support research projects by faculty.

Federal government funds provided 76 per cent of the April total.

The largest single grant, for \$126,616, is for research of voice identification prints being conducted by Oscar I. Tosi, associate professor of audiology and speech science. The Michigan Department of State Police provided the grant.

A \$38,792 grant from the Atomic Energy Commission will support a study of thermodynamic properties of solid and liquid rare gas elements by Gerald L. Pollack, professor of physics.

Other research grants for faculty include: C. C. Chou, physiology, \$5,000 from the Kidney Foundation of Michigan to study the effect of diagnostic and diuretic agents of

different osmolarities on renal blood flow and function; W. J. Hooker and H. S. Potter, botany and plant pathology, \$500 from Colloidal Products Corp. to determine influence of surfactants on distribution of fungicide drops on plant leaf surfaces; M. L. Lacy, botany and plant pathology, \$1,000 from the Mint Industry Research Council to investigate control of diseases and weeds of mint; G. H. Conner, large animal surgery and medicine, \$6,866 from Parke - Davis & Co. to study drugs for synchronization of estrus in sheep; and W. T. Ross, Asian Studies Center, \$5,467 from Midwest Universities Consortium to do research in Singapore on retail marketing.

Consumer sessions scheduled Monday

Letitia Baldrige, director of consumer affairs for Burlington Industries, will be the speaker for next Monday's (May 4) faculty - student consumer seminar.

She will discuss "Bridging Gaps Through Consumer Education Programs" at 3 p.m. in 102 Wells Hall. The series, sponsored by the clothing, textiles and related arts department, is aimed at giving students and faculty a chance to visit with industrial representatives.

Williams to speak

G. Mennen Williams, former U.S. diplomat and longtime Michigan political figure will speak at a public lecture tonight at 7:30 p.m. in the Con Con Room of the International Center. He will discuss "Africa for the Africans."

MSU Faculty News

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WKAR

Tuesday, April 28

8 a.m. (AM-FM) MORNING REPORT. 20 minutes of national, local, international news. (Monday - Friday)

9 a.m. (AM-FM) DICK ESTELL READS. "Another Part of the House." (Monday - Friday)

1 p.m. (AM) LECTURE - DISCUSSION. Lord Francis Williams on "Responsibilities of the Press."

1 p.m. (FM) MUSIC THEATRE. "The Unsinkable Molly Brown."

5 p.m. (AM-FM) NEWS 60.

8:30 p.m. (FM) BOSTON SYMPHONY.

Wednesday, April 29

11 a.m. (AM) BOOK BEAT. Robert Cromie talks with Philip Stern, author of "The Oppenheimer Case."

1 p.m. (AM) LECTURE - DISCUSSION. Paul Saltman of U of C at San Diego on "Provosts, Protein, Protest and Pot."

1 p.m. (FM) MUSIC THEATRE. "The Roar of the Greasepaint, The Smell of the Crowd."

8 p.m. (FM) THE ART OF GLENN GOULD.

Thursday, April 30

1 p.m. (AM) LECTURE - DISCUSSION. Nobel laureate George Wald.

1 p.m. (FM) MUSIC THEATRE. "The Merry Widow."

9 p.m. (FM) JAZZ HORIZONS.

Friday, May 1

10:30 a.m. (AM) THE GOON SHOW. With Peter Sellers.

1 p.m. (FM) MUSIC THEATRE. "The Boy Friend."

Saturday, May 2

10 a.m. (FM) IT'S A NICE PLACE TO VISIT. Problems of the cities.

10:30 a.m. (AM) VARIETADES EN ESPANOL.

11:45 a.m. (FM) RECENT ACQUISITIONS.

1:30 p.m. (AM) THE DRUM.

2 p.m. (FM) OPERA. "Die Walkure."

7 p.m. (FM) LISTENER'S CHOICE.

Sunday, May 3

2 p.m. (AM-FM) CLEVELAND ORCHESTRA. Works by Wagner, Bartok, Debussy.

1 p.m. (FM) MUSIC THEATRE. "Promenade."

Monday, May 4

1 p.m. (FM) MUSIC THEATRE. "Promenade."

WMSB

Tuesday, April 28

12:30 p.m. UNDERSTANDING OUR WORLD. The old conflict between presidents and reporters.

1:00 p.m. THE GREEN THUMB. Growing cacti at home.

7:00 p.m. DRUGS: THE CHILDREN ARE CHOOSING.

Wednesday, April 29

12:30 p.m. BLACK MAN IN THE AMERICAS. Student and black power.

1:00 p.m. MODERN MRS.

7:00 p.m. YOUNG MUSICAL ARTISTS. Pianist Priscilla King

Thursday, April 30

12:30 p.m. A CONVERSATION WITH JAMES DAY. John D. Rockefeller III.

1:00 p.m. THE FRENCH CHEF.

7:00 p.m. LA REVISTA

Friday, May 1

2:30 p.m. INSIGHT. Story of a failing marriage.

1:00 p.m. LES FLEURS.

7:00 p.m. ASSIGNMENT 10.

Saturday, May 2

11:00 a.m. INNOVATIONS. WESTEC: new opportunities in metal working.

12:00 noon IT'S A DOG'S LIFE.

12:30 p.m. LA REVISTA.

1:00 p.m. THE SHOW. Earth Day.

Sunday, May 3

11:00 a.m. THE BRAIN. A study of the human brain.

12:00 noon ASSIGNMENT 10.

1:00 p.m. THE FORSYTE SAGA.

2:00 p.m. YOUR RIGHT TO SAY IT. Growing drive against drugs.

2:30 p.m. SOUL! DeeJay Hal Jackson; Miss Black America; The Five Stairsteps; The Delfonics; Carla Thomas; James Haughton.

3:30 p.m. NET FESTIVAL. England's Glyndebourne Opera Festival, 1967.

4:30 p.m. NET JOURNAL. America's Navajo Indians.

10:00 p.m. THE ADVOCATES. Should Congress limit the right to bear sidearms?

11:00 p.m. NET PLAYHOUSE. "A Crack in the Ice," Russian drama about bureaucratic pandemonium.

Monday, May 4

12:30 p.m. GERMAN PLAYHOUSE.

1:00 p.m. MONEY MATTERS.

7:00 p.m. SPARTAN SPORTLITE. MSU - Wisconsin - Indiana track meet; preview of Spartan Invitational Golf Tournament with Bruce Fossum.

Vandalism: Why the increase?

(Continued from page 1)

PETER MANNING, assistant professor in sociology and psychiatry, said that the new tactics of radicalism represent an attempt by young people to emulate the romanticized lives of contemporary revolutionaries.

He says much of the violence is rooted in a "romantic attachment to guerrilla warfare."

So far, he says, most of the revolutionary acts in this country are "pale representations by amateurs, but they won't be amateurs for very long."

THE CURRENT wave of violent destruction is symbolically important, say some behaviorists.

"They're going after property, not people," McNamara says. "They see the importance that is placed on property."

"There's a kind of belief in violence as a political tool," McNamara says. "The mass media have tended to overestimate violence as a tool of change."

Manning says that when vandalism becomes "political violence," its practitioners justify their acts by claiming to have high moral purpose. They even have a kind of "convoluted logic" for their destruction: While not intending to destroy universities completely, the radicals hope that by striking a "body blow" at a sensitive point in the system they can trigger a reaction that will somehow accommodate their wishes for radical change, even revolution.

TO MANY authorities, vandalism is a symptom of larger societal ills: Loss of faith in the community, materialism, questioning of authority, disenchantment with priorities, and on and on.

George S. Bach, a visiting professor of psychology, says that in only a few cases can vandalism be explained as "extreme deviant hostility, as a sickness." More often, he says, it can be viewed in the atmosphere of "the young versus the establishment."

Bach is here on leave from his post as director of the Institute of Group Therapy and as lecturer at UCLA. He is author of the book, "Intimate Enemy," in which he outlines his widely publicized theory of "creative aggression."

He says that the days of "arbitrary authority" - exercised on the basis of a doctorate or tenure or a title - are over. And he suggests that one way to prevent the "arbitrary desecration" of vandalism is to eliminate the exercise of arbitrary authority.

He urges "total participation" on the campus, involving students, faculty and administration in all decisions, "especially in the minutia" of such things as where to place signs or sidewalks.

MANNING WARNS against seeking simple answers to the reasons for vandalism.

He says that such terms as "meaningless" and "irrational" and "random" suggest that society hasn't yet developed "an understanding of the kind of communication" that vandalism conveys.

"We've become so inured by violence, confrontation and exaggerated rhetoric that we're satiated, and we're confused on their real meanings," Manning says that the standard of communicating with society as a whole is that your message "be as shocking as possible."

The current vandalism is important not only for the damage it causes, he says, but for the threat it implies. "This suggests that anything can be bombed, any time, any place. This is very disconcerting to society."

HOW DO you defend against vandalism?

Some observers are convinced that there is no chance for dialog with the small core of self-styled revolutionaries who have become convinced that the system cannot be reformed, so it must be destroyed and rebuilt.

One solution: Intensive surveillance,

spirited prosecution and strong sentencing - for the safety of society.

Manning acknowledges that "counterspy activities" could put a lot of people in jail. But he says that "you would have to continue this for an untold number of months."

He contends that the vandals, no matter how small their number, are "only symptomatic of broader discontent," and that for every person committing vandalism, "there are three or four more who have been close to doing the same thing."

"It's really impossible to prevent this symbolic kind of bombing. We have no real option in actual control," Manning says. The only option is to deal with vandalism as a "message" of discontent.

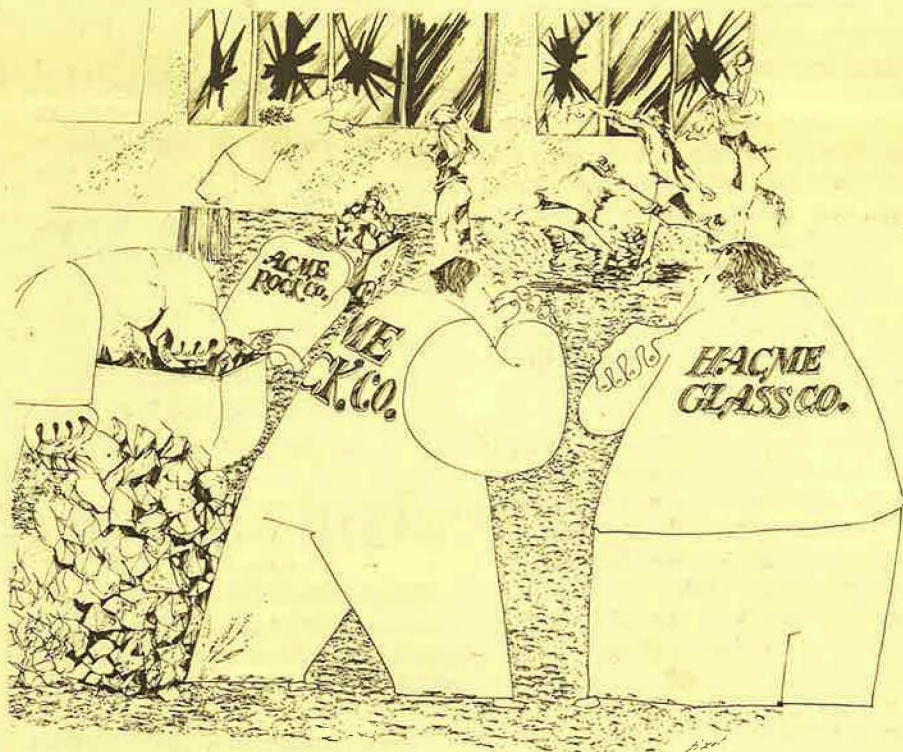
BACH WARNS that if the population outside the universities misinterprets the revolutionaries as criminal, more calls for "law and order" will result, and fascism will become a threat.

He says that conflict and confrontation are not necessarily things to be feared. Conflict "is the whole sap of life," Bach adds. "Peace and quiet is an abnormality."

And Bach sees a danger in "symbolizing." Youth and the older generation tend to treat each other as "things," Bach says.

"The more symbolic you are, the less human you are. You invite destruction by presenting yourself only in a role. Stereotyping is the fuel of violence."

- GENE RIETFORS



Arbitrator upholds University offer...

(Continued from page 1)

Maintenance Mechanic III, Mason, Painter III, Plumber III, Tinsmith, Welder, and so on. Others in level XXII, according to the arbitrator, have comparable skills, although they may not ordinarily be considered skilled tradesmen.

There are about 1,307 employees in levels II through XXI, including many custodians, gardeners, clerks, maids, bakers, cooks, etc. Also included are men working toward journeyman status in skilled trades occupations, such as at level XIX Carpenter II, Electrician II, Painter II, etc.

THE POWER of the arbitrator was limited by the language in the Letter of Agreement to granting either nothing or seven cents to the remainder of the bargaining unit.

He based his decision to grant nothing on three considerations:

- History in the bargaining unit of

extra pay for skilled trades beyond any general wage increase. Such a premium has been paid in many industries in recent years, the arbitrator stated in his decision, both as a means of compensating skilled tradesmen for their extra skills and as a means of insuring the employer's ability to recruit and retain skilled tradesmen.

- Current rates for levels II through XXI compare favorably with rates for similar jobs in Lansing hotels, motels, department stores, public schools and hospitals. The University's evidence, the arbitrator said, indicated that some classifications, such as maids, waitresses, janitor - custodians and clerks, in most cases receive higher rates than are paid elsewhere in the Lansing area.

- Current rates for Levels II through XXI compare favorably with rates for similar jobs in other Michigan colleges and universities. From available data, the arbitrator said, MSU appears, on the

average, to rank as the second - highest - paying employer among Michigan colleges and universities.

"For these reasons," Mittenthal said, "I find no justification for awarding the seven - cents - per - hour skilled trades increment to levels II through XXI. The special treatment given to the skilled trades in the past, the Union's own request for a skilled trades increment in the most recent negotiations, and the wage data discussed in the previous paragraphs together strongly suggest that this seven cents should be limited to levels XXII through XXX."

"The Union wishes to decrease the gap between these different wage levels and emphasizes that the seven - cents skilled trades increment serves to increase this gap. In view of the wage history of the skilled trades, however, this argument would seem more appropriate for the bargaining table than for this arbitration."

- BEVERLY TWITCHELL