

Trustees weigh bias procedures

The Board of Trustees heard a report Friday from Wilbur Brookover, professor of education and chairman of the committee which established the now nine - month -old Committee Against Discrimination (CAD) and the Anti - Discrimination Judicial Board.

Brookover's report and one by Robert Perrin, vice president for university relations, were in response to Trustee Warren Huff's proposal that the original Brookover committee consider changing its policy and procedure report to allow persons other than the "aggrieved" (or "friends of the court") to ask the CAD to investigate alleged discrimination.

"Under the current working of the Brookover document," Huff said in a letter to President Wharton which was distributed to the trustees, "a person having knowledge of discrimination but not personally aggrieved, has no remedy."

Both Brookover and Perrin pointed out that this is implicitly, if not explicitly, already provided for in the procedures of the CAD.

"In fact," Perrin said, "it is the committee's function to investigate broad areas or patterns of possible discrimination where no personal complaint has been filed. Initiation of complaints to be investigated may come from any source."

One investigation was completed by CAD, another is underway and two more are about to be undertaken and all were initiated by complaints filed by nonaggrieved persons, Perrin said.

Both he and Brookover did not object, however, to including Huff's recommendation in the policies and procedures for further clarification.

Huff's suggestion was referred by the
(Continued on page 4)

Grade changes

The registrar's office reminds faculty that the time limit for correcting grades is 30 days after the opening of the new term.

MISU Faculty News

Vol. 2, No. 9

Michigan State University

Nov. 24, 1970

Council will consider action on its rejected committees

Tenure and budget committees will be on the agenda when the Academic Council holds its fourth session of the month today at 3:15 p.m. in the Con Con Room of the International Center.

The two committee proposals were rejected by the Board of Trustees at its October meeting, and Jack Stieber, director of labor and industrial relations and former president of the local chapter of the American Association of University Professors, is asking the Council to reaffirm its support of the proposals (Faculty News, Nov. 3), add a preamble and resubmit them to the trustees.

After he read sections of the tape recordings from the trustees meeting, Stieber said the Board interpreted the term "administration" in the proposed bylaw amendments to include them (the trustees). He emphasized that "the term

administration is never used to include the Board of Trustees, but refers to the administrative officers of the University."

The proposed preamble states that "the Council feels that the Board's action must be ascribed to a misunderstanding regarding the intentions of the Council and the Senate in adopting these amendments.

The amendments, the preamble states, "are designed to clarify and improve the relationship between the faculty and the administration, as represented by the President and the Provost of the University . . . It was not the Council's intention to infringe in any way on the authority and prerogatives of the Board of Trustees as they relate to the subjects dealt with by these amendments.

"The Council recognizes that the Board has final authority on all matters

pertaining to the budget of the University, faculty compensation and faculty tenure. Nothing in these amendments detracts from this authority."

ERWIN BETTINGHAUS, assistant dean of communication arts, offered four amendments to the proposed bylaw changes:

- Change the name of the proposed University Committee on Faculty Compensation and Academic Budget to the University Faculty Affairs Committee;

- Substitute references to the provost or his office for the term administration;

- Make the chairman of the committee a voting member of the Elected Faculty Council;

- Add a section to the committee's charge to include review, proposal and amendment procedures for the two sections of the Academic Freedom Report dealing with faculty rights and responsibilities.

The amendments were designed to make it clear that "we do not want a confrontation situation with the Board of Trustees," Bettinghaus said. The faculty affairs committee (of which he is chairman) now includes almost all of what is being proposed, he said, and the title as originally proposed is a "semantic trap."

Bradley Greenberg, associate professor of communication and chairman of the University Faculty Tenure Committee offered an amendment to the proposals concerning that committee. His amendment would read that "decisions of the (committee) cannot be overruled except by the Board of Trustees." The proposal now reads: that such decisions "shall be binding on the administration and the faculty member concerned."

Fund loss won't cut salaries or increase student fees

The \$600,000 reduction in state - appropriated funds which MSU has been directed to absorb during the remainder of the 1970-71 fiscal year has raised a number of questions regarding the possible effects.

Students have asked whether the reduction means a commensurate increase in fees for the winter and spring terms, and faculty and staff have inquired whether salary cuts may be necessary.

The answer to these questions is "no." While the University has not completed its plans for complying with the reduction order, it is expected that

it will be met by curtailing or postponing expenditures and other economy moves.

Every effort will be made to avoid crippling cuts in ongoing programs, a spokesman said.

It is expected that the budgets of the Agricultural Experiment Station and the Cooperative Extension Service, subject to the same 1 percent reduction as the University's general fund, can also be realigned without severely hampering their important services to the state.

The administration hopes to present its specific recommendations to the Board of Trustees meeting in December.

Faculty being surveyed for report to state

"It is the intent of the legislature that each full - time faculty member who is paid wholly from the line item instruction will teach a minimum of not less than . . . ten (10) classroom contact hours (per week) . . ."

- Enrolled Senate Bill No. 1179
July, 1970

Backlash from campus unrest? An attempt to require accountability for public funds? An effort to reduce university autonomy?

Whatever their intentions, those few lines from the legislature's 1970-71 Higher Education Appropriations Act, they have caused a flurry of activity among Michigan's colleges and universities and in the state's Bureau of Higher Education.

At Michigan State, specialists in the Office of Institutional Research (OIR) have spent several months writing and rewriting an eight - page report form that will be the basis for the University's report to the Bureau of Higher Education.

Copies of the MSU form are or soon will be in the hands of some 5,000

(Continued on page 3)



- Photographed by Bill Mitcham

Letters

Retirement fund is questioned

To the editor:

Warned by previous experiences that one should always, particularly in America, read the "fine print," I have been carefully perusing the finely printed "editor's note" of some issues back (Faculty News, Oct. 27) that sought to explain the factors which were considered when the Powers at MSU raised, oh so gently, last summer the pension of non-TIAA faculty from \$3,000 to \$3,300. I had pointed out in my letter that in terms of today's prices the increase should have been, at the minimum (some 12 years having elapsed since the \$3,000 figure was set), \$4,500. I am, unfortunately, not a financial specialist, but my political philosophic expertise reacts to the Editor's Note as follows:

1. You mentioned that the faculty now constitute "a minority in the University program." You indicated that increasing the retirement salary in the noncontributory plan "involves

Nisbet quote is clarified

To the editor:

Your article headlined "AAUP will seek amendments again" (Faculty News, Oct. 27) was read with interest. One reason a person hesitates to speak out is because of being misquoted or only partially quoted.

Mr. (Sigmund) Nosow referred to my concern over "continued diminution of the Board's authority." That was only part of what I said. The rest was "without any group being able to accept the responsibility." The two parts must go together. Our attorney said at that time, "Yes, you can give up the authority, but you legally can't give up your responsibility."

It has always been my understanding that the administration was advised by the faculty on building budgets, and I have no quarrel with that; in fact, I am greatly in favor of the faculty being used in advisory capacities. I'm sure this is done to a great extent at Michigan State.

But when under the second proposal they talk about "tenure rules shall be binding," then it passes out of the advisory capacity.

I think we have a great faculty at Michigan State. And they should be involved in the operation of the University. My only point, however, is that the Board of Trustees is given certain responsibilities by the State Constitution, and we must have the final authority to carry out these responsibilities.

The faculty's role should be advisory, recommendatory — yes. But final authority — no.

Stephen Nisbet
Member, Board of Trustees

Phone toll corrected

The Nov. 17 Faculty News story concerning the telephone rate increase contained an erroneous report on the charge for a daytime person-to-person call to Traverse City.

The story said that such a call "costs 80 cents for the first minute and 30 cents for each minute thereafter, plus a service charge of 50 cents." The 50-cent service charge is INCLUDED in the toll for the first minute. But Michigan Bell officials point out that it is still less expensive for campus callers to direct-dial their calls.

(nonfaculty) as well as faculty," and that "the increased benefits must be drawn from a special retirement fund that is separate from the University's annual state appropriation." I reply: We should be concerned with and deal fairly with nonfaculty employees as well as faculty. The same Consumer Price Index applies to them as to the non-TIAA faculty. In other words, prices go up for all concerned.

2. In the explanation, "according to Stephen Terry, assistant vice president for business and finance," I find much that should be questioned. . . . If, as the editor's note indicates, he said that the University actually funds 5 per cent of the salary of each non-TIAA faculty member and has done so in the past (and if not, why not, may I add), then there should be a very generous amount of money in the "special retirement fund." This should be so especially when one considers: a) Only about one-fourth of our full-time employees participate in TIAA and b) the turnover in personnel (those who terminate employment here and never draw benefits).

3. Mr. Terry, via the editor's note, tells us that the present University plan for such people covered by it must remain "actuarially sound." That is, "its investments must perform well." But if the plan is "actuarially sound," why does a person have to select age 60 as the retirement option? This selection is forced upon the individual five years ahead of the implementation for most, and eight years ahead for many. If the

plan were "actuarially sound," it wouldn't make any difference, would it?

4. You state that according to Mr. Terry, "an increase beyond the \$3,300 figure would have required the University to take money from the general fund and this would have meant either higher student fees or lower faculty-staff salary increase." I reply: ANY action that is necessary for justice ought to be taken. After all, the University has increased its contributions to the TIAA — covered fund by one-third, from 7½ per cent in 1958 (the year of the \$3,000 for the others) to 10 per cent in 1965 (five years before the \$300 increase for "the others). Why shouldn't similar increase be made in the "old plan?"

This is my last word on this matter. I wish some interested and more narrowly specialized people would now take up the questions raised here. There are many other injustices being (not deliberately, but thoughtlessly) committed at MSU to which I must give attention. Then there are also such matters as classes to be taught, publications to be produced, community to be served — and salary and promotion to be aspired to.

Carroll Hawkins

Associate professor of political science

(Editor's Note: There is currently underway a regular actuarial review of the University's noncontributory retirement fund. No changes in the program or in the benefits will be made until that review is completed. The Faculty News will report any changes made in the system.)

Student participation report passes with some changes

The special Panel Report on Student Participation in Academic Governance was approved by the Academic Council last week and will be forwarded to the Academic Senate for consideration Jan. 20.

The Council's unanimous vote came despite student opposition to the report. Undergraduate student representative Gina Shack told the Council she "will not be party to an illusion of participation." She referred to her earlier stated objections to the provision concerning election of minority students representatives and to the section on "matters affecting the distinctively professional duties of the faculty."

"All has not been in vain," Miss Schack said. "At least now there is a document besides the Academic Freedom Report addressing itself to faculty rights."

The second undergraduate representative, Richard Foster, voiced the same objections but said he supported the report because "I hope a lot of paranoia will subside and perhaps some further progress will be made."

Charles Killingsworth, University professor of labor and industrial relations, responded that these "terribly bitter statements are made with complete lack of perspective and understanding of the fundamental issues with which we've been wrestling here."

"Faculty have recognized areas of exclusive student concern," he said, naming the State News as an example, "and now we are at a point, in a move toward community government, where the faculty feels it is essential that there should be some recognition of a few limited areas in which faculty concern is

predominant and faculty should be self-governing and self-regulating, just as students are in many areas of academic life today."

Graduate student representative David Wright spoke for the executive committee of the Council of Graduate Students which feels, he said, "that the heart of the document is a preserve for the rights of faculty," rather than a "document allegedly for student input."

And if the document is passed, Wright reported that COGS may not take part "in total" with its implementation.

BECAUSE discussions on the report had "exposed deep hostilities and divisions" John F. A. Taylor, professor of philosophy and chairman of the special panel, asked that the report be submitted to the Senate with the understanding that the pattern be tried experimentally for two years, then reviewed by the council and the Senate.

Rejection of the document by the Senate would be "a literal disaster," Taylor said.

Action concerning student participation would not be precluded during the two years since the report proposes a Committee on Academic Governance, whose charge includes continuing review of the student participation in academic governance.

James B. McKee, professor of sociology and chairman of the committee which prepared the student participation report rejected by the Senate last June, opposed the motion to present the current document to the Senate as an experiment.

To do so, he said, would be "buying votes of faculty who have doubts." The Senate should "vote it up or down according to their confidence in the

procedures established and their commitment to the principles," he said.

But, the motion carried.

* * *

OTHER COUNCIL action on the document included:

— Defeat of a motion to lower the percentage of votes required to refer action to the Senate from 51 per cent to 40 per cent.

— Contingent approval of a proposed revision of Article Seven of the Academic Freedom Report, which outlines amendment procedures for that document.

— Reconsideration of procedures to be used in selecting faculty members to the student affairs and public safety committees. Two weeks ago the Council amended the panel report to provide for selection of these faculty members by the Committee on Committees. On an appeal from Provost John Cantlon, the Council reversed its action, returning to the original provisions which call for final selection by the president from a list of nominees (twice the number of vacancies) presented by the Committee on Committees.

— Bylaws were amended to provide a vote for the vice president for student affairs and to remove voting privileges from the ombudsman, at his request.

A move to reconsider Section Two of the document, which refers to faculty prerogatives, was defeated. Graduate student David Wright had planned to offer an amendment to that section to provide graduate students a vote in areas where graduate students "assume the responsibilities of faculty."

— BEVERLY TWITCHELL



Tuesday, Nov. 24 — 1 p.m. (AM): "Advocacy and Objectivity in Urban Journalism" with Paul Gapp, U. of Chicago, and Don Holt of Newsweek. 11:30 p.m. (FM): "Radio Smithsonian" includes a discussion of women's liberation.

Wednesday, Nov. 25 — 1 p.m. (AM): "LSD and Other Many Splendored Things" is a discussion of drug use and abuse by Joseph Benforado of the University of Wisconsin.

Sunday, Nov. 29 — 2 p.m. (AM-FM): Music by Prokofiev, Dvorak and Brahms is featured by the Cleveland Orchestra's Severance Hall Concert. 10 p.m. (FM): "New England Conservatory Concerts" includes music by Cima, Morin and Bach.



Saturday, Nov. 28 — 12:30 p.m. . . . "Tchaikovsky Gala" features the Los Angeles Philharmonic performing "Piano Concerto No. 1" and the "1812 Overture."

Sunday, Nov. 29 — 1:30 p.m. . . . Baroque Rome is explored on "Civilization." 3 p.m. . . . "Slow Death of the Desert Water" is a look at the one-time home of the largest white pelican flock in North America on "Our Vanishing Wilderness." 10 p.m. . . . "From the House of the Dead," Leos Janacek's opera based on Dostoevski's autobiography. 11 p.m. . . . "Making Money and 13 Other Very Short Plays," 14 vignettes by William Saroyan, followed by James Saunders' one-act "A Slight Accident."

Visitors laud collective bargaining

About 80 members of the MSU chapter of the American Association of University Professors met Thursday night to hear representatives of two other Michigan universities discuss - favorably - the unionization of their faculties.

But first on the agenda was a report on MSU faculty salaries from Einar Hardin, professor of labor and industrial relations. The report is made annually and sent to the national AAUP, but Hardin said that this year the provost would not provide information regarding salaries by rank and colleges until spring term.

The guest speakers referred frequently to that situation as one which would not occur in a collective bargaining situation.

* * *

PROFESSORS Tom Brite (business) and Bob Clason (mathematics) of Central Michigan University discussed the CMU situation.

The faculty there voted in September, 1969, to be represented by a local district of the Michigan Association for Higher Education (MAHE). Their first contract was ratified in March by a 369-82 vote, with 82 per cent of the 547 eligible faculty voting. (Faculty News, Feb. 3 and April 7, 1970).

Collective bargaining, Clason said, has created no adversary relationship between the faculty and the administration. In fact, the opposite has occurred, he said. "There are better relations. There has been a good effort on the part of the administration to make sure that when decisions are made a faculty member is involved."

"I think we have educated the administration that collective bargaining is just another way of making decisions," Brite said. "It is not the imaginary horror that some thought it

would be. It can work if it is entered into openly and if the faculty share the responsibility with the administration."

* * *

PROFESSORS Joe DeMent (English) and Jim McKay (mathematics) of Oakland University discussed conditions at that institution, where faculty recently voted to be represented by their AAUP chapter. No contract has been ratified, but faculty are protected, DeMent said, by state law which provides for no changes in working conditions until a contract agreement is reached.

The Oakland situation is unique, DeMent pointed out, because it is newly independent, and has a new president, a new board of trustees, a new provost and a new vice president for student affairs.

Oakland's faculty voted 164-45 in favor of collective bargaining because "we wanted more voice and more money" DeMent said, and "collective bargaining was further facilitated by a lack of trust."

He said that bargaining may begin in a month, and he described the structure and procedures in selecting a bargaining committee. The AAUP members will select bargaining priorities.

(Unlike CMU, where the entire faculty voted on ratification of a contract, only AAUP members would vote on a contract at Oakland).

McKay discussed four other factors in Oakland's decision to enter a collective bargaining situation:

- Salary structures at community colleges and at Central Michigan, compared to larger institutions, revealed "real discrepancies" and led to an attitude of "it's not going to be handed to you unless you organize. We saw that collective bargaining was going to be a fact of life," he said.

- AAUP was favored by the faculty, because they did not like the emphasis of other organizations on such approaches as "the administration is the enemy."

- The public control factor, or the increasing presence of legislative "riders" on appropriations bills, with the faculty having "no effective voice to stave off this sort of legislative action." United action, he said, was viewed as a way to get that voice.

- "Faculties everywhere are badly politicized," with the factions divided on every issue. The issue of collective

bargaining, McKay said, united the faculty at Oakland.

* * *

SOME QUESTIONS from the MSU audience and responses included:

* Were the traditional governmental structures, as provided in University bylaws, weakened? Answer from CMU: No, they were strengthened, "given some bite."

* Is teaching load emphasized over research and public service? Answer from CMU: We have a "status quo statement." Brite said his own view is that "you can over - negotiate," by saying that every faculty member has to teach a certain number of hours until he's practically punching a timeclock. So "we let the usual channels take care of this."

* Strikes? There is a no - strike clause in the CMU contract. There are "other weapons," the CMU representatives said, in case of a "last resort" situation.

MSU's AAUP chapter will discuss collective bargaining at MSU at its next meeting Thursday, Dec. 3.

- BEVERLY TWITCHELL

Faculty workload survey . . .

(Concluded from page 1)

faculty members and graduate assistants. Using data from the survey, the OIR will report to the state by late February, 1971.

After the Bureau of Higher Education has processed and analyzed data from all state institutions, a draft of its report will be reviewed next summer by each school. The final report to the legislature is due by next September.

* * *

ALTHOUGH THE legislative rider specifies that "each full - time faculty member" is to teach at least 10 classroom contact hours a week, OIR assistant directors Thomas M. Freeman and Lynn Peltier said that MSU intends to report only average departmental figures, not individual faculty totals, as required by the Bureau of Higher Education.

And he notes that the state has indicated that it will include graduate assistants as well as faculty in its report forms.

MSU might be able to meet the state's reporting needs with the limited data it already has, Freeman explained, "but an institution as large as this one provides much independent and variable credit instruction. Much of the faculty workload isn't to be found in scheduled classroom contact."

An example is the professor who teaches a three - credit course that shows "hours arranged." Only the professor teaching that course can provide data on how many "classroom contact hours" he logs each week.

While this is the first time that reference to faculty workloads has been made in a public act, Freeman said, it is not the first time MSU has had to report such information to the state.

"Until now, all state inquiries have been answered with existing data we acquired without going directly to the faculty. Now is a good time to go to the faculty, because we don't know how much time they spend in independent and variable instruction, and we don't know the extent of their public service activities or other workload factors."

These data will be reflected in the report MSU makes to the state, Freeman said.

"EVERYONE IS looking at universities with an increasingly critical eyes," he observed. "Some faculty will say, 'I work hard. It's obvious to me that I work hard.'"

"It may be obvious to us, too," Freeman added, "but unfortunately it's not obvious to everyone else."

He said that one problem with the state's requirement for 10 classroom contact hours is that "it really doesn't reflect the magnitude of the workload of providing classroom instruction in a major university."

Some have questioned whether it is even appropriate for the legislature to request such information from the University. And in the faculty affairs committee, where the survey form was reviewed earlier this month, it was reported that faculty may be uneasy about trying to measure activities but not teaching quality. Some contend that it is virtually impossible to assess quality.

Both Freeman and Peltier acknowledge that the report form emphasizes quantity and input. But Freeman pointed out that measuring input is "a minor problem" compared with trying to measure educational output: Knowledge learned, graduates, books, papers, services.

Freeman also noted that the survey asks faculty to elaborate on their activities: "Is this fall quarter representative of your workload and activities?"

And he emphasized that the OIR plans to review the survey results with department heads and deans before they are reported to the state.

"WE COULD take a hard line, tell the

legislature that this is none of their business and give them only gross data," Peltier said.

"The other approach is to cooperate, communicate and educate. We need to make some of our faculty's varied activities visible, because there is a real credibility gap with the public. Some people now see our only outputs as graduates and people who throw stones."

"It may be our role to convince the legislature that at this University 10 classroom contact hours are too many to allow faculty to fulfill their other obligations."

Freeman agreed.

"This can be seen as a threat or as an opportunity," he noted. "Although the legislature's request caused us to move more rapidly than we would have liked, we have been moving toward this (reporting procedure) for the past few years."

Early last year, institutional research began developing forms and methods to measure inputs and outputs for 12 departments. And it has been computing credit hours and other information for the past decade.

* * *

THE STATE'S tentative form asks the University to report on the experience and degrees held by faculty at various ranks; credit and contact hour workloads and other considerations by faculty rank and salary; and the full - time equivalent credit workload by faculty rank.

Freeman noted that while the whole process "is deadly serious," it may represent a trial run, since the state has indicated this will be an annual process.

COGS says it will stay in Council

The Council of Graduate Students voted Thursday to continue sending graduate student representatives to the Academic Council and standing committees, regardless of voting privileges.

The move came despite the organization's opposition to the Academic Council's denial of full voting privileges to student representatives, as recommended in the Specific Panel Report on Student Participation.

That opposition was expressed in a resolution also passed by COGS to protest the denial of full voting privileges to graduate students in the Council and the standing committees.

Discussion of whether to continue sending representatives was spurred by a report by Dave Wright, COGS' Council representative.

Wright said that "it is unlikely that any faculty controlled Council will produce any meaningful document for student participation until they reach an understanding with the administration on their own rights."

He suggested that graduate student representation be withdrawn from the Academic Council in order to concentrate on the Graduate Council, which has three graduate students with full membership privileges.

The apparent feeling of COGS representatives, however, was that if the Council is a viable group, COGS ought to participate since it still has a voice, - a "foot in the door."

A-P employees describe jobs

Copies of the "Clerical - Administrative - Professional Classification Questionnaire" sent last week to all administrative - professional staff represent the first campus - wide review of job duties since the A-P system was introduced in 1961.

Gerald F. O'Connor, assistant director of the personnel center, said that the survey was not related to a current examination of the classification system

by a committee of the A-P Association.

The need for the review at this time is based on the merit salary increase plan for A-P staff that became effective last July 1, he said.

He explained that A-P job descriptions are normally reviewed and rewritten when a request for reclassification is made. All A-P job descriptions will be updated as a result of the current survey, O'Connor added.

They really started something!

A prizewinning new book written by a Michigan State faculty member describes attempts by radical critics of education to reshape university curricula and to make them more relevant.

And it points out that the radicals' attempts to destroy existing structures really centered on replacing them with better ones.

But the book's setting is not the American college campus of the 1970's; it is Puritan England of the mid - 17th century. For his work, "The Puritan Revolution and Educational Thought," Richard L. Greaves last week received the Walter D. Love Memorial Prize for the best book on British history written in 1969-70. Greaves, an assistant professor of humanities, received the prize at the Conference on British Studies in Wilmington, Del.

* * *

EDUCATIONAL REFORMS sought during 1640 - 1660 in England closely parallel many of the changes requested today, says Greaves.

In his book, Greaves writes that sectaries — the radical reformers among English Puritans — sought "a deeper religious experience, a more relevant education and universal knowledge in law and medicine."

For those who contend that today's students and educational critics are pioneers in seeking fundamental change, Greaves points out that the present marks "probably the third time in modern Western civilization" for major educational reform to be espoused.

The events of 300 years ago recalled in his book, Greaves says, helped form "the fountainhead of the land - grant idea," which constituted the second major push for educational reform in modern Western history.

Even in 17th - century England, he says, radical reformers were promoting agricultural schools, trying to expand education and calling for more emphasis on technological and practical knowledge.

* * *

GREAVES WRITES in his book that critics of the Puritan reformers tried to dismiss them as enemies of education and knowledge. But he adds that "the real foe of the sectarian reformers was only an educational system steeped in tradition and dedicated to the propagation of esoteric knowledge to the initiated.

"In attacking this behemoth, the sectaries began to pave the way for the development of an educational system more responsive to the needs of society and more inclusive of the people within that society."

Then, as later, some voices were calling for universal education, Greaves' book says:

"Because education (in the form advocated by sectaries) was utilitarian in nature and because it could benefit the poor, most sectaries contended that it should be extended to all children."

Some urged expansion of the system of colleges to allow more people a chance for higher education:

"If such a program of education was established (the sectaries said), parents could keep their children at home while they were attending school, and thus reduce educational expenses. The practical effect of such a program would be the extension of higher education to academically capable children of parents with lower incomes."

The sectaries also wanted an educational system to uplift the poor:

"(They) realized that a primary key to the permanent betterment of the lower classes was education. The first step was to revise the curriculum of the schools to provide practical training rather than gentlemanly refinement . . . The second step was to expand the educational system to provide training for all children, and to decentralize it at all levels in order to make school less expensive and schools more accessible . . . The final step . . . was the establishment of new fellowship and scholarship programs to aid deserving and needy students to obtain a university education."



— Drawing by Bob Brent

THE "ESTABLISHMENT" in Puritan England was much more closed - minded about the prospect of reform than is society today, Greaves observes. "Most people are more willing to listen today."

Even now, though, many ignore the lessons of history, he says, and fail to recall that many of today's demands for change have been with us throughout history. Even worse than overreacting to reformers, Greaves says, is remaining complacent about the issues they raise.

* * *

GREAVES' book, which took him three years to write, was completed while he was on the faculty at Eastern Washington State College. He was supported partially by a postdoctoral research fellowship from the National Endowment for the Humanities. The book is published by the Rutgers University Press.

Greaves has been a member of the MSU faculty since September of 1969.

— GENE RIETFORS

Board recognizes COGS . . .

(Concluded from page 1)

Board to the Brookover committee for consideration and whatever disposition it chooses.

Huff expressed further concern about the "sense of urgency" which he said had apparently been lost since February.

"Nine months have passed since the president called an emergency meeting of the Board to act on the Brookover report," he said. "In July, the Board was told a task force would be formed to study discrimination. To my knowledge, no study has been undertaken by the Committee Against Discrimination, and no task force has been formed."

He expressed concern about two areas: Employment of faculty and graduate assistants, and placement of graduates in good jobs.

"I'd like to recapture that (February) sense of urgency and concern," he said. "We have quietly slipped into a bureaucratic approach."

He suggested to President Wharton that action be taken through administrative channels in two areas:

— Ask the President to express to departments and colleges the Board's concern that policies prohibiting any

discrimination in employment be carefully followed, and that the provost's office scrutinize hiring with these policies in mind before recommending such hirings to the trustees.

— "Recognizing that there is widespread bias in business and industry against the employment of many minorities, including women," the president is requesting to consult with the Placement Office to provide special services to help place graduates who are having difficulty because they are members of minority groups.

Regarding the sense of urgency, Perrin said that discrimination is "easy to charge and difficult to prove. Speed is not always available to us."

He said that the Office of Economic Opportunities (OEO) has presented guidelines on nondiscrimination in hiring to the deans. There will also be visits by OEO staff members.

* * *

THE COUNCIL of Graduate Students was recognized by the trustees as the official organization representing the graduate students at MSU.

Because the Graduate Council endorses the COGS tax referendum held at fall term registration as "having been a legitimate action by a legitimate and

representative student organization," and because COGS plans to hold a University - wide referendum on its revised constitution during this academic year, the Graduate Council had requested the official trustee recognition of COGS.

The Council further suggested interim recognition until the proposed constitutional referendum is held, as long as that occurs no later than the end of spring term, 1971.

The resolution, which has been approved unanimously by the Graduate Council Oct. 26, was approved unanimously by the trustees.

Official recognition by the trustees means that the COGS tax on graduate students will be collected winter term registration.

MISU Faculty News

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Editorial Offices: Rooms 323 and 324, Linton Hall, Michigan State University, East Lansing 48823. Phone: 355-2285.
Published weekly during the September - June academic year by the Department of Information Services.
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Fund drive hits \$6,655

The voluntary fund drive among University employes has raised \$6,655 as of mid - November for the MSU Development Fund.

Emery G. Foster, assistant vice president for business operations and chairman of the all - University Development Fund Campaign Committee, said he is encouraged by the response thus far.

"We still hope to receive additional contributions before the end of the year," Foster said.

He expressed belief that a show of support for the University among its employes will have a favorable effect on the taxpayers and the State Legislature.

It is the first campaign of its type at Michigan State and is expected to become an annual part of the Development Fund program.

Foster said that a boost to the campaign is a new Michigan tax law which makes it possible to contribute at a very low net cost to the donor. The law provides a tax credit for charitable contributions to institutions of higher learning in Michigan, provided the contribution is for the general fund or the general support of the institution.