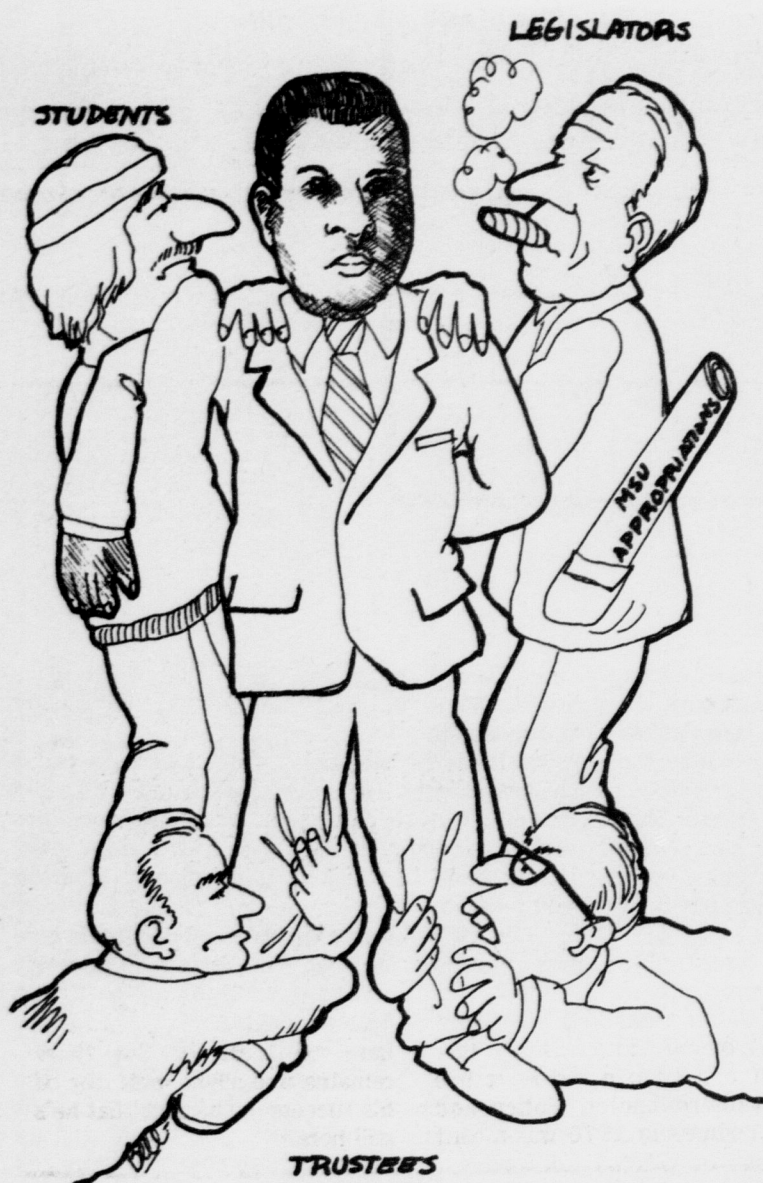


Initiator and consolidator

But will Wharton ever sip beer with an undergrad?

by
John
Borger



When the board of trustees named Clifton R. Wharton Jr. president of MSU late in 1969, the self-styled "astute University observers" predicted he wouldn't last long.

They told each other Wharton was a mover and a shaker, a man who would come to the University with a briefcase full of new ideas, dramatically alter the institution's direction and then leave the University in the hands of a "consolidator" who would make those alterations permanent.

Now, more than three years later, he should be packing his bags and moving on to bigger and better things, according to their scenario.

But if Wharton is thinking of moving on, as he could probably do any time he wanted to, he shows no sign of it.

On the contrary, he is talking of changes begun now whose impact will not be felt for six years. An example is the University's new focus on adult education, the beginnings of which are represented by the Task Force of Lifelong Education. The final report of the task force is expected shortly.

"The University has to recognize the broader educational needs of society, but that's a change that has to occur over time," Wharton says.

The fault with the observers' scenario of Wharton the Shaker lies not so much with the basic prediction that the University would change as with their understanding of Wharton's style of innovation.

Wharton has tried to be both initiator and consolidator simultaneously.

That's what he said he would do. At one of

functions: steadily increasing minority enrollment; development of a campus-wide housing plan; encouragement of the performing arts on campus; involving students in the University governance process through membership in the Academic Council, through Wharton's own Student Advisory Group and through the Presidential Fellows Program.

Wharton himself points out that his degree of personal involvement in these changes varies widely. Some he initiated directly and some he inherited from previous administrations.

Some he pushed because of his own strong commitment and some he pushed because they urgently needed to be pushed.

Wharton's claiming credit for these and other changes may in some instances be resented by individuals who feel that they played the major role in making the changes. In point of fact, they may well have done more than Wharton; though Wharton's role cannot be discounted.

But such resentment would, after all, simply be vivid proof of the degree to which Wharton has involved others with his plans, making the plans theirs as well as his.

"In most instances, I have worked hard to make sure that the relative constituencies are involved," Wharton says. Nevertheless, when the "relative constituencies" have been "slow to cooperate," Wharton has not been averse to moving ahead without them, as in the case of the student groups which did not send Wharton their list of three nominees to the Women's Advisory Council and found themselves without a voice in the selection of the director of women's

I sometimes wish that every once in a while Wharton would get fed up with his own poise, shove all of the paperwork off of his desk and skip across campus for half a day for a drink with a group of unsuspecting students.

his first public appearances as president during an informal presentation at Wonders Kiva, he said:

"You don't just leap into an institution this size and say: 'Oh, boy, I've got all the answers.' It isn't that I don't have ideas for change."

Leading an administration whose vice-presidents are mostly holdovers from the presidencies of Walter Adams and John Hannah, Wharton has tried to make the existing University power structure play an active role in producing the changes he feels are necessary.

In the course of cajoling and prodding his various constituencies (students, faculty, administrators, trustees, alumni and the general public), Wharton has been variously condemned as foot-dragging, duplicitous, indecisive and autocratic.

None of those terms are really accurate, yet each contains a term of truth. The true key adjective, for both its positive and negative connotations, most likely is "diplomatic."

And the changes have come, though often bent out of the shape, sometimes badly out of shape, that Wharton and others had originally foreseen.

Wharton's own list of major accomplishments to date includes: the work of the Presidential Commission of Admissions and Student Body composition and the Task Force on Lifelong Education; developmental work on the new medical complex, the College of Urban Development and the still-nebulous College of Law; conversion of the office of Equal Opportunity to the Dept. for Human Relations; the ecological concern shown in the Center for Environmental Quality and the massive water quality project; administrative creation of the vice-presidency for University development, the MSU Foundation, the Health Care Authority, the Financial Aids Administrative Group, the Student Employment Office and the Office of Personnel and Employee Relations — all restructuring to coordinate previously diverse

programs.

Overall, the changes have come without revolution. Wharton describes the process as:

"Ours is development which occurs without sharp cleavages. It is much more usual that a bend in the road takes place."

That sort of evolutionary far-sightedness requires almost inhuman patience and organization, and Wharton is certainly patient and organized.

But if those qualities have made him efficient, they have also created one of his most basic problems.

The problem is that Wharton is perceived as the consummate bureaucrat, cool, calm and uncaring. Despite extensive efforts to bring students into his administration via the Student Advisory Group, the Presidential Fellows Program and membership in the Academic Council and despite a continuing series of almost biweekly visits to residence hall lounges for conversations with students, Wharton is seen as a remote authority figure.

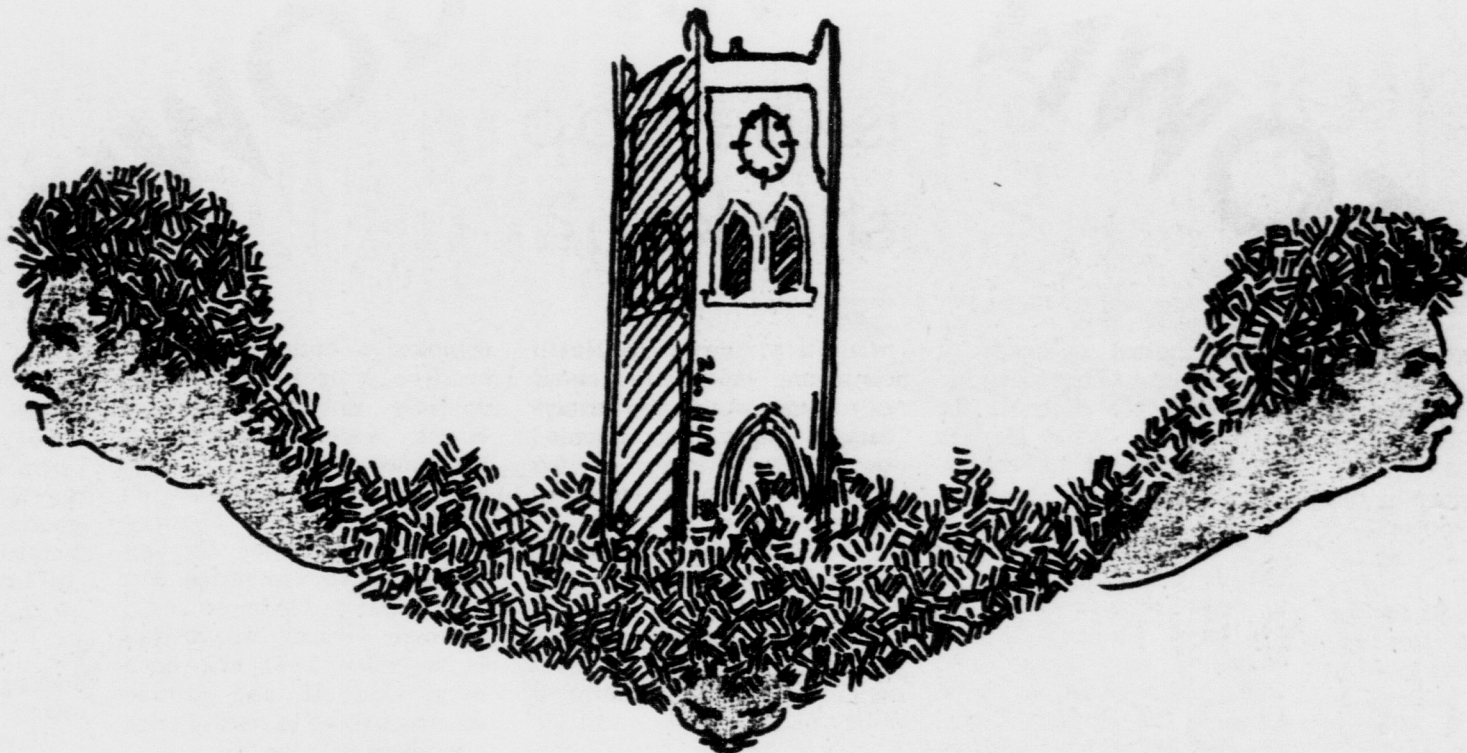
Wharton has his own theories on the reasons for his image problem — "one of which I won't mention publicly" — which boil down to an essentially defensive posture.

"I probably have been more accessible than what is realized," he says. "I structure (my accessibility) and the response is that I am inaccessible. For example, while I've been sitting here talking with you, another student may have called up and wanted to take with me and my secretary would have told him I was busy and tried to make an appointment. Now, what often happens in a situation like that is the student gets mad and calls me inaccessible. But should I stop talking with one person just so that another doesn't have to wait?"

"You have to realize that there are more than 40,000 students and only one of me."

Wharton notes that many of his activities,

(continued on page 7)



Wharton as a black man

Is he lacking black support?

By Jane Seaberry

Clifton Wharton Jr. has probably trained many a Far Eastern rice farmer, mastered several languages, managed to be one of the few blacks to leave an impressive leaf among Harvard's Ivy, and has settled many a dispute with his cool controlled manner. But to sustain his image among MSU's black population may constitute his hardest task.

"He hasn't really got the support that he should have from black administrators," Carl Taylor, Director of Minority Affairs at MSU, said. "He should get more loyal support and more honest support. More black students need to check him out," he said.

Many black students at MSU seem to feel that a black man in Wharton's position should have accomplished more for blacks at MSU in his three years as head. Though Wharton does have an extensive list of accomplishments to his credit in the area of minority relations, many black students and faculty are either ignorant of his attempts or feel his efforts are not enough.

Eric Winston, administrative assistant to the Director of the Center for Urban Affairs, refused to comment on his evaluation of Wharton's role as a black head.

However, James Weathers, director of the Office of Black Affairs, attributed whatever failure Wharton's administration has made in the area of minority relations to the leftover administration of

Hannah, which is still active in Wharton's administration.

"His administration is a result of the administration before him," Weathers said. "The stifling of operations of the Office (of Black Affairs) and black students are carryovers of the last administration. Partly from their negative feelings toward the black students they have tried to destroy all that's been accomplished."

"Their whole general trend is to negate gains made. There were compensatory gains, but the gains were an attempt to shadow what the problems were," Weathers said.

Weathers, however, commended Wharton on his handling of the dual dilemma of being a university president and a black president.

"He's attempted to live up to his premise as a president of the University and not only as a black president," Weathers said. "I respect his intellect and his ability. As far as program politics for black students he has not entered into that."

"There is no need for him to enter into this arena because black students must take charge of that movement and shouldn't be in the hands of the president of a university," Weathers added.

Taylor sees Wharton's administration as having been "very positive for black students" and as former director of the minority aid program, Taylor feels Wharton's "100 per cent support" of the program is an

added benefit to black students.

"Supporting the program is essential to black and Chicago students and black students from large urban backgrounds. By understanding both sides of the fence he understands that black students need some sort of vehicle. I think this program is this vehicle."

Wharton's criticism, and responsibility toward black students has probably increased directly with the increase of black enrollments since he took office.

"You remember that when I first came here that my basic objective was to show a steady increase in the percentage of minority students admitted," Wharton said. "But you did not have a leap from 2 to 7 per cent. What's happened has been a steady increase, but it has been a very significant increase," Wharton said.

"It has meant that the University has worked very hard to develop the supportive services that are required to try to address itself to the academic needs, to try to meet the nonacademic but critically important requirements in this area," he said.

As evidence of this and his administration's attempts to facilitate the needs of the minority community at MSU, Wharton boasts a list of achievements to improve the status of minority groups.

Statistically, looking at the minority employment situation, the percentage of minority employees in nonacademic fields rose from 8.3 per cent in 1970 to 10.9 per cent in January, 1973. Minority persons employed in academic positions in the tenure system increased from 96 in 1971 to 114 as of November, 1972, and during the period between 1970 and 1972 of 18 officer and subofficer positions vacant,

seven appointments were blacks.

In addition, the appointments of an acting dean, an assistant dean and one department chairman have been black. The office of asst. vice - president is vacant and "in all probability that position will be filled by another minority," Wharton said.

"I issued a special memorandum to all the academic and nonacademic departments of the University about a year ago," Wharton said, "pointing out this particular problem (minority hiring) and indicating that whether it was on the faculty side or the academic or nonacademic side, a special effort should be made both in regard to hiring and in regard to promotion."

Wharton attributed the difficulty in hiring more minorities to the low turnover of the job market, especially for faculty.

"People are not leaving as much as they used to and we're not growing as fast as they used to so that you have a smaller number of opportunities to make those changes," Wharton said.

During his administration's existence MSU has acquired a Department of Human Relations with an office of Minority Programs. The adoption of the Antidiscrimination Policy and Procedures in 1970 was meant

to establish avenues for complaints of discrimination by sex or race.

In addition, several moves were made since 1970 regarding educational opportunities.

•Total minority enrollment increased from 2,417 in 1970 to 3,254 fall term of 1972.

•The Special Services Office was reorganized for educationally disadvantaged students.

•Growth of the minority aid program and an increase in the percentage of black resident assistants from two per cent in 1970 to 21 per cent currently.

•A black employment counselor joined a part-time black counselor at the Placement Bureau to help and employment for minority graduates.

"I've tried to be both specially sensitive to concerns and needs of blacks as well as being responsive to these. I've also recognized that I have to be president of the whole University. That's the position for which I was hired."

Because, Wharton is extremely vulnerable to pressures from both the white and black communities, his effectiveness in his position is hard to measure. But there remains one slight indicator of his success — the fact that he's still here.

Counterpoint

Counterpoint is a monthly supplement to the Michigan State News published by students of Michigan State University. Editorial offices are in 341 Student Services Bldg. The editor is Sylvia Smith.

Columns on women, minorities and press criticism are features of each Counterpoint. Persons wishing to contribute to future issues should contact the State News.

TOWN vs. GOWN

is the gap shrinking?

By Nancy Jablonowski

At a time when community consciousness has evolved as the watchword of public institutions, MSU has succeeded in strengthening the bonds of mutual cooperation between the University and the city of East Lansing.

Much of the credit for the increased communication and free exchange between city and campus officials belongs to President Clifton R. Wharton Jr. Through his leadership, city officials say, the University has re-evaluated its role in the community, abandoning the isolationist philosophy which characterized the 28-year administration of former president John A. Hannah.

Wharton has capitalized on the rising influence of the campus community to realign the focus of communication with city officials.

While maintaining close contacts with the mayor's office and staff, he has joined with city leaders to institute open forums between the MSU Board of Trustees and the East Lansing City Council—a move which has drawn praise from the leaders involved in the meetings and individuals in both city and campus communities.

In three years as president, Wharton has initiated three sessions between the two policy-making boards, all held in times of relative calm with no immediate crisis situation demanding quick resolution by both groups.

During these years, both sides have taken a serious look at the possibility of regularly-scheduled, semiannual meetings to be held each fall and spring term. This idea has won favor with both sides and a spring session is slated for mid-April.

This mutual exchange of issues relevant to both city and campus sharply contrasts the policies of the Hannah administration in its contact with city leaders.

Hannah, in his 28 years at MSU, believed that the University had a responsibility to resist involvement in city problems. Campus officials contacted city leaders only when crisis situations arose, and with the patriarch Hannah at the helm, few problems filtered across Grand River Avenue to draw the attention of city fathers.

The trustee-council sessions, lauded as landmark arrangements by officials on both sides of Grand River Avenue have prompted some city officials to take a second look.

City leaders, hesitant to rest on the laurels of past meetings, encourage a continuous exchange of information and resources between the city and University, extending beyond the confines of scheduled meeting times.

The trustees, due to their roles as part-time policymakers, have not adequately assessed the living situation in East Lansing—an appraisal which many city officials acknowledge.

Councilman George Colburn calls the city-campus meetings the most encouraging aspect of his 15 months on city council, but cautions that some problems cannot be solved simply by meeting every six months.

"It is difficult to identify with the problems of a university and the town in which it is situated on a part-time basis," he explains.

Colburn suggests that a supplement to the twice-yearly sessions, such as a

monthly news bulletin containing information about city events which may involve campus, might be implemented to aid the trustees in their identification with East Lansing problems.

Viewed from another perspective, the trustee-council meetings cannot be pigeon-holed as complete successes for either administration, Councilwoman Mary Sharp says.

The two boards have ignored policy decisions in their discussions, she says, and have concentrated instead on a one-sided approach to many mutual problems.

She cited discussions of student demonstrations as an example: "We talked city and they talked campus, and it seemed that no one heard what the other group said."

"They felt it was our problem because it took place on our property—Grand River Avenue—and many council members seemed to say just the opposite—the protesters are your concern because they're your students."

"The trustees, understandably enough, cannot appreciate the intermix of our city problems," she says. "They should do their homework before coming to the meetings so that we could discuss both sides of the coin while the toss is still up in the air."

The University's position on the mutual sessions indicates strong adherence to a middle-of-the-road stand.

"We attempt to strike a happy medium in areas of mutual concern," Jack Breslin, executive vice president and secretary of the board of trustees, says.

As the campus has expanded in size and

complexity during Wharton's tenure, problems once uniquely isolated from the city's watchful eye have blossomed into large-scale areas of mutual involvement.

The cross-campus highway question—shuffled through administrative committee and nearly strangled in bureaucratic red tape—finally was shelved in November, 1971, after both city council and trustee members voted to rescind prior agreement with the plan.

Lack of sufficient information and enlightened communication between the two policy-making boards were cited as reasons for the project's defeat, with much weight attached to campus environmentalists who lobbied against the cross-campus plan.

The defeat of the cross-campus highway system has necessitated a closer scrutiny of the transportation problem within the city. The problem has resurfaced and rests with the two boards—unavoidable yet unsolved.

One of two alternatives confront area leaders on both sides of Grand River Avenue—an alternative facility to relieve traffic or an alternative transportation system. In either instance, the final decision remains with the two boards, with the final decision representing mutual cooperation to best serve the needs of MSU residents and the city at large.

Other joint efforts in the last three years by both administrations have proven highly successful, particularly in the area of sewage treatment and water quality control.

But the issues of low-cost student housing and traffic ordinances, in particular, have stirred speculation that the love affair between city and

campus officials as perpetrated by both sides, is often strained, at best.

City leaders say the University has ignored its commitment to students by ignoring the plight of off-campus tenants plagued by rip-off landlords.

"Where was the University when we sat through hours of housing hearings in recent months?" Colburn asks.

Mayor Wilbur Brookover extends the query, listing campus traffic rules as a major contributor to the city's traffic problems along the perimeter of the campus.

"We can't expect the campus driving problem to just evaporate when drivers cross that not-too-clear border between campus and city limits," the mayor contends.

On the off-campus housing question, Breslin admits that it is difficult for the University to get involved.

He suggests that mutual investigation is necessary, but reiterates what city leaders call a long-standing University policy—"we will cooperate, but only as best we can."

City leaders are seeking additional proof of the University's willingness and ability to "come through in the pinch."

The changes have not been monumental since Wharton has assumed the presidency at MSU, but his influence has been felt in the East Lansing community, council members agree.

"In his position as president of a major university, his awareness of problems beyond the campus and his willingness to work on their solution is his best asset," Sharp says.

A beaucratic layer has been interposed

By Beckie Hanes

Walter Adams, distinguished University professor of economics, holds a unique niche at MSU. He can identify with faculty because he is a member of that community, but more importantly, he is qualified to contrast John Hannah's administration and Clifton Wharton Jr., administration because of his participation in the nine month interim where Hannah left off and Wharton began.

Adams served as MSU's president during those nine months and because of this position, was closely associated with both administration and offered some comments on the two presidencies.

Hannah held a great concentration of power in the central administration coupled with a concentration of responsibility, Adams said.

"It was always clear what John Hannah's position was," he explained. "If (a person) didn't like something, there was communication, debate and discussion. There was never the feeling that central administration was distant, remote or inaccessible."

However, under the present administration, there is an increase in concentration of power but a diffusion of responsibility or accountability, Adams added.

He attributed this to an increase in bureaucratization, adding that an "additional bureaucratic layer has been interposed."

"Bureaucratization is an inevitable result with bigness, but MSU today is no bigger than it was under John Hannah if we use student enrollment as an index," Adams said.

(Continued on page 7)



Chicanos face fee hassles

By Linnea Slater

The summer he was nine years old Jesus Trevino picked cotton with other Chicano migrants under a hot southern sun. It was hard work, and the physical suffering he saw impressed him.

The migrant camp was tightly packed and medical services were poor. People with swollen, sometimes gangrenous feet dragged to the fields and doggedly picked cotton.

These impressions gradually formed themselves into a life goal for Trevino: someday he would be a doctor and do something about these conditions.

He lived in Texas one mile from the Mexican border. His father, now an auto mechanic, makes about \$4,100 a year, and the family would have found the going tough if food had not been cheaper just across the border.

Trevino was fortunate to live in a good school system that encouraged Chicano students. It was a different story when he got to college. His counselor in pre-medicine was unsympathetic with Chicanos, who constitute one fifth of the population in Texas and so seem a "threat", Trevino said.

He worked hard and planned his own program, and last spring he was contracted by recruiters from the MSU College of Human Medicine. He was accepted, and arrived on campus last fall term penniless, but ready to start. He discovered that the financial aid he had expected was not waiting for him, and it took "three weeks of fighting" to get a loan so that he could pay his fees.

The main problem Chicanos face in getting an education is getting the necessary finances, Trevino said.

"At MSU we have no well-placed administrators to work for us, but other minorities are represented," Roberto Rodriguez, Weslaco, Tex., graduate student, said.

Rodriguez pointed out that it is significant that recruiters went to Texas to find Trevino

The board of trustees changed the residency requirements for migrant workers in May, 1972, taking the University's only major step toward helping migrants solve their special problems.

Under this plan, Chicanos who are children of migrant workers are permitted to acquire Michigan residence for tuition purposes,

allowing them to pay \$15 per credit hour instead of the \$34 presently charged out-of-state students.

Applicants can meet the residency test if their parents or legal guardians have been employed as migrant workers in Michigan for at least two months during at least two of the preceeding five years.

and him. There are substantially fewer Chicanos in Michigan during the school year, but according to Jose P. Gamez, admissions counselor, they make up 1.8 per cent of the elementary school population and .87 per cent of the high school population.

The drop-out rate, as indicated by these figures, significantly reduces the number of Chicanos who graduate from high school. In addition, few of these have been encouraged to take college preparatory tracks.

There are few Chicanos who are qualified for admission to a university, and it is not their fault, Gamez said. Their parents see college as a financial impossibility so do not encourage them, and high school counselors fail to help them plan ahead.

Alejandro Ramirez, Saginaw freshman, decided on his own that he wanted to attend MSU. His family pushed him to go to trade school at home, thinking it financially impossible for him to realize his dream. His father, a factory worker, has been paying off the mortgage on their home for 18 years as well as supporting the family of seven.

Ramirez applied for financial aid, but had to borrow to pay his fees when he was told that his Parent's Confidential Statement had been lost. His parents filed one again, but Ramirez said that although he has persistently asked about aid, nothing has been done.

He was ineligible for a work-study job because of the mix-up, but found a part time job off campus packing trucks for United Parcel Service.

His frustration creeps into his voice when he thinks about his situation:

"Why can't MSU get some kind of program to help Mexican-Americans?" he asked. "I love it here, but I almost wish I hadn't come. I have friends at other Michigan schools and they get plenty of aid."

Rene Carbajal, financial aids counselor, said that Chicano students must apply for financial aid in the same way that regular students do, and their need is then considered.

Students with emergency financial needs, such as those who have a death in the family, can ask for special aid through Carbajal. Students from Texas often have inadequate winter wardrobes and come for help, he said.

Manuel R. Alfaro, coordinator of Chicano programs in the Center for Urban Affairs, said he is the only Chicano at MSU who commands a budget. Much of it is used to support students on work-study jobs, and when other funds are needed he must go elsewhere and ask for them.

Alfaro's office has spent most of its energies recruiting Chicanos, needing more students before it could initiate a Chicano studies program. It has initiated several programs within colleges of the University, and is now developing a community project in bilingual education in the Lansing school district.

This project will be a step towards helping Chicanos complete their elementary and high school education, easing the shortage of Chicanos qualified for college.

The Chicano population in

Michigan is young and comes mostly from a migrant background. Many of the migrants have become discouraged and have gone to the cities in search of employment.

Michigan's migrant population numbers 40,000 to 45,000 during the summer, according to Gamez, making the state second only to California in migrant workers.

Recruiting students from this group is difficult because during the academic season they are out of the state, and the three summer months allow only a short time to contact them and help them go through the process of application, Gamez said.

The only agency that recruits migrant workers in Michigan is United Migrants for Opportunity, Inc., in Mount Pleasant, Gamez said. This organization will pay part of the student's fees.

Gamez does all of MSU's recruitment of undergraduate migrants. Last summer he called coordinators of migrant programs throughout the state and then visited five or six migrant camps, talking to high school juniors and seniors about MSU's residency plan. The seniors had not come prepared to apply to a university, during the short time the summer allowed, but Gamez urged juniors to bring back transcripts with them this summer.

"We need more extensive communication with the schools they come from in order to reach them in time," Gamez said. "As things stand, there is nothing much I can do until summer."

Five students from migrant

families are presently enrolled at MSU under the special residency plan.

Leopoldo Cavazos, Harlingen, Tex., freshman, comes from a family that came to America from Mexico one year after he was born.

Now his family goes to Michigan and Nebraska every summer, picking cherries near Traverse City, Mich. and hoeing sugar beets in Nebraska. Cavazos has always worked with them, and will continue to unless his family settles in Texas permanently.

Life in the migrant camps was not pleasant, but his father would miss the migrant life if he left it, Cavazos said. In the beginning years the family had to use tents in their travels because no housing was available. Now long houses for nine to 10 families are usually provided, and the condition of the buildings varies depending on the camp.

Now his father works in construction during the winter, when work is available. His parents saw that migrant people weren't making much headway, and have pushed all nine of their children to finish high school. Cavazos and his cousin graduated last spring, the first ones in the entire family to do so.

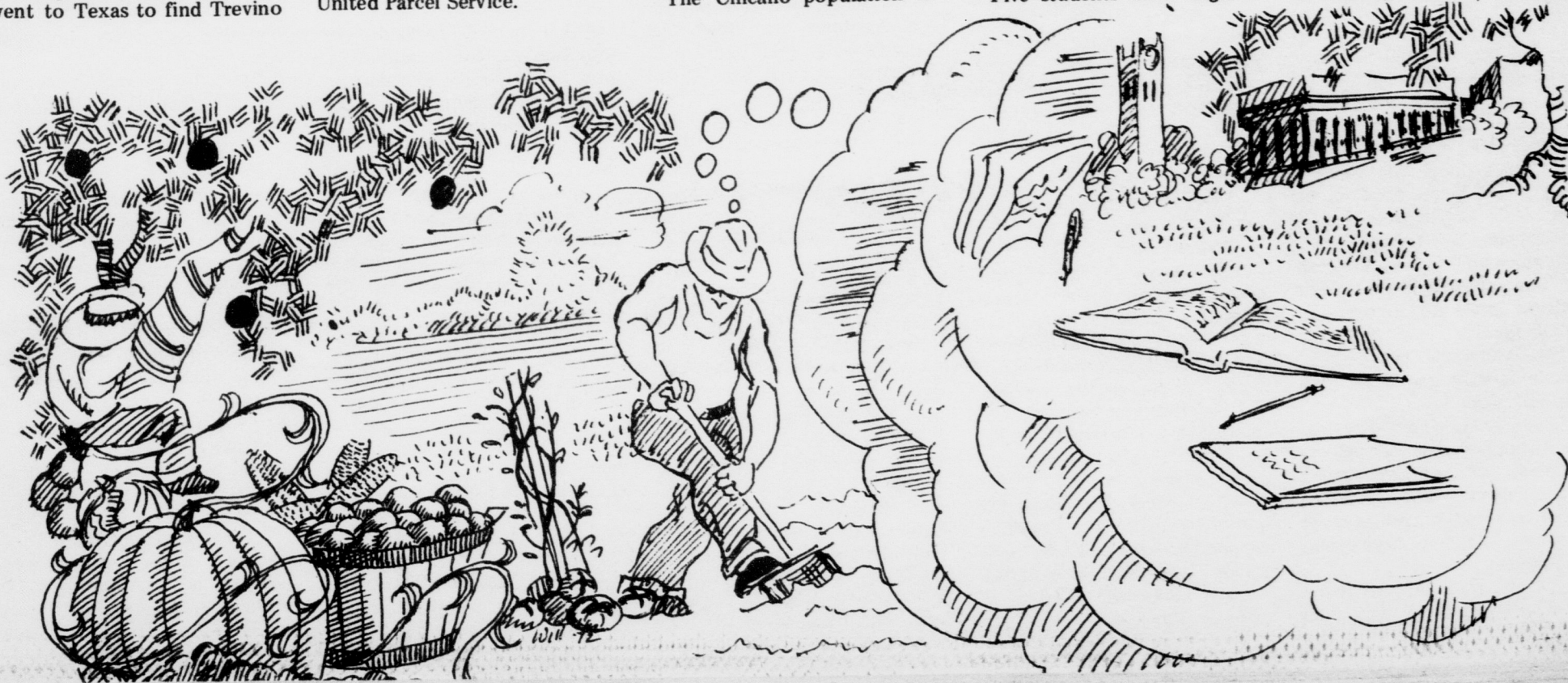
"My parents were sorry they couldn't attend my graduation; they were in the North working," Cavazos said.

"I am now the first one in college, and all their hopes are on me. Sometimes I am afraid I will disappoint them, but I want very much to make it through."

MSU pays all of Cavazos' tuition, and the United Migrants for Opportunity, Inc., provides the rest of the money he needs to pay his fees.

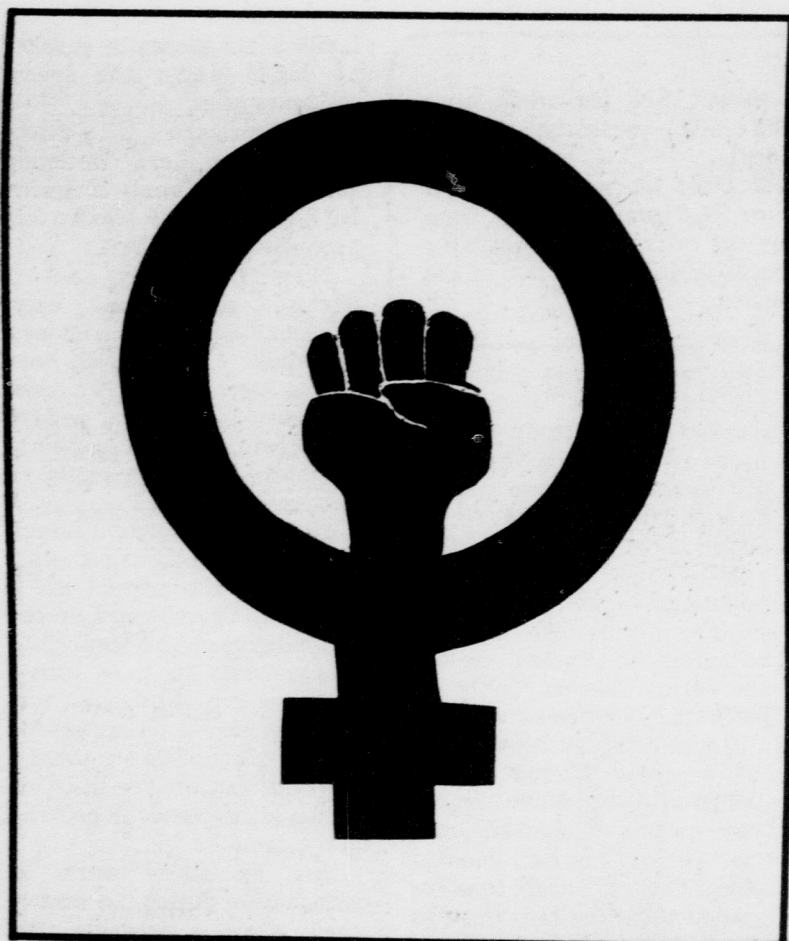
"I am very thankful for all of this help, but I still have other needs, like for clothes and transportation," Cavazos explained.

"It is very hard, especially since my family can't help me. It is hard for them now, too, because I can no longer contribute to the family's finances," he added.



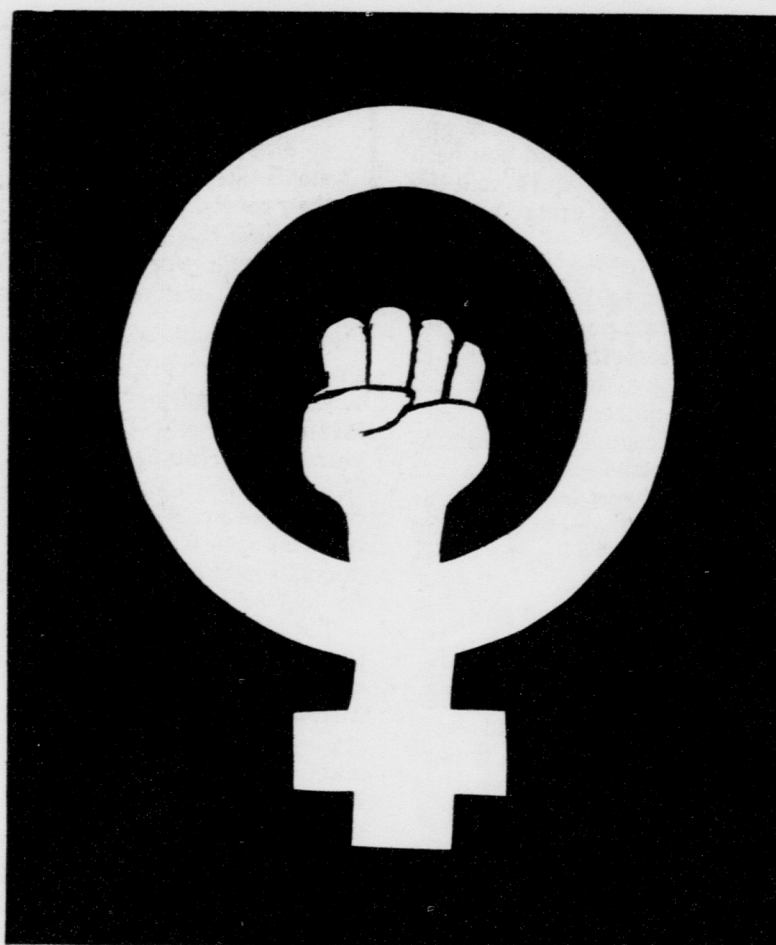
Thursday, January 25, 1973

Women at MSU



Moving
along
in the
"game"

by
Maureen
McDonald



"Frankly, I think we are way ahead of the game," Robert Perrin, vice president for university relations, said in evaluating University attempts to end sex discrimination.

Defining the "game" is a matter of anyone's interpretation.

Administratively speaking, Perrin emphasized that the University's response to the issue of discrimination was not an outcome of the Women's Steering Committee nor a result of pressures from the women's hearing before the Board of Trustees last February.

"We've been at it now for a little over two years," he said. "The whole issue is a national phenomenon, something that will continue for a long time."

Two years ago, the University released Affirmative Action Report which stated the University goals from 1970 to 1974.

Among the goals of the action plan was an increase in female faculty in the tenure system.

The University planned to add 21 new female faculty members to the College of Arts and Letters, which tops the list of marginal gains. The College of Human Ecology fares most poorly on the list with a net increase of minus one. This department has a predominantly female staff, though, which is not reflected in the statistic. Six other colleges plan no increase in female faculty.

Evaluating the net gain of female faculty proves to be a difficult task.

Margaret Lorimer of MSU Institutional Research said the number of women on a department payroll often varies, as some professors teach in more than one department on a loan basis.

Lorimer said there has been a definite increase of women in the College of Arts and Letters;

but the quota has fallen short of expectations for various reasons.

The language department enrollment has slackened since 1970, when language was a graduation requirement. As enrollment decreases, so too does the number of instructors in the department.

Lorimer said the dean is caught in a bind college-wide. As the total enrollment at MSU has not risen significantly, few new positions are available.

There has been a sizeable increase, though, in the percentage of faculty women in the tenure system.

Only 10 percent of the faculty women in 1971 were in the tenure system, while the figure rose to 12.2 per cent in 1972.

Women represent 34 per cent of the net increase of 160 faculty positions filled during this period.

One of the major problems in recruiting faculty women for specialized colleges such as engineering, medicine and agriculture is the lack of women in the field, Perrin pointed out.

Gail Morris, assistant director of the Placement Bureau, blamed part of this problem on the lack of role models.

"We have found that women are, for the most part, majoring in over supplied, low-demand fields — especially liberal arts, education and social science. Incoming students do not see women in top level business and administrative positions or fields like chemistry," she said.

"Recruitment for women faculty in specialized fields has to start at the high school level," Perrin said.

When questioned about the effectiveness of recruiting capable women with the same fervor given to male athletes, Perrin seemed somewhat reticent to reply.

"Academic counselors have

been trained to seek out capable women," he said.

Part-time academic counselors have benefitted by one recommendation of MSU Alliance to Aid Sex Discrimination.

Part-time counselors, most of whom are women, now receive all fringe benefits proportional to appointment.

The use of University sick leave policy for a paid sick leave for maternity purposes was adopted by the University in 1972.

Another major problem facing many women at MSU is day care. In February, 1971, a number of parents brought crying babies and noisy infants to the monthly board of trustees meeting to encourage the establishment of a day care center.

The trustees overwhelmingly approved the establishment of a center proposal designed by the Married Students Activities Unit. The center was to be self-supporting.

A building fund of \$160,000 was approved to cover the building cost of \$125,000 with the remainder to be divided over a 10 year period.

In April of 1971 the day care center opened with a capacity load of 110 full time children including 24 toddlers and infants.

Even at increased costs of \$6 per child for the full day session, more than 100 children are turned down for enrollment each week.

Although petitions have been signed to build another day care facility to meet the demand for the service, the University claims that resources are extremely limited.

"Child care is extremely expensive," Perrin said. "If we subsidized a day care center we would have to provide for all 2,000 children who would need the service."

Nancy Teeter, a secretary in

the office of Medical Education and member of the Alliance to End Sex Discrimination, said the major problem of the present day care facility is that it discriminates against clerical-technical employees.

"The entire University is run on a term to term basis, without regard for the 2,204 female clericals who work and live in the area year-round," Teeter said.

"Although the day care center closes for term breaks, the secretaries still have to work," Teeter said. "They are forced to find alternative child care, or worry about their children left home alone."

Secretaries, in general, face a large amount of discrimination from the University, Teeter said.

A student wife who applies for a clerical job is first questioned about how long her husband will remain in school. Her job ranking is determined by her husband, in effect, Teeter said.

"In most industries temporary status is six months, but the University considers up to four years temporary — it's unfair," Teeter said.

Another problem facing secretaries is the lack of adequate classification. While many secretaries handle jobs capable of "research assistant," which pays higher than clerical jobs, they remain categorically a secretary.

"We found out that behind the easy friendliness between faculty and secretaries existed a master-servant relationship," observed a pamphlet prepared by secretaries at University of California at Berkeley.

"Secretarial work can be divided roughly into two categories: tasks that save time for the master and tasks that bolster the prestige of the master and maintain status boundaries between master and

servant," the pamphlet reads.

Teeter said the pamphlet exemplifies the role of a secretary at MSU.

The clerical technical workers at MSU, 95 per cent of whom are women, are attempting to form a union to achieve better bargaining power with the University.

Power is the crux of the game.

The Alliance recently blasted Mary Sharp, associate director of the Dept. of Human Relations, for inaction on many sex discrimination grievances.

"The problem of enforcement of civil rights is always difficult," Sharp said in meeting with the Alliance.

"People tend to think some individual has to have a great deal of power to do something. We have only the power of persuasion and suggestion," Sharp said.

Achieving power for women was the goal of the Women's Steering Committee.

The committee strongly urged the establishment of a women's center within the University, which would appoint a woman with vice presidential status to head the center.

The University, in response to the committee, established a women's advisory council which will make recommendations to the newly established asst. vice president for human relations (a male.)

"The steering committee and all those people who believed in the committee were sold down the stream," Teeter said. "Women at MSU still lack decision making power."

Administrative evaluation

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admissions, lifelong education and the environmental quality programs. To what extent have those been the result of leadership still relying upon the creative talents within?

"Look at the developments of the last three years, which have been significant ones, and ask to what extent were those a result of spontaneous combustion or were they the result of my providing either a verbal broad thrust or a quiet but strong, effective support?"

In Wharton's estimation, the high point of his tenure and the most encouraging development at MSU in recent years has been the University's ability to meet and overcome the financial crisis facing educational institutions all over the country.

"The most important and most difficult (development) to measure is at a time when most of higher education has been suffering a massive trauma because of financial cutbacks, we have had a little experience with financial restraint.

"We have been able to meet that challenge, and when I say we I mean the total University, and still move ahead," Wharton said.

"People have tightened their belts, ranging all the way from my issuing the notice to turn off the lights to attempts to develop increased productivity. As a whole, the University can have a great deal of pride in this because they have

responded to that kind of challenge and it has meant that we've been able to push forward more vigorously than has been true at many other universities."

Wharton is gratified that the University community has responded to what he termed "a notion of public service but within a set of humane values."

"My basic philosophy about equality of access to the educationally underprivileged, my philosophy about the pursuit of excellence while including the wider array of society is something people have accepted.

"My basic philosophy is that the University must be responsive to the lifelong educational needs. One of the most critical problems our society faces today is the urban problem. Universities do have a role to play in these and that has been accepted."

Wharton said his greatest disappointment in being president of a major university is that it leaves virtually no time for his own professional involvement in areas of his professional competence.

"I have always previously spent 75 per cent of my time in research, in working on solutions to the problems of development and problems of poverty and in teaching. My biggest disappointment is that I have not had the time to continue that even in a partial way," Wharton said.

Adams looks at Wharton

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According to Adams, people felt more a part of the campus community when Hannah was at MSU. "It's a matter of identifying with Hannah or a lifeless bureaucracy," was the way he termed the two.

The decision making process under the two administrations were varied. The present decision making process is "more cumbersome, less responsive and more impersonal," Adams said.

Reflecting on particular issues which have plagued Wharton's three years, such as faculty collective bargaining, women and minority rights, and the Commission on Admissions and Student Body composition.

Wharton came under some attack in October when he made a statement urging faculty to vote "no union." Adams did not view the actual issuing of the statement as the problem, but the lack of consistency in issuing statements. He said the president cannot be selective about what deserves comment and what does not if he wishes to remain credible.

"The administration hasn't hammered out a system for institutional neutrality," Adams said. Because the issue of women's rights was not

active in Hannah's administration, Adams said he would not be able to access the two presidents' actions in this area.

"But John Hannah took the lead in trying to encourage minority enrollment and make the University more responsive to minority concerns. He launched the committee of Sixteen which led to the Center of Urban Affairs," Adams said.

Reminiscing, Adams said Hannah was far ahead of other university presidents in predominately white institutions.

Adams said that perhaps he missed the subtleties of the Admissions Commission report, because he did not see any bold new principles embodied in the report.

"Therefore I can't judge its implementation," he said.

Adams was quick to point out with humor that he thinks the performance of the football team under Wharton has improved immeasurably from Hannah's last few years and the nine months when he was president.

"Whether Wharton's lifetime record will be as good as Hannah's is too soon to tell," he said jokingly.

A reporter's perspective

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particularly the residence hall dialogues, have had very little publicity. This is a curious situation, for Wharton deliberately shuns the limelight at these dialogues, so that he may talk with students more freely, only to regret that more students don't know about his activities.

"There's also a turnover problem with the student body," Wharton says. The students he talks to on one residence hall visit are seldom there again when he returns even a year later.

Finally, Wharton said, "sometimes you want to think that I am inaccessible because it fits in with a given image" — thus the cry, repeated at every major demonstration, that "Wharton doesn't care what we think." These are all reasonable excuses, but they do not add up to a real answer to the image problem. After three years of watching Wharton for the State News, first as an administration reporter and later in various editorial capacities, my own theory goes like this:

Wharton has tried to steer a middle course

between the remote mystique of the phantom John Hannah and the cigar-chomping of the student-loved Walter Adams, and in many many ways the middle road has proven to be the most difficult.

Beneath his shell of office, he is a warm human being with a deep concern for individuals, but because of a basic sense of duty he has felt he had to be fair to everybody connected with the University and has consequently formalized and structured his contacts with everyone (even his "informal residence hall dialogues" are scheduled far in advance).

The resulting formality has made him seem cold and distant and that is really too bad.

I sometimes wish that every once in a while Wharton could get fed up with his own poise, shove all of the paperwork off of his desk and skip across campus for half a day for a drink with a group of unsuspecting students.

But somehow I don't think anyone would accept that.

women

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themselves and their sisters.

The University system, as it currently operates, is designed to divide women. With a limited number of jobs assigned to different CT classification levels, the University pits woman against woman for slots in the higher job classifications. The predominantly male employment specialists write the job descriptions for positions they have never personally held and then determine the salary paid for fulfilling these duties.

The University encourages its clerical-technical personnel not to discuss salaries among themselves for fear that inequities based on favoritism and other non-objective criteria will be uncovered and breed discontent. CT's are discriminated against for failing to fit the male image of what the "ideal" clerical should be — submissive, obedient, respectful, eager to please, unintellectual, maternal.

All of this can and must change under collective organization, be it a union of association. CT's are demanding — and will win — a voice in determining job descriptions and job classification. The people who fill these jobs are in the best position to know what skills and educational background are needed to fill each post and to determine the relative salary for duties performed. A system of promotion based on merit and ability will be developed so that people receive equal pay for equal work regardless of the type of clothes they wear or their willingness to

serve and clean up after their boss.

But perhaps the most significant potential gain to be brought about by collective bargaining will be the development of a system of educational opportunities for CT's. Currently, administrative-professional employees at MSU are given the option of taking classes during working hours with reimbursement for tuition. Many of these AP's stay at MSU long enough to earn their M.A.'s and Ph.D.'s at taxpayer expense and then move on to more lucrative jobs outside the University.

I believe that a similar system can be adopted for workers in the CT category, to enable them to earn B.A.'s, M.A.'s and Ph.D.'s. This is not unrealistic since a large percentage of CT's already have their BA's or some college experience.

The University has already recognized the value of improving the skills of one class of its employees — the predominately male AP group. Now, as a state-run, tax-supported institution, MSU has the responsibility to assist in raising the level of educational attainment — and thus the level of occupational opportunity — of the predominately female CT population.

The CT organization issue is not merely a question of employee-employer relations. It involves the pressing need in our society to reorder the whole social structure — to bring meaning into the roles that women now play and to broaden the range of opportunities for women today and tomorrow.

press

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to kill the messenger than to face the news he brings. The news media probably deserves some of the blame for public apathy in the freedom of information fight. At times reporters have seemed more petulant over personal slights than protectors of the public right to know.

But in evaluating the

current controversy over freedom of information, the reader would be wise to remember something NBC's David Brinkley said recently.

There are countless examples in history, he said, of government taking power and jailing the news media. Never has the news media taken over and jailed the government.

minorities

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to shape up for the boycott not only in Michigan But all over the country.

So you say to yourself, "Look, I quit eating grapes back when they had the

grape boycott, now they want me to give up lettuce — what next?"

Well, stop worrying, the UFW is only boycotting non-union head lettuce. Notice I said head lettuce.

Lettuce boycott aids farm workers

Since 1965 farm workers have been doing something to better their conditions. The average farm worker's home consists of only two rooms, 18 per cent of which have no indoor electricity, 90 per cent have no sink, 96 per cent have no flush toilet, and 97 per cent have no shower or bath tub.

In 1971 the life expectancy for a migrant farm worker was 49 years compared to the 70 years given the average American. Infant and maternal mortality are 125 per cent higher than the national rate, and if you want to die by pesticides or accident on the job, try farm work and your chances are 300 per cent higher than the average American worker.

These problems, long ignored by American society, have been taken up by men like Cesar Chavez. Remember the grape boycott? It's over with but Chavez is still alive and kicking, this time against the growers on non-union head lettuce.

And like the grape boycott, this lettuce thing has had its share of hassles, which is why people around here as well as in other parts of the country have not been exposed to it very much.

One of their biggest hassles came from the Teamsters Union. In a six to one decision in 1972 the Supreme Court found that the growers and Teamsters Union joined forces without consent of the workers to try to stop the organizing campaign by the United Farm Workers AFL-CIO, headed by Chavez. The decision resulted

from an attempt in 1970 by the growers to enjoin the UFW from striking, picketing, or demonstrating against growers who had signed back door agreements with the Teamsters Union.

There were other such niceties to delay the boycott, such as the law passed in Arizona, one of the two major lettuce producing states, prohibiting farm workers from engaging in consumer boycotts. A similar law was on the ballots in California, but hard work on the part of farm workers and sympathizers managed to defeat it.

And then came elections '72 which not only upstaged everything else in the country but blew everyone's mind the process.

But according to Jack Finn, East Lansing boycott organizer, things are beginning

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Maria G. Moron is a New Era junior.

Collective action: better women's lives

In recent months, the organization of MSU Clerical-Technical (CT) employees has attracted a great deal of attention on campus. During this period, very little has been said or written about the relationship of CT organization and the women's movement here in Michigan and across the country.

As a coordinator of the MSU Alliance to End Sex Discrimination, I became actively involved in the drive to affiliate CT's with the American Federation of State, County and Municipal Employees as opposed to the MSU Employees Assn. However, at this time I do not intend to discuss the benefits of one group over the other.

The more important issue — the one which has been behind all of the efforts of the past six months — is the right of a class of workers, consisting of over 90 per cent women, to collectively organize to improve their wages and working conditions and raise their status in a sexist society.

Who are the MSU CT's? They are the secretaries, clerks, office assistants, lab technicians, residence hall

Vicki Neiberg is a staff representative from Council 7 of the American Federation of State, County and Municipal Employees, a coordinator of the Alliance to End Sex Discrimination and an East Lansing graduate student in labor and industrial relations. receptionists, research assistants and so on. They hold the positions in society to which women have traditionally been relegated. They are in supportive rather than leadership roles.

The two elections held this fall demonstrated that CT's are no longer willing to settle for dead-end jobs in which they are treated purely as service personnel, treated as if they are lacking the aptitude, skill and motivation to make significant contributions to the University community.

These elections proved that CT's are realizing — as women all over the nation are doing — that by acting alone they will never be able to change these conditions. Working together, they are finding that they are able to form the power block needed to shape a better life for

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The University system, as it currently operates, is designed to divide women. With a limited number of jobs assigned to different CT classification levels, the University pits woman against woman for slots in the higher job classifications. The predominantly male employment specialists write the job descriptions for positions they have never personally held and then determine the salary paid for fulfilling these duties.

The great glass cage conspiracy

One of the great frustrations of reporters fighting the battle for freedom of information these days is that it seems most of the readers and listeners being reported to don't care.

The fight is viewed as just a squabble between reporters and politicians, whether it involves the jailing of a reporter who won't reveal sources or the caging of newsmen and women who cover the Michigan Senate.

The truth is that the listeners and readers have the greatest stake in fending off restrictions that would be imposed on reporters. The journalists who cover the Michigan Senate could have meekly gone along with the scheme hatched in December to confine them in glass cages during Senate sessions. Their pay checks would have arrived anyway and they would still have had news to report.

But their ability to ferret out the facts would have been hampered and their accounts of what was going on wouldn't have been as complete. That would do much more harm to the people the legislature

allegedly serves — the voter — than to the reporters.

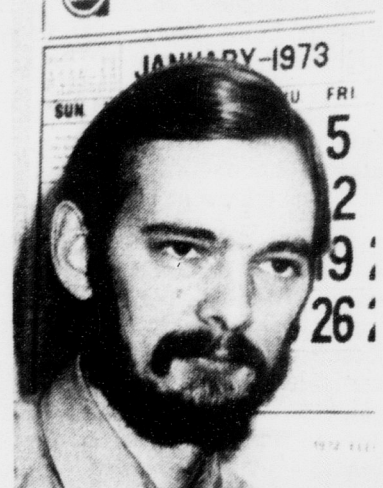
The only comprehensive, accurate report people receive of what their government is doing for them and to them comes through the news media. Members of the legislature do have newsletters they send out to constituents and columns which appear in their local newspapers, but these are self-serving in nearly every case. The purpose is not really to report back to constituents, but to make the senator or representative look as good as possible to the home folks.

It is the reporters who find out and report which legislators and government officials abuse their expense accounts, which employees are pressured for political contributions and who made a deal for what to get a bill passed. The prime purpose of just about every politician is to get re-elected. That isn't the way civics books teach it, but that is the way it works. And a free and open reporting of activities can at times play havoc with re-election hopes.

The cage controversy in the

Michigan Capitol didn't rank in importance with the jailing of reporters now being seen around the country. But it was another manifestation of the "get the press" sentiment which has been unleashed in this country. And that is really just another manifestation of the old Roman practice of killing the messenger who brought bad news. It's a lot easier

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Robert Berg is the Lansing bureau chief of United Press International.