

Prepaid health: 'A funny thing happened'

The idea of prepaid health care at Michigan State is generating far more controversy than was expected when the concept was first introduced here early this year.

The latest development occurred only hours before the Board of Trustees was to hear a report and recommendation on prepaid health care at its meeting last Friday.

As Robert Perrin, vice president for University relations, put it: "A funny thing happened to this item on its way to the Board meeting."

"This item" was a recommendation that MSU proceed to Phase II of a series of phases which could lead to a prepaid plan on the campus sometime in 1973. (In a prepaid program, subscribers pay a set fee to a group of doctors and other health professionals who then provide agreed-upon health services.)

The "funny thing" was the resignation last Thursday of six members of the 10-member All University Health Center Advisory Board, which has been studying feasibility of the prepaid plan.

In their resignation letter to President Wharton, the six pointed out that they had not yet issued any report or recommendation on the issue, "although a report had been in its final stages." Placing the item (Phase II) on Friday's Board meeting, the group said, suggested that deliberations of the advisory board "will have been for naught, and that any further deliberation on our part would be futile."

The advisory board "is unanimously opposed to moving to the second phase of a prepaid program's development at this time," the statement said.

It was signed by Louie Bender,

graduate student and chairman of the advisory board; Olaf Mickelsen, faculty representative; Robert L'Huilier, administrative - professional representative; Katherine Murphy, clerical-technical representative; Harry Scoonover, hourly employes representative; and Jackie Roberson, minority undergraduate representative.

* * *

PERRIN TOLD THE trustees that the mass resignation by the advisory board was the result of "an unfortunate misunderstanding."

"In no way do we suggest that we implement a health plan in any form at this time," he said.

Perrin reported that while Phase I of the prepaid health study - a survey of students, faculty and staff health needs and attitudes - was not conclusive, the plan warranted a more detailed study.

Phase II, he said, would include a thorough investigation of what a prepaid plan would mean for MSU, with emphasis on development of alternative approaches, cost factors and organizational structure. The study would take about a year, Perrin said, and should provide sufficient data to determine whether MSU should proceed with a pilot prepaid plan.

The study will be conducted by the new Office of Health Services Education and Research, a division of the College of Human Medicine.

* * *

BENDER SAID MONDAY that if an objective study of prepaid health care is the goal, then an arm of the medical school "is the last place to send it."

He said that the advisory board was prepared to recommend that it start all

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Nov. 24, 1971

Trustees give green light to Ice Arena, all events and performing arts buildings

MSU VERTICAL FILE

The Board of Trustees Friday gave its go-ahead to planning for three major projects: An Ice Arena, an All-Events Building and a Performing Arts Center.

The Ice Arena—a 6,000-seat facility—is to be built on funds accumulated primarily through football ticket sales. Executive Vice President Jack Breslin said that "with good luck",

the arena could be completed in time for the 1973 hockey season. The motion approving the arena was supported by Trustees Patricia Carrigan, Blanche Martin, Frank Hartman, Don Stevens and Kenneth Thompson; Trustees Warren Huff, Frank Merriman and Clair White opposed.

The All-Events Building, subject of a

campus controversy early in 1970, is a longer-range project and was approved by the Trustees contingent on an acceptable funding plan. Breslin had proposed a \$15-per-student fee for 20 to 25 years to cover costs of the building, but some trustees objected. The motion to approve the All-Events Building was opposed by Carrigan and Stevens, who both said they would not vote for something until a financing plan was definite.

Richard Sullivan, dean of arts and letters, told the trustees in a Thursday night session that the proposed Performing Arts Center would cost an estimated \$12 million to \$15 million. president Wharton said it would be funded through public support, and through private gifts and grants.

Sullivan pointed out that there is "no lack of talent or programs here, but the weak link is in the area of facilities." He recommended that a new facility contain a 2,500-seat auditorium, a recital hall seating 800 to 900, and a theatre for 700 to 800 persons.

The Board unanimously gave the go-ahead for a Performing Arts Center.

FACULTY SALARIES

Discussion on release of faculty salaries was deferred until January. Provost John Cantlon announced that the recommendation of the Faculty Affairs and Faculty Compensation Committee (News-Bulletin, Nov. 18) came too late for the administration to discuss it and prepare a position or recommendation for the Trustees.

STUDENT WORKERS

The trustees also approved a resolution by White which expressed the Board's "support of lawful self-help and other legitimate actions taken by (MSU) students to improve wages and working conditions in the East Lansing area." The resolution referred to higher tuition rates, cutbacks on student loans, unemployment rates, and the increased labor supply in the area which has "depressed wages and working

conditions." White's resolution was related to the dispute at a local restaurant between student employes and the restaurant management.

The trustees also approved a raise in the pay scale for student employes of the University.

AGE OF MAJORITY

Because of the change in the age of majority from 21 to 18, and because nearly half of MSU's students are between 18 and 20, the trustees accepted a report developed by the dean of students office dealing with implications of the change.

The report outlines rights and responsibilities, and records and policy changes. For example, the University alcohol policy will be changed to allow 18-year-old students and older to use or possess alcohol on campus. Age designations will be removed from student motor vehicle regulations; only parents of students under 18 will be notified on matters of discipline and academic action.

(Continued on page 2)

AC meeting is Tuesday

Four items face the Academic Council when it meets Tuesday (Nov. 30) at 3:15 p.m. in the Con Con Room of the Center for International Programs.

Depending on the action taken yesterday by the Elected Faculty Council, the Academic Council will hear either a status report on the proposed faculty grievance procedure, or the procedure will be presented for discussion but not action.

Other Council items are: A summary of procedures for selecting student representatives to the Council and committees; an explanation from the chairman of the building, lands and planning committee on a proposed campus dog ordinance, and a report from the curriculum committee.

Board reiterates denial of campus highway plan

The wait was long—nearly two hours into Friday's Board of Trustees' meeting—but the result was expected Friday as the Board of Trustees voted unanimously to reaffirm to deny approval of the proposed cross-country highway.

Trustee Don Stevens offered the motion to reaffirm the Board's action of last June (which rescinded the trustees' September, 1969, approval of the highway route). But Stevens' motion also said the Board would "direct the central administration of the University to cooperate in an area-wide transportation study to consider the alternatives to the proposed route, including alternate modes of transportation."

In a 2½-page statement accompanying his motion, Stevens said he had concluded after careful study that the Board should continue to oppose the cross-campus highway, "not for lack of need, but for lack of adequate consideration of alternatives."

He also said: "Like the spiraling arms race, new highways create more traffic demand, which creates more demand for more highways. This Board has a responsibility to slow this process in order to give new alternatives a chance."

And Stevens added that "if worse comes to worst, we can always build the proposed highway."

President Wharton had earlier made available to trustees a 15-page summary of major arguments both supporting and opposing the highway, and a list of options facing the Board.

Wharton declined to suggest any action for the trustees. But he said that MSU "cannot dismiss, out of hand, development which will be to the greater advantage of the community just because we may experience some internal difficulties or dislocations."

He added that "our overriding responsibility must be to provide the tangible setting, the environment and the quality of educational services which will continue and enhance the educational excellence" that is expected of MSU.

The Board's action culminated an issue that was publicly aired last month in Kellogg Center (News-Bulletin, Oct. 21). Within the past week, the East Lansing City Council rescinded its earlier stand and voted 3-2 to oppose the highway plan; the Lansing City Council passed a resolution strongly endorsing the plan; station WJIM-TV editorially opposed the currently proposed route in favor of one farther south; and The State Journal in editorials supported the highway's plan and criticized trustees for rejecting the route.

Affirmative action plan lists 1974 goals

Women will occupy 14.6 percent of the faculty positions in MSU's tenure system by the end of 1973-74 academic year if hiring goals presented to the Board of Trustees Friday (Nov. 19) are fully met.

This recommendation is included in the University's Affirmative Action Plan for Women, 1971-74.

The report calls for 102 new women faculty members by 1974, a figure including the replacement of 34 women expected to retire or resign. Women now make up 11.4 percent, or 250, of those in the tenure system.

The report further urges that "at least 10 percent of the faculty women hired through 1973-74 be representatives of minority groups."

At Friday's Board meeting, a representative of black women at MSU read a statement that urged trustees to "specifically designate the necessary percentage of new female positions to black women to effectively increase the overall percentage of black women to a minimum of 12 percent at all levels of employment."

The statement noted that while minority women make up 12 percent of the total female population of Michigan, "it is distressing to note that minority women constitute less than 5 percent of the women employed in the categories of faculty, administrative - professional and clerical - technical."

GOALS IN THE affirmative action plan are based on the assumption of static employment, predicted openings created through retirements and resignations, and University needs, the report states. Availability of qualified female applicants as shown by "Earned Degrees Conferred, 1968-69" published by the U.S. Department of Health,

Education and Welfare was also taken into consideration.

The plan also recommends investigating all cases of apparent pay inequities in the faculty, A-P, C-T and labor payrolls.

President Wharton earlier directed a study to insure the equitable treatment of nonstudent, part-time employees in both academic and nonacademic positions since these employees are predominately women.

The document listed several areas where MSU has already moved to correct past discriminatory policies.

TO IMPLEMENT its goals, the affirmative action plan suggests eight points:

1. Hiring goals for women faculty will be closely monitored. Although these goals span three years, the Office of Equal Opportunity Programs will assess progress through a system of periodic reports on applicant flow and actual hiring. Monitoring will include emphasis on the hiring of minority women.

2. Possible salary inequities for women performing essentially the same work as men will continue to be explored, based on both apparent disparities and individual complaints received. Corrections will be made when justified by the facts.

3. Employing units will be encouraged to review their promotion systems to better assure that qualified women will have equal opportunity to higher positions.

4. Colleges and academic departments will be urged to initiate procedures to encourage interested women, both graduate and undergraduate, to enter disciplines where women traditionally have been in short supply, as identified by "Earned Degrees Conferred."

5. Problem areas identified in the second report on the status of faculty women at MSU, compiled by the Office of Institutional Research, will be followed up and necessary corrective action taken.

6. Efforts will be made to assure equitable treatment for women employed in part-time or "temporary" positions in both academic and nonacademic areas.

7. The Committee Against Discrimination and the Anti-Discrimination Judicial Board will continue to handle complaints of discrimination. A Women's Advisory Committee will be established to assist the Office of Equal Opportunity Programs to better assess and deal with the concerns of women.

8. Concentrated attention will be given the status of women in

nonacademic administrative and clerical positions to insure proper promotional opportunities, access to greater administrative responsibility and equality of pay. Hiring goals for nonacademic women also will be set.

THE AFFIRMATIVE ACTION proposal underwent extensive questioning by Trustees Pat Carrigan and Warren Huff.

Carrigan said that the goals "don't move us as far along as we'd like to be," and she suggested that the word "minimum" be inserted to precede "hiring goals" in the plan.

Huff contended that the index used in the plan (HEW's "Earned Degrees Conferred, 1968-69") was inappropriate, since it was the product of national pattern of discrimination against women in graduate schools.

Two proposals affect foreign grad students

Foreign graduate students were the subjects of two proposals passed by the Graduate Council in its monthly meeting last week.

The council unanimously adopted a policy of "permitting and facilitating" students from developing countries to undertake their Ph.D. dissertation research in their home countries, whenever feasible.

"The length of time required to complete all requirements for the Ph.D. is usually so long as to keep candidates out of their countries long enough for these students to lose contact with current trends and problems in their home countries," noted Richard Niehoff, assistant dean of international studies and programs.

Niehoff added that this policy will in no way diminish the responsibility of the chairman or members of a scholar's committee, but will enhance the capacity of the foreign graduate student to do scholarly work more effectively in his home country.

The words "permitting and facilitating" were inserted at the request of Lawrence H. Officer, professor of economics, so it would not seem that

MSU was putting pressure on the foreign students to write on their own countries.

IN ANOTHER ACTION, the council adopted a proposal that detailed financial statements be required of all foreign students. The financial statements are prepared and available through the College Scholarship Office.

Some sponsored graduate students, according to Ellis S. Hammond, assistant director for foreign admissions in admissions and scholarships, become a financial burden to MSU when their studies extend beyond the original plan. Others, he noted, are simply unrealistic about the costs of higher education in the U.S.

Hammond emphasized that the statement would be a "thorough review of the financial situation, not a criterion for admission."

The council also expressed concern about the number of graduate admission applications which are delayed at the departmental level and remain unprocessed at the beginning of each term. As of Oct. 15, 701 applications for fall term remained pending at the departmental level. —MIKE MANLEY

Grant will support task force study of lifelong education

MSU has received an \$80,000 grant from the Kellogg Foundation to underwrite a Task Force on Lifelong Education, leading to a redefinition of adult and continuing education.

In announcing the task force to the Board of Trustees, President Wharton pointed out that it is directly related to the recently released Report on Admissions and Student Body Composition.

The commission recommended that "a high level study be made to determine how the University might strengthen its contributions to lifelong education. Such a study should examine issues of organization, curriculum, areas of specialization, geographic service areas, and issues of interinstitutional coordination."

The new task force will begin its work in January and complete its final report by April 1, 1973.

Wharton said that traditional continuing and adult education programs have served a limited collection of primarily mobile, middle-class, professional groups.

He said that if MSU "is to maintain its great heritage of service to the citizens of Michigan, we must expand educational opportunities to the full range of individuals, particularly those groups who for one reason or another have been 'educationally neglected.'"

Wharton listed as "educationally neglected" the distressed — such as criminals, physically handicapped, unemployed or unemployable, veterans, and widowed and divorced, the elderly, both retired and semiretired; the disadvantaged — low income inner-city and rural population, as well as migrant workers; minorities — black, Chicano and Indian; the obsolete — including labor, management, small businessmen and professionals; and women — housewives, mothers and professionals.

He said that the knowledge explosion results in new demands for the updating of all types of professionals from engineers to doctors.

Similarly, the accelerating rate of technological and social change, he noted, has escalated social stress and provided man with increased leisure time to pursue something other than food and shelter.

The task force will include some 15 members — three deans, three faculty, three students, two alumni, an assistant provost and the directors of Libraries, Continuing Education and Cooperative Extension.

Wharton will be chairman of the task force, and William Wilkie, now special assistant to the president, will be director of the lifelong education task force.

Board summary . . .

(Concluded from page 1)

NEW AWARD

A Distinguished Citizen Award has been established by the Board. It will be separate from the faculty and honorary awards presented by the University. Nominations for the award will be made by the trustees, who will also develop the criteria, which will primarily be public service, President Wharton said.

The award will be given primarily (but not necessarily exclusively) to distinguished Michigan citizens. About three or four will be given each year, with no particular time of presentation designated.

STATE NEWS REFUNDS

The State News will be allowed to continue its refund policy rather than be required to hold a student referendum on whether students want to continue to pay \$1 a term for the paper.

The referendum was required in an earlier motion by action by the trustees, but Friday they voted to allow the paper staff to continue the policy of a two-week period per term at which time a student may file for a refund if he

chooses not to read or use the services of the State News. Huff opposed the motion, saying later that he considered it "subterfuge."

OTHER ITEMS

* Accepted \$2,094,312 in gifts and grants for 49 units of the University, including \$1.9 million for education and \$994,000 for research.

* Approved nine appointments, two academic promotions, 26 leaves, 24 transfers and changes in assignment, 16 resignations and terminations and 10 retirements.

Three acting department chairmen were named: James L. Fairley, associate chairman of biochemistry to acting chairman; Gale Mikles, professor, to acting chairman of health, physical education and recreation; and Robert W. Summitt, associate professor of metallurgy, mechanics and materials science to acting chairman of that department.

Carroll H. Wamhoff was appointed acting director of the newly named Agriculture and Natural Resources Education Institute. It replaces the Institute for Extension Personnel Development.

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Ad Group studying grievance proposals

The Elected Faculty Council was scheduled to resume its discussion of the proposed faculty grievance procedures yesterday (Tuesday) afternoon — and the group that includes MSU's central administrators and deans is preparing its position on the procedures.

The Administrative Group, which meets regularly with President Wharton, will receive six recommendations, including a suggestion that a faculty ombudsman be appointed. A subcommittee of the group, chaired by Lawrence L. Boger, dean of agriculture and natural resources, recommended:

* That grievance be defined, even if only by the "types or examples of generic issues" that would be covered by the procedures.

* That section 3.3.3 of the grievance proposal is confusing and implies that a democratic decision is the best decision. (The section, since deleted by the Elected Faculty Council, stated that judicial boards would not have heard appeals concerning substantive decisions made according to democratic procedures). Such administrative decisions as whether a faculty member meets the criteria for a tenured appointment should not be reviewed through a grievance procedure, the subcommittee said, but through the present administrative structure.

* That formal hearings should be closed unless the person appealing a decision requests an open hearing. The grievance proposal now states that hearings shall be closed unless both parties consent to an open hearing. The subcommittee recommendation is based on the idea that a person should have the right to an open hearing if he so desires.

* Because subcommittee members thought the document's tone was adversarial and because they said a formal courtroom atmosphere is inappropriate and unmanageable, they recommended that the procedures minimize the development of quasi-legal deliberations and adversarial relationships.

* The grievance proposal provides that a representative of the American Arbitration Association select a third member to an appeals board if the other two members cannot agree on a third member. The subcommittee suggested that if the grievance has not received satisfactory conciliation to that point, he seek legal recourse in the formal judicial system available to him as a citizen, rather than creating a quasi-legal process at MSU.

* The subcommittee suggested that the proposed grievance procedures are too complicated for an interim procedure, and therefore recommended that the provost, in consultation with the president, appoint a faculty ombudsman as an alternative to the grievance procedures as proposed. The faculty ombudsman would have support staff to function formally and informally on grievances during the interim (until a full document on faculty rights and responsibilities is completed by the Ad Hoc Committee on Faculty Rights, Responsibilities and Grievance Procedures).

These recommendations will be presented to the Administrative Group Boger said, and if they are accepted, they could be held as an administrative position for presentation to the Board of Trustees when the proposed grievance procedures reach the Board.

When the Elected Faculty Council

concludes its debate on the procedures, the grievance proposal will, if approved, be forwarded to the Academic Council. Although the deans are members of the Academic Council, Boger said the

subcommittee recommendations would probably not be presented to the Council, unless any of the deans, would chose to raise any of the points.

—BEVERLY TWITCHELL

Board OKs tenure for 56 associate, assistant professors

Tenure for 56 associate and assistant professors was approved by the Board of Trustees at its meeting last Friday. Provost John Cantlon said that women constituted 14 percent of the total. All the actions are effective Sept. 1, 1972.

Associate professors who acquire tenure with reappointment include: H. Grant Vest, horticulture; J. James Victoria, art; Shigeo Imamura, English and English Language Center; Robert A. Harris, Music; Harold E. Lane, hotel, restaurant and institutional management; Rex E. Ray, secondary education and curriculum; David J. Kallen, human development; Thomas B. Scullion, human development; and health services education and research; Gerry B. Mendelson, medical education research and development; Ching-chung Chou, physiology and medicine.

Other associate professors acquiring tenure are: Ronald C. Simons, psychiatry and anthropology; Cyril M. Worby, psychiatry; Stephen C. Bromley, zoology and biological science program; Harold D. Newson, entomology; Byron Drachman and Dennis R. Dunninger, mathematics; Kao-wei W. Chen and Jerry A. Nolen Jr., physics; Samuel M. Getty, large animal surgery and medicine; Donald C. Sawyer, small animal surgery and medicine; and L. Eudora Pettigrew, education and Center for Urban Affairs.

Assistant professors who receive tenure with reappointment include: David L. Cole, agricultural economics; Donald J. Reid, crop and soil sciences; James L. Adley and Irving Z. Taran, art; Kurt W. Schild, German and Russian; Dennis Burk and A. David Renner, music; Albert C. Cafagna, philosophy and Justin Morrill; Donald F. Koch and James E.

Roper, philosophy; Boyd L. Miller, journalism; Dixie L. Durr, health, physical education and recreation.

Other assistant professors acquiring tenure are: John M. Phillips, teacher education; Bernhard Weinberg, computer science; Stephen Stephenson, botany and plant pathology; Thomas J. Pinnavaia, chemistry; Hugh F. Bennett, geology; Wei-egn Kuan and J. Cleo Kurtz, mathematics; Barbara Given, nursing; Frances E. Donelson and Ellen A. Strommen, psychology; Hans E. Lee, sociology and computer science; William Chamberlain and Patricia D'Itri, American Thought and Language.

Tenure was also approved for these assistant professors: Floyd D. Barrows, Conrad L. Donadowski, Richard R. Laurence, Walter R. Martin and Franklin D. Platt, all humanities; Robert A. McDaniel, Dorothy H. Niimoto and Charles Scarborough, natural science; George E. Eyster, small animal surgery and medicine; and Carol Harding, intramural sports.

AAUP to meet

The MSU chapter of the American Association of University Professors will have an open meeting Wednesday (Dec. 1) at 7:30 p.m. in Room 35, Union Building. Speaking will be representatives of the two legislative appropriations committees — Sen. Gilbert Bursley and Rep. Richard A. Young.

Prepaid health plan . . .

(Concluded from page 1)

over in its task and look first at the "present health care situation" among faculty, staff and students.

"After seeing the strengths and weaknesses of all the programs of all the people at the University," Bender said, "we could then start looking at alternatives."

He charged that the advisory board in its deliberations since last March had been "admonished to direct its attention to only the issue at hand — prepayment," even though it asked to study alternatives to prepaid health care.

Bender said he had received a letter from Wharton, urging that the advisory board members not resign and assuring that the University is "not about to embark on a major change in health care." Bender added that the six members might have a meeting with Wharton to discuss the issue.

IN HIS REPORT to the trustees on Friday, Perrin acknowledged that the advisory board had difficulty in reaching specific recommendations because of some reservations and apprehensions expressed by its members.

With all of the concerns involved, he said, "it is understandable that the advisory committee would have difficulty in grappling with the issue and arriving at a clear-cut recommendation.

"Lacking such, however, it would be a fair conclusion that the advisory board is not against further consideration of the prepaid health care plan proposal. It would view Phase II, I believe, as a period for further intensive investigation rather than as a foregone conclusion

that a prepaid plan will be implemented."

* * *

BENDER CHARGED that a prepaid plan would not be feasible at MSU unless participation was mandatory for students. And he cited a portion of the report of last spring's prepaid health care plan survey by the Urban Survey Research Unit. In its conclusion, the report states, the survey findings indicated "that there is no great amount of dissatisfaction with the present system of health care that will make respondents susceptible to any new alternative health care program."

That report also revealed that 60 percent of faculty and staff, and 40 percent of the students surveyed would be willing to join a prepaid health care plan.

* * *

COMPLETION OF EACH phase constitutes a "go or no go" decision, pointed out Donald Weston, an associate dean in human medicine. He said that there is not now any prepaid plan in the works for MSU, and he added: "We don't even know if one would be feasible."

Until Phase II is completed and evaluated, Weston said, there will be no consideration of going to Phase III. (The latter phase would include getting subscribers for a pilot project in prepaid health care.)

Bender had maintained that rather than following a "go or no go" procedure after each phase, the University was simply "slowing down to 35 miles an hour" before proceeding.

—GENE RIETFORS



Holiday party set

Planning for the annual Christmas party — cosponsored by Faculty Folk, Newcomers Club and the University Club — is nearly complete. The affair begins with a social hour at 6:30 p.m. Dec. 4, at the University Club. Following will be dinner, dancing and bridge. Planners from left are: Mrs. Gary Manson, president of Newcomers; Axel Andersen, University Club chairman; Mrs. Rolland Hinkle, Faculty Folk chairman; Willis W. Armistead, president of the University Club; and Mrs. Armistead, president of Faculty Folk. Tickets are available only through accounts of University Club members.

—Photo by Dick Wesley

Book sale is Dec. 1-3

The MSU Library will sell thousands of its duplicate books Dec. 1-3 from 10 a.m. to 4 p.m., covering such areas as history, literature, education, psychology, foreign languages and fiction.

Proceeds of the sale, which will be

held on the third floor of the Undergraduate Library, will be used to purchase new books and research materials. Books sold the first day will be \$1, the second day 50 cents, and 25 cents the third day. Buyers are requested to pay in cash.

Friday, November 26, 1971

7:30 p.m. Hockey—MSU vs. Michigan. Ice Arena.

Saturday, November 27, 1971

8 p.m. Basketball—MSU vs. Australian Nationals. Jenison

Monday, November 29, 1971

8:15 p.m. Lecture-Concert Series ("A")—Pianist Alexis Weissenberg will present an all-Chopin program. He is the winner of the Leventritt Competition and has appeared as soloist with the major orchestras. Tickets are available at the Union Ticket Office. Auditorium.

8:15 p.m. Faculty Recital—Douglas Campbell will perform on the French horn. Open to the public at no charge. Music Aud.

Tuesday, November 30, 1971

noon University Club Luncheon—Guest speaker will be Howard Tanner, director of the natural resources dept., on "Great Lakes Salmon Fishing."

BULLETINS

POTTERY SALE

MSU student potters and the Potters Guild will hold their annual Christmas sale from 10 a.m. to 5 p.m., Dec. 3 and 4, in the Union concourse.

COMM. ARTS MEETING

A meeting of the faculty of the College of Communication Arts will be held at 7:30 p.m., Thursday, Dec. 2, in Union Parlors A and B.

GRADING PROCEDURES

Grade cards will be delivered to departmental offices for basic courses on Nov. 29, all others on Dec. 2. They should be checked immediately to see that there is a card for every student. All grades are due in the Office of the Registrar 36 hours after the final examination is given.

CREATIVE WRITERS

Faculty Folk Creative Writers will meet at 1:15 p.m., Wednesday, Dec. 1, at the home of Mrs. Howard Bartley, 348 Cowley, East Lansing.

OPENING ART EXHIBIT

There will be an opening in the Kresge gallery, 2-5 p.m., Sunday, Nov. 28, for exhibitions of Melvin Leiserowitz and Karl Wolter.

ICE ARENA HOURS

The Thanksgiving week open skating schedule at the Ice Arena is: 8:30 p.m. - 10 p.m. Wednesday; 3:30-5 p.m. Friday; 10-11:30 a.m., 3:30-5 p.m., 8:30-10 p.m. Saturday; and 3:30 - 5 p.m. Sunday. The Arena will be closed all day Thanksgiving.

UNION BLDG. HOURS

The Union Bldg. will be closed Thanksgiving Day and the following Friday and Saturday. The cafeteria will open at noon Sunday, Nov. 28. The grill will close at 5 p.m. Wednesday, Nov. 24, and reopen at 9 a.m. Sunday.

SEMINARS

MONDAY, NOVEMBER 29, 1971

The artificial breeding industry during the coming decade. **James Nichols**, General Manager of Select Sires, Columbus, Ohio, 12:30 p.m., 126 Anthony Hall (Dairy Science).

Food science forum. **Georg Borgstrom**, 8 a.m., 136 Food Science (Food Science & Human Nutrition).

Organic anion transport in the maturing dog choroid plexus. **Douglas W. Bierer**, 4 p.m., 146 Giltner Hall (Physiology).

Michigan's poultry industry. **Dale Reichard**, Rainbow Trails Hatchery, St. Louis, Mich. 3 p.m., 131 Anthony Hall (Poultry Science).

TUESDAY, NOVEMBER 30, 1971

Nuclear charge distribution in fission. **A.C. Wahl**, Washington U., St. Louis, Mo., 4 p.m., 136 Chemistry (Chemistry).

A layman's guide to the purchasing and enjoyment of imported wines. **Kelly Wheeler**, 4:10 p.m., 110 Anthony Hall (Food Science & Human Nutrition).

On the zeros of complex polynomials. **Shlomo Libeskind**, 4 p.m., 304A Wells Hall (Mathematics Education).

Initiation of cellular immunity against salmonella infection. **L. Joe Berry**, Dept. of Microbiology, U. of Texas, Austin, 4:10 p.m., 146 Giltner Hall (Microbiology & Public Health).

Estimating the mean of a random binomial parameter. **J. Van Ryzin**, U. of Wisconsin, Madison, 4:10 p.m., 405A Wells Hall (Statistics & Probability).

WEDNESDAY, DECEMBER 1, 1971

Spore germination of blastocladia. **E.C. Cantino**, 4:10 p.m., 168 Plant Biology Lab (Botany & Plant Pathology).

3:15 p.m. Academic Council meeting. Con Con Rm., International Ctr.

8:15 p.m. Broadway Theatre Series—One of Broadway's longest running plays, "Butterflies are Free," will star Jan Sterling in the role of Mrs. Baker, a Scarsdale matron and mother of a young blind man struggling to gain his independence from an overly solicitous mother. Tickets are available at the Union Ticket Office. Auditorium.

8:15 p.m. Concert—The University Chorale, in its first concert of the season, will present a unaccompanied Mass by Persichetti and Zimmerman's "Two Motets." Open to the public at no charge. Music Aud.

Saturday, December 4, 1971

10 a.m. Advanced Degree Commencement. Auditorium.

3 p.m. Baccalaureate Commencement. Tickets for guests will not be needed. Auditorium.

FINAL BULLETIN

Next week's News-Bulletin will be the final one for fall term, and will cover the period Dec. 3 to Jan. 8. Information about events falling within that period must be submitted by noon Tuesday, Dec. 3, to Sue Smith, 109 Agriculture Hall, phone 3-8819.

GIFT CHEESE SALE

The Dairy Science Club is sponsoring their annual sale of gift cheese selections. Orders may be shipped anywhere in the United States by calling 3-5989 through Dec. 8, or may be picked up at reduced prices at 121 Anthony Hall between 9 a.m. and 5 p.m.

FRUIT BASKET SALE

The Horticulture Club will sell holiday fruit baskets during the week of Dec. 6. Orders may be placed in Room 210, Horticulture, or by phoning 5-5191.

RESERVE LISTS

Faculty members should submit their winter term reading lists to the appropriate assigned reading desk as soon as possible.

COMMENCEMENT

Fall term commencement will be held Dec. 4 in the University Auditorium. Advanced degrees will be awarded at 10 a.m., baccalaureate degrees at 3 p.m. Members of the faculty should assemble and don academic costume in the west basement of the Auditorium 30 minutes before the ceremony. Academic apparel may be rented at the Cap and Gown office, Union Bldg., Nov. 29-Dec. 3, between 8:30 a.m. and 5:30 p.m.

BOOK SALE

Several thousand duplicate books will be sold on the third floor of the undergraduate library on Dec. 1, 2, and 3 from 10 a.m. to 4 p.m.

An international study of production functions: estimation and implications. **Kyewood Lee**, 3 p.m., 3 Marshall Hall (Econometrics & Economic Development).

Selenium in swine nutrition. **D.E. Ullrey**, 4:10 p.m., 131 Anthony Hall (Inst. of Nutrition).

THURSDAY, DECEMBER 2, 1971

The impact of marketing reforms on employment in Latin America. **Kelly Harrison**, 3:30 p.m., 16 Agriculture Hall (Agricultural Economics).

Selective esterification of glycerolipids. **William Lands**, Dept. of Biochemistry, U. of Michigan, 4 p.m., 101 Biochemistry (Biochemistry).

Environmental quality and international trade. **Ralph d'Arge**, director of Environmental Economics Program, U. of California at Riverside, noon, 7 UPLA Bldg. (Environmental Systems Program).

Microbe hunters. **J.M. Tiedje** 4 p.m., 109 S. Kedzie (Great Agronomist Series).

Contemporary Indian civilization: does it exist? **Surjit Dulai**, 3 p.m., 1966 Room, Hubbard Hall (Humanities).

Weighted and nonweighted irreducible linear representations of simple Lie algebras. **F. Lemire**, U. of Windsor, 4:10 p.m., A304 Wells Hall (Mathematics).

Antidromic inhibition: a new mechanism to account for taste interactions. **Rudy Bernard**, 4 p.m., B-449, Life Science I (Pharmacology).

Gap and shape excitations in transition and deformed nuclei. **N. Hintz**, Minnesota, 8 p.m., Cyclotron Seminar Rm. (Physics).

FRIDAY, DECEMBER 3, 1971

Membrane formation in pancreatic development. **Robert A. Ronzio**, 3 p.m., 204 Natural Science (Biochemistry).