



OFFICIAL BULLETIN

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

VOL. XLIV
Monday
June 18, 1973
No. 110

CANCELLATIONS OF REGISTRATION: The registration of the following students has been cancelled for the 1973 First Summer Session:

Carringer, Patricia Hayes	244908786	SP	LBA
Cephas, Daniel	185421912	SP	E
Dillon, Deborah Carolyn	237929816	SO	SZM
Pinckney, Charles	247927387	SP	LBA
Talton, John Clinton, Sr.	260664171	SR	EE
Thurston, Spurgeon St. Clare	191268006	SP	ED

UNIVERSITY WITHDRAWALS: The following students who registered for the 1973 First Summer Session withdrew on the dates indicated:

Arthurs, Gary Neal	241880580	SP	LBA	June 1
Brines, Richard Dale	237861060	JR	LAE	June 13
Bunn, Junius Riley	246863670	JR	EO	June 6
Carter, Eugene Thomas	245741764	SP	LBA	June 5
Davis, Sheryl Elizabeth	239841083	JR	ARC	June 11
Ellis, Cornell Franklin	046460373	SP	PMS	June 5
Gonzalez, Carol Rubke	333503913	JR	LA	June 8
Hass, Joseph Elliott	246865312	JR	LAH	June 11
Hodge, David Eakes	246922849	SP	AL	June 5
Kennedy, Julie Katherine	241927976	SO	MA	June 5
Llewellyn, Sharon Elizabeth	244766501	SP	LBA	June 4
Lucas, Kathryn Jean	245965275	SP	PMS	June 5
Lupo, Kenneth Byron	239820539	SP	LBA	June 5
Massey, Ida Thompson	239840168	SP	LBA	June 5
Morgan, Glenn Douglas	238869439	JR	SBE	June 8
Nichols, Linny Glenn	238386877	SR	EE	June 5
Olsen, Stephen Victor	242907869	JR	MED	June 4
Phelps, James Solomon	241906487	SR	NE	June 6
Rasor, Mollie P.	241686825	SP	LBA	June 5
Rogers, Lewis (NMN)	243761629	SP	PMS	June 1
Shattuck, Daniel Watkins	237926209	SO	LAS	June 12
Strode, Richard O.	536489942	SP	PMS	June 5
West, Nancy Jean	241928389	SP	LBA	June 5

Department of Registration and Records

MINORITY GRADUATE STUDENT LOCATER SERVICE: Last year the Graduate Record Examinations Board (ETS) established this service and is interested in making it known and available to college juniors, seniors, or graduates. Minority students who are interested in pursuing graduate study and who would like their names made available to graduate schools may find the Locater Service useful. There is no cost to students for the service, nor must they take the GRE in order to participate. The Graduate Office has available a supply of Locater Student packets. Each packet contains the Student Booklet, Student Response Form, and a postage-paid return envelope that is provided to students for returning their completed response form to ETS. In 1973-74, the student pool will be searched in November and March; deadlines for entering response forms are October 1 and February 1, respectively.

Dean, The Graduate School

REQUEST FOR UNIVERSITY STANDING COMMITTEE RECORDS: The University Archives has the minutes and other records of University standing committees for the past several years. However, there are no committees for which we have complete records files. It is hoped that some of this committee material is in the files of present or past members of University standing committees. Please call the Archives if you have inactive committee records which could be transferred to the Archives (phone 2273).

University Archivist

MINIMUM WAGE: Minimum wage of \$1.80 per hour covered in Official Bulletin June 12, 1973, should have an effective date of September 2, 1973, instead of July 1, 1973.

Business Services Officer

ADMINISTRATIVE APPOINTMENT: John R. Hart will be Acting Assistant Dean of Engineering for Extension while Dr. John R. Canada is on a one-year leave of absence beginning mid-June. Mr. Hart's new office will be 241 Riddick, extension 3262.

Dean, School of Engineering

BARGAIN TO EUROPE: Round-trip fare to Europe -- \$250. The School of the Arts, Winston-Salem, one of the 16 institutions constituting the University of North Carolina, will have 50 seats available on a plane traveling to Milan, Italy, from Dulles Airport on July 21 and returning on August 19 from Geneva, Switzerland, to Dulles Airport. Tourist fare is \$250, First Class, \$275. For information and reservations, contact Dr. William Baskin, North Carolina School of the Arts, Waughtown Road, Winston-Salem, North Carolina. Telephone 919-784-7170.

Director of Information

ALL EXISTING COMPUTING CENTER SPONSORED ACCOUNTS (types C and D) must be renewed by June 30, 1973. If you have not already done so, please submit in triplicate a completed form NCSU-CCA Application for Account to the Computing Center Business Services Office, B-21 Nelson Textiles Building. Be sure to complete Section 14 for sponsored accounts. A small supply of these forms have been sent to each department head. For additional information or forms, please contact Bonnie Hine (2518).

Computing Center Director

"KEY HAVEN" AT KERR LAKE IS AVAILABLE to all members of the faculty for camping, picnicking, boating, and swimming. You can park at the gate and take a short walk in. If you wish to drive in, keys are available from the manager of the Faculty Club for \$5.00. The fees this year will be used to gravel the road and install additional tables and fireplaces. Why not do a little exploring of this wonderful natural camp spot next weekend?

Chairman Potem of Key Haven Committee

DISTRIBUTION

F & S



NEWS RELEASE

6-12-73-351

L,FE,W

NORTH CAROLINA STATE UNIVERSITY
RALEIGH, N. C. 737-2874 737-2875

HARDY D. BERRY, DIRECTOR • INFORMATION SERVICES • WATAUGA HALL

FOR IMMEDIATE RELEASE

The doors of North Carolina's major industries and professions are open to women and to minority races "and you don't even have to knock loud," Chancellor John T. Caldwell of North Carolina State University said Tuesday.

Addressing directors of the N.C. 4-H Development Fund, Dr. Caldwell said: "We're doing our best in North Carolina to overcome past discriminations."

Dr. Caldwell added: "No race has a monopoly on talents. But we need to get the word out on the opportunities. Help us!"

Dr. Caldwell said NCSU is working to recruit more women and blacks as students and as faculty members. He pointed out that approximately one of every five students is a woman at NCSU, a campus which for much of its history was a citadel of male education. He said black enrollment has gone from zero in the 1950's to more than 200 today.

Dr. Caldwell's remarks came before an organization that assists some 150,000 North Carolina boys and girls of all races and religions.

The 4-H Fund, headed by Wayne Corpening, vice president of Wachovia Bank of Winston-Salem, is an integrated statewide organization which raises private funds for 4-H work.

The directors approved an allocation of \$49,000 to support 4-H work across the state during the coming year.

--more--

University officials reporting to the directors included Dean of Agriculture and Life Sciences Ed Legates, Extension Director George Hyatt and Dr. Chester Black, state 4-H leader and NCSU official.

John D. Wright, vice chancellor for finance and business affairs at NCSU, told the directors the 4-H Fund is expected to pass the \$600,000 mark during the coming year in general and special fund balances.

Robert N. Wood of the Foundations and Development Office and Dr. Hyatt reported that a special long-range fund-raising campaign for major 4-H projects, including new camping facilities, is approaching the \$200,000 mark toward a \$750,000 goal.

That 5-year drive is being conducted jointly by 4-H and Extension teams in each of the 100 counties and by a special gifts campaign headed by Robert Holding, chairman of the board of First Citizens Bank and Trust Co.

Norfleet Sugg, official of Planters National Bank of Rocky Mount, introduced a resolution that was unanimously adopted memorializing the late H. Brooks James, long time dean of the School of Agriculture and Life Sciences and vice president of the University of North Carolina.

--graham jones--



OFFICIAL BULLETIN

NORTH CAROLINA STATE UNIVERSITY

AT RALEIGH

VOL. XLIV
Wednesday
May 16, 1973
No. 104

UNIVERSITY WITHDRAWALS: The following students who registered for the 1973 spring semester withdrew on the dates indicated:

Alexander, Marion Arthur, III	244845252	MR	EC	April 9
Allen, George Michael	244886744	01	AGI	March 30
Athinson, Andrea Smith	245742242	SO	LAE	March 28
Bartholomew, Gregory James	245768616	FR	LAE	April 19
Bolus, Sharon Barlowe	242724823	SP	ED	May 4
Bradford, James Webster	239027726	FR	E	April 27
Bright, Melvin Cleon	242609003	GR	UN	April 27
Brigman, Bernard Brooks	238965175	SO	LA	April 27
Brown, Kenneth Mace	241742230	FR	TXT	April 26
Carswell, Robert Glenn, Jr.	244920960	SO	TXT	April 20
Clayburn, Richard John	326368679	SO	CSC	April 1
Daughtry, Gladys Jane	240983397	FR	BLS	April 27
Davis, Robert Monroe	245963928	FR	LA	April 25
Dix, Mary Catherine	240846636	JR	LAH	February 26
Evans, Ralph Lawrence	112676717	FR	E	March 5
Fisher, Carl Douglas	244847344	JR	LAN	April 6
Ford, Dan W.	245769173	FR	LA	April 27
Glenn, Bennie Carlton, Jr.	240968942	FR	MA	April 27
Hathorn, James Oscar	427683056	MR	ADE	April 27
Heaphy, Michael Patrick	239961102	SO	PY	February 8
Hermes, Richard Harold	442566156	SO	LA	April 27
Hooks, Aubrey Jay	238803540	UN	LBA	May 1
Howard, John Everett	245925059	FR	LAH	April 24
Hoyng, James F.	238740507	GR	SP	April 26
Hutchinson, Steven Kreg	243805572	JR	FMM	April 25
Land, Barbara Jean	237927246	JR	TFS	April 17
Lapone, Michael Francis	158502088	FR	LA	April 20
Lilley, Timothy Wayne	237786475	JR	EO	April 30
Litzaw, Frederick George	242803694	SO	FOR	April 27
Long, Lee Overman	243865034	SP	LBA	April 4
Lyerly, Fred Dildy	240780872	JR	SCO	April 17
MacDougall, James David	565642065	SR	BEC	April 25
Massey, William Carroll	240606062	JR	LAP	March 2
Mayberry, Beth Ann	245740357	SO	LAN	April 18
McSween, Larry Dillard	237884683	SR	SAS	April 16
Morris, Katherine McPherrin	226806854	SP	MER	March 30
Nye, Sherry Ruth	239861261	SO	VIE	May 1
Parker, Joseph Glenn	238889558	FR	LAP	April 24
Riley, Lewis Cooper	245767278	SR	EDA	April 27
Shuford, Dale Martin	245868901	SO	LA	April 4
Small, Jeffery Lynn	238961873	FR	AED	March 13
Smith, Cecil Leonard	242765075	02	AGI	March 5
Szyperski, David Lee	243765393	SO	TEX	April 20
Tesh, John F.	088469743	JR	TC	April 30
Wiggins, James Wall	246922784	SP	LBA	April 26

Department of Registration and Records

ADMINISTRATIVE STAFF VACANCY: Effective at the end of this summer, the position of Coordinator of Institutional Studies and Planning will be vacant. Individuals on this campus interested in being considered for the position should contact the Provost by July 1, 1973. North Carolina State University is an equal opportunity employer.

Provost

(Continued on Reverse Side)

FACULTY SENATE MEETING: The Faculty Senate will meet on Tuesday, May 22, 1973, at 3:10 p.m. in Room 2320 (Erdahl Cloyd Wing) of the D. H. Hill Library. The agenda includes:

- 1) Approval of Minutes.
- 2) Communications and announcements.
- 3) Old Business
None
- 4) New Business
 - a) Election of the Faculty Senate's slate for the Provost--Vice Chancellor and Dean of the Graduate School Nominating Committees.
 - b) Election of three faculty to serve on summer student mediation panels; election of six faculty to serve on Student Judicial Boards.
 - c) Report and recommendations from the Communications Committee regarding the use of electronic calculators while taking exams.
 - d) Final year-end report from the Communications Committee.
 - e) Report from the Academic Policy Committee regarding course development and approval.

All members of the General Faculty and the generally elected officers of the Student Government are invited to attend meetings of the Faculty Senate.

LECTURING APPOINTMENTS AND ADVANCED RESEARCH GRANTS: Secretary of the Faculty Senate Announcement has just been received of "Lecturing Appointments and Advanced Research Grants" under the Fulbright-Hays Act for 1974-75. Opportunities are available for most countries of the free world and in most academic disciplines, including the humanities, social sciences, physical sciences and life sciences. July 1, 1973, is the closing date for research applications and is the latest recommended date for lectureship applications. For further details call 3201.

Dean for International Programs

PHI BETA KAPPA KEYHOLDERS PLEASE NOTE: A Steering Committee has been formed to apply for a Phi Beta Kappa charter. Such a charter, if granted, is given to keyholders at an institution, not to the institution itself. Thus, the Steering Committee will need to identify and to enlist the support of keyholders throughout the NCSU faculty. Would you please identify yourself and, if you wish to have a part in applying for a charter, so indicate. Reply to Burton F. Beers, History Department, 112 Harrelson.

Phi Beta Kappa Steering Committee

WOLFPACK MATINEES: The NCSU Athletics Department has put together a special Wolfpack Matinee to be shown in five Raleigh theaters within the next few weeks. Each showing will feature three highlight films, approximately twenty-five minutes each, of the Wolfpack's 1972 football Peach Bowl championship season, the 1972 ACC football highlight film, the Wolfpack's 27-0 second ranked, and ACC Championship basketball team. Each film is in sound and color with some real good photography. There will be no admission to these matinees but we would like "A SHOW OF COLORS" with some red attire as a honorary admission. These special Wolfpack Matinee showings are scheduled as follows:

- May 19 -- STATE THEATER, Downtown Raleigh -- 11:00 a.m.
- May 19 -- CINEMA I THEATER, Mission Valley -- 11:00 a.m.
- May 26 -- VILLAGE THEATER, Cameron Village -- 11:00 a.m.
- May 26 -- CARDINAL THEATER, North Hills -- 11:00 a.m.
- June 2 -- VALLEY I THEATER, Crabtree Valley -- 11:00 a.m.

Tell all your friends about these matinees.

Assistant Director, Athletics Department

DISTRIBUTION

F & S

Technician

Volume LIII, Number 82

Friday, April 27, 1973

Blacks receive \$10,000

Union board allocates budget

by Kathie Easter
Staff Writer

The Union Board of Directors allocated around \$60,000 out of their \$100,000 budget Thursday.

One of the largest appropriations went to the black students—\$10,000, an increase of \$3,640 to sponsor Homecoming, Black Awareness Seminar, and the Pan-African Festival.

"It looks like we will have to be very careful with the money next year," said Brenda Harrison, Union President.

"I THINK that we may have over-budgeted. The blacks will probably end up with more money than the Entertainment Board and the Entertainment Board serves more students than the black students have in the past," said Harrison.

\$10,000 will be used to underwrite the Stewart Theatre in order to help lower prices for students.

Other allocations include \$3,475 for the Gallery; \$6,180 for Thompson Theatre; \$4,325 for the Craft Center; \$8,000 for Lectures Board; \$8,000 for the International Students; \$8,000 for Films Board; \$1,000 for the Social Action Board; \$3,000 for second summer school session; \$1,000 for the

calendar; \$700 for Christmas decorations; \$4,000 for general administration which will be used to cover publicity costs.

The Entertainment Committee asked for \$12,000 but was only allocated \$5,000 since the committee co-chairmen were not present to discuss their committee's plans for use of the money. \$5,000 was approved so that the committee would have something to work with next fall.

As yet, no money has been allocated to All-Campus '74.

HARRISON SAID that she would not make any decisions about vetoing any of the budget until there is a meeting of the officers of the Union and the Program Office staff. This meeting will take place some time this summer.

"The way the programming fund is set up—if we go in the hole next year then we start out with a deficit the following year," said Harrison.

"The budget was worked up before the election by our past president, Nick Ursini, and I don't feel he consulted the past board chairmen and that not enough thought and

planning was put into it."

According to Harrison, the committees will probably be requested to submit line budgets. Line budgets itemize how much money will go toward each event and if there is any money left over, it goes into a contingency fund.

"I DISAGREE with the way the budget was done. The figures were just pulled out of the air. It could have been hashed out earlier by the Activities Board before coming before the Board of Directors," said Harrison.

"I don't think the black students are going to use all of the money next year and that is another reason for the line budgets. Any extra will go back into the general contingency fund," said Harrison.

At this time, Harrison expressed the hope of keeping most events free or charging only a minimum charge; although charging for films and lectures has been suggested as one way to economize by some board members.

"I would like to try some new ideas next year and see better utilization of the money," Harrison said.



Brothers of Theta Chi prepare to depart the scene of a past frog-jumping competition with losing contestants. The annual renewal of the event will be tomorrow on Doak Field, beginning 2 p.m. (photo courtesy Theta Chi)

Annual frog jump scheduled tomorrow

The sixth annual North Carolina Governor's Frog Jump, sponsored by Theta Chi fraternity, will be held tomorrow at 2 p.m. on Doak Field behind Lee Dorm.

Frog jumping goes back 3,000 years to the story surrounding an Athenian and a Boeotian who met and wagered on the abilities of their respective frogs. Mark Twain's story, "The Celebrated Jumping Frog of Calaveras County," is the basis for the present National Frog Jump, held at Calaveras County, Calif.

THE GOVERNOR'S contest is

open to anyone in North Carolina. Each contestant may enter two frogs. Each frog must be a minimum of four inches in length.

The frog that covers the greatest distance in a series of three jumps will be declared the winner. The victorious frog in the state competition will receive a trophy and be eligible to compete in the National Frog Jump in Calaveras County later this year.

Gov. Jim Holshouser has issued a proclamation declaring tomorrow Frog Jump Day in North Carolina.

—Ron Cook

Grading system gets nod from Senate

by Dale Johnson
Staff Writer

In its final session of the year Wednesday, the Student Senate overwhelmingly expressed its approval of the intention of the Faculty Senate's new compromise grading system.

After hearing Dr. John Ely, chairman of the Faculty Senate, and Vice-chairman Dr. John Riddle address the Student Senate on the compromise provisions, the Senate voted 30-1 to endorse "the intention of the change" in the plan.

RIDDLE RECALLED that the original grading system approved by both legislative bodies during the 1971-72 school year was rejected by the University administration on the grounds that failure to achieve — a D or F grade — would not be shown under this system.

He said that in this system, an A, B, C, no credit plan, a D or F effort would receive a "no credit" designation and the course would never appear on the student's transcript. In effect, Riddle said, the student's lack of achievement would not be reflected in the transcript.

Since that rejection, a compromise grading system was drawn up by the Conference Committee of the Faculty Senate in an attempt to meet the

criteria needed for adoption. The Faculty Senate passed this compromise plan on April 17.

THE BASIC CHANGE made by the compromise plan is in the use of the letter grade "D." Through this change a student may count a course in which a "D" was made towards his graduation subject to two conditions.

First, courses taught by the Department granting the degree to the student or related courses specified by the Department may not be counted towards graduation with a degree with a grade of "D." Second, a maximum of 12 semester credit hours of "D" grades may be earned.

After 12 hours of "D" grades have been made, the course must be repeated and passed for credit.

RIDDLE ALSO said the compromise plan calls for the keeping of two transcripts for each student. One would be the official record of all courses passed while the other would record grades received in all courses attempted whether passed or not.

He stated that the student would have the option of choosing which transcript would be issued to prospective employers and that each transcript would note the existence of the other.

Also associated with the com-

promise is the extension of the free drop period. The Faculty Senate's version of the system would allow students to drop a course without penalty as late as one week after midsemester reports have been issued.

"I feel that this provision will produce consistency among schools and advisors. And consistency is pretty close to justice," said Riddle.

THE LONE dissenter among the senators was freshman Robert McPhail

who said he thought the system "would create problems for transfer students ... and would cast doubt on the integrity of the whole system."

McPhail agreed with Gary Miller that the compromise system's policy on academic suspension would "favor the Athletic Department. An athlete could go to school here three semesters, not pass a single course, and still be eligible to play."

In other legislation, the Senate

Trees will decorate Center lobby

Don't be surprised if you walk into the lobby of the Student Union and feel like you're in a tropical forest. You're not.

Various tropical trees are being placed in the lobby to provide a pleasant atmosphere, according to Corinne Philbrick, supervisor of the lobby area.

"LAST WEEK we received five *Schefflera* which are temporarily in the main lobby area. They will be placed in the reading lounges when the other trees are brought in," she said.

The *Schefflera* is a wild tropical plant which will grow up to eight feet in height.

Eight other trees which should arrive next week will be placed in the main lobby. These eight trees will be various tropical trees, including some palms, she added. The trees placed in the lobby should range from eight to 10 feet tall.

Future plans call for plants in the Snack Bar area also.

PHILBRICK WAS asked to suggest a suitable atmosphere to liven up the lobby area. With the help of Harold Ritter, landscaper with the State Department, the trees were chosen.

"Mr. Ritter suggested the types of trees which could survive in the environment here. Some plants wouldn't survive in air-conditioning. The lobby

area is ideal for the taller trees with the high windows and the openness of the area," she said.

The plants will require only a minimum amount of care. "Just plenty of water and a little liquid fertilizer now and then," she added.

PLANTS WERE the natural choice for Philbrick to make when asked to provide a proper atmosphere for the lobby. Plants are her hobby. "I just hate plastic plants," she said.

She added, "Students may not notice how drab this area is unless they come in here quite often. I think that the trees will provide a relaxing and beautiful atmosphere."

—Nell Perry

Two opportunities to relax before exams

by Larry Pupkiewicz
Staff Writer

The last weekend before finals is nearly upon us. With it comes two ways to relax and ease the tension of mounting academic pressures.

THE CLARION WIND Quintet will be in concert under the auspices of the Raleigh Chamber Music Guild. This final program of the Guild's current season starts at 8 p.m. in the Student Center Theatre on Sunday, April 29.

The Clarion Wind Quintet fills the Artists-in-Residence position at the North Carolina School of the Arts. It is composed of Philip Dunigan, Stephen Adelstein, Robert Listokin, Mark Popkin, and

Fredrick Bergstone performing on flute, oboe, clarinet, bassoon, and French horn, respectively.

The Clarion Wind Quintet has consistently received very good reviews. And since ensembles of this type are not frequently heard on campus, the concert would be worth attending just to experience this "new" form of instrumentation.

THE OTHER program scheduled for the week-end will be held in the Student Center Ballroom tonight at 8. The performers list themselves under the title of "Dave Mauney and Friends," but "Tony Danby and Fiends" may be a more appropriate

classification. Either way, chamber music and music for winds, percussion and marimbas will be featured.

A Mozart wind octet, scored for two oboes, two clarinets, two bassoons, and two horns will open the evening. The rest of the program will consist of music not often heard in standard concert presentations.

Among these is "The Burning House" by Alan Hovavness. This work utilizes the much neglected percussion instruments with a solo flute adding a melodic line.

TWO MOZART works for glass harmonica will be transcribed for two marimbas. One piece is for solo marimbas and the other employs a small

chamber orchestra as back up. Musician-in-residence Dave Mauney and percussionist Bob Howland are soloists.

The glass harmonica is an interesting instrument in itself. It was perfected by Benjamin Franklin in 1763. Saucer shaped glass disks are placed on a spindle that is kept in rotation by foot action. The sound is produced by friction of the fingers against the glass rims which are kept wet and is similar to rotating your finger around the wet edge of a crystal wine glass.

IN TRANSCRIPTION, two marimbas are needed to cover the full scope of the glass harmonica. The marimbas are well suited for this rearrange-

ment, and the new tone is fitting to the style of Mozart's later works.

The two marimbas will close the evening's concert with a re-worked version of Bach's "Double Violin Concerto."

According to Tony Danby, this newest arrangement "will shock those people who don't know Dave Mauney."

But who doesn't know Dave Mauney?!

Final coffeehouse

The coffeehouse will be closing out the semester with an evening of entertainment.

"Just Us," an acoustic guitar and vocal group made up by Max Isley and Dan Moore, will perform. "Just Us" is a group who won second place at the All-Campus Hootenanny this year. They will be playing songs from America, Neil

Young, and many others, as well as original music.

"When we do other people's music," said Moore, "we try to do the songs our own way."

The coffeehouse will start at 8:30 tonight in the Rathskellar of the University Student Center. There will be open jamming as usual, and no admission.

NEED HELP NOW !!!

ORIENTAL WAITRESSES WANTED FOR FULL OR PART-TIME WORK IN JAPANESE RESTAURANT

PLEASANT ATMOSPHERE
GOOD WORKING CONDITIONS
GOOD PAYMENT

CALL FOR MORE INFORMATION
782 - 6930

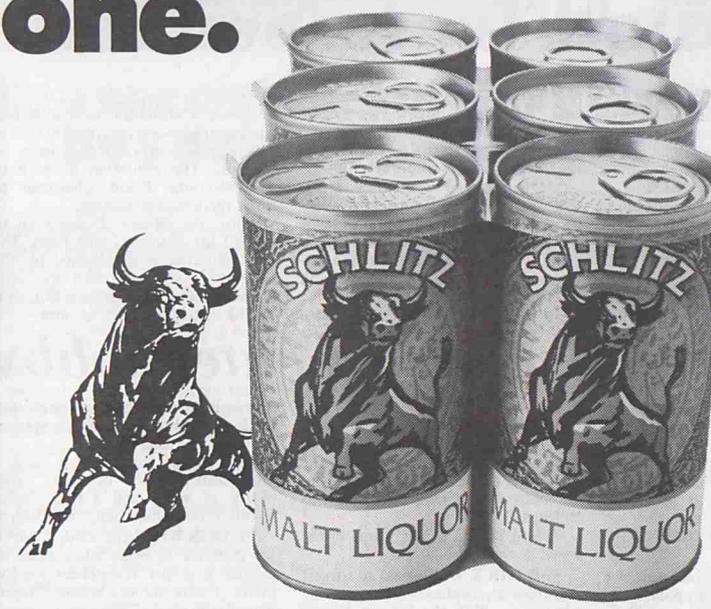
Farewell Concert
in Walnut Room

DAVE MAUNEY

Sunday 8:00 P.M.

50¢ cover charge

Six bulls are better than one.



Nobody makes malt liquor like Schlitz. Nobody.

JEWELRY MAKING & DESIGN

handcrafted and custom design jewelry . . . gold, silver and all stones . . . Tues.-Sat., 11 to 5.

2404 HILLSB. ST. — UPSTAIRS 834-4409

s.d.markman
goldsmith silversmith



Built to take on the country

SUZUKI MODELS
50cc to 750cc
Street and Enduro

BARNETT'S SUZUKI CENTER
430 S. Dawson St

With the money you save on our clothes you can exert your male prerogative and pay for her Jethro Tull tickets for a change.

Wrangler Sportswear.
Wremember the "W" is Silent.

Get your money's worth at

HUDSON-BELK RALEIGH

ARMY NAVY SURPLUS
Top Grades Only

Navy peacoats	\$15.00
Army Field Jackets	12.98
Army shirts	2.00
Khaki pants	2.00
Fatigue Jackets and pjs	2.00
Army Boots	5.98
Army Raincoats	3.00
Navy 13B. Wool Belts	7.50
Navy Zip Belts	4.00
Army Ponchos	3.00
Army Knapsacks	3.00
Navy White Belts	3.00
Relaunders Work Pts.	1.00
Navy style jeans	5.98
Army 3 4 coat	9.98
English battle jacket	3.50
New Army type boots	12.98

CAPITOL BARGAIN STORE
132 E. Hargett Street
Raleigh, N.C. 834 7243

Dracula

The vampire strikes in Thompson Theatre's final spring production

by Sandra Millers
Features Editor
"Dracula," Thompson Theatre's final production of

the 1972-73 season, will premiere tonight at 8:15. Harsh Nayyar, a State foreign student from India, will

play the leading role of Count Dracula. Also in prominent roles will be Valerie Ososky as Lucy, Denver McCulough as

Dr. Van Helsing, Danny Teale as Renfield, and Neal Scroggs as Dr. Seward.

DIRECTOR DON DALTON explained why he chose Dracula as Thompson Theatre's final production.

"Ever since I was a kid I've enjoyed horror movies," he said, "and I've always wanted to play Dracula. So when someone suggested that we fill this last spot with Dracula, naturally I jumped at the chance," he added.

Commenting on the expected reactions from State audiences, Dalton said, "The reactions could run from real funny to sad. We're doing the play in that drawing room, British speech style. We're doing it seriously, but we're prepared for both ways it could be taken."

THE ACTION OF Dracula takes place in a sanatorium 20 miles outside of London in the late 1920's. As the play opens, Miss Lucy has been stricken with a mysterious ailment, and Dr. Van Helsing is called in to make the critical diagnosis.

The ailment, of course, is a

TECHNICIAN

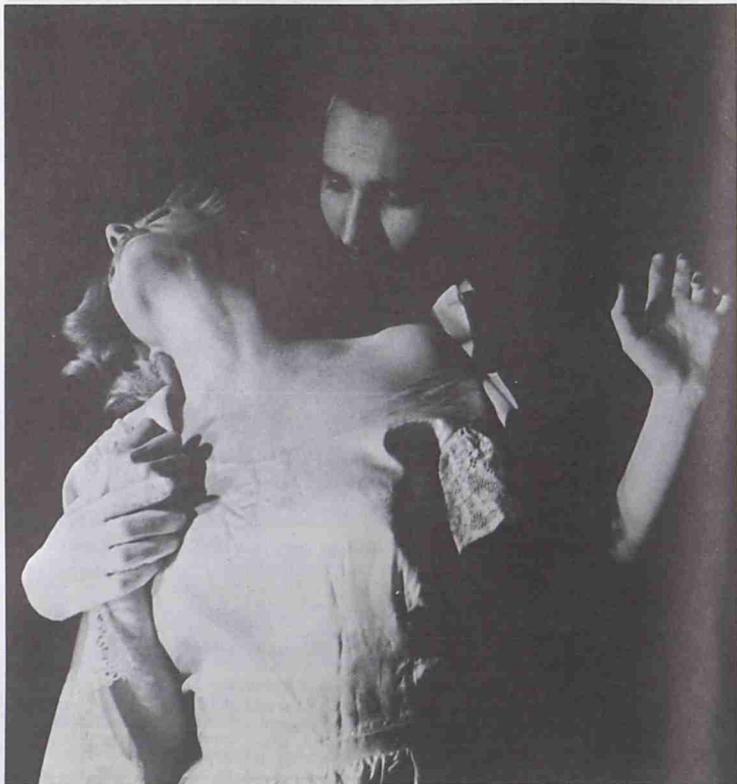
Represented by National Advertising Service, Inc., agent for national advertising, with offices located in suites 3120-21 in the University Student Center, Cates Avenue. Campus and mailing address at P.O. Box 5698, Raleigh, N.C. 27607. Subscriptions are \$5.00 per academic semester. Printed at the North Carolina State University Print Shop, Raleigh, North Carolina.

result of the bite of the vampire Dracula, who has moved from Transylvania to London "because of its teeming millions and its opportunities."

ONCE THE REAL cause of Miss Lucy's illness is discovered, the chase is on for the

fiend Dracula, who, at the close of the play, ends up with the traditional stake driven through his heart.

"Dracula" will be performed at Thompson Theatre tonight, tomorrow, and Sunday nights at 8:15.



Harsh Nayyar stars as the fiendish Count Dracula and Valerie Ososky plays Miss Lucy tonight, tomorrow, and Sunday in Thompson Theatre's final spring production of the horror film classic, "Dracula."

MANPOWER HAS GOOD PAYING SUMMER JOBS FOR MEN AND WOMEN IN 400 CITIES



warehouse work
outdoor work
inventory work
factory work

typists
stenos
office machine operators

call the Manpower office in your city
MANPOWER

DJ'S COLLEGE BOOK & NEWS IS PAYING TOP CASH FOR YOUR BOOKS

We will pay up to 60% TOP CASH PRICE for your text books!!

Give us a chance to make you an offer for your texts before leaving for summer vacation—Look at these specials during Buy-Back weeks!

1. Free Playboy Calendars—Just ask for one
2. Buy 2 Posters—Get a Third Free—take a few home for summer!
3. Upper Level Open evenings (April 30 thru May 9) & Open Saturday May 5

COMPLETE STOCK FOR SUMMER SCHOOL BUY NOW OR WHEN YOU GET BACK

DON'T FORGET OUR NEW ADVANCE RESERVATION PROCEDURE—WE'LL HAVE BEST USED BOOKS AVAILABLE WAITING FOR YOU WHEN YOU RETURN IN AUGUST—LEAVE US YOUR LIST OF COURSES! ALSO FOR EVERYONE LEAVING US YOUR NAME & SUMMER ADDRESS WE'LL SEND YOU A NICE GIFT!

COME TO DJ'S FOR TOP CASH PRICES FOR YOUR TEXTBOOKS & FOR ALL YOUR FUTURE READING & SUPPLY NEEDS

DJ's

College Book & News Center.

2614 Hillsborough St
833 2624

Box 5841
Open 7 Days a Week

Metcalf counselor finds 'perfect job'

by Sandra Millers
Features Editor

If you've ever been in the job market, you'll know—the perfect job is hard to find.

But as Head Residence Counselor of Metcalf dorm, Candy Corvey thinks she has found it.

"It's terrific! I love it!" she said, displaying her enthusiasm. "It's a perfect combination of student personnel work and counseling."

SEATED BEHIND her desk in the Metcalf office, Candy briefly reviewed her college background, explaining how she acquired these two interests.

A native of New Jersey, she came south to Wake Forest University for her undergraduate education, majoring in math. "To be perfectly honest," she said seriously, "I think I chose that major because you didn't have to write papers or go to lab."

Searching for employment after graduation, however, a math degree proved to be less advantageous. Consequently, Candy went to work outside of her field in a Raleigh personnel agency.

"I didn't like it a whole lot," she remarked, "but I did like talking to the people."

FROM THIS experi-

ence, Candy developed an interest in counseling which led to her enrollment at State as a graduate student in counseling. After her first year, "just by luck," she heard about the residence hall jobs and "jumped at the chance" due to her interest in student personnel work.

Candy began her work as HRC of Metcalf last semester. At that time, she was still a student and took on HRC responsibilities as the required practicum for her degree.

The doors of Metcalf banged shut as a boy entered the lobby, and Candy got up to page his girlfriend. Returning to her desk from the intercom, she commented, "Sometimes the practicum and school can conflict, but mine supplemented each other." Remembering the added responsibilities of being a student, Candy sighed.

"I'M GLAD I'M not a student anymore," she said. "I got really tired of school."

The telephone rang. Candy answered it, and after a brief conversation, went on to explain her plans for next semester. With a master's degree and a year of experience at Metcalf behind her, she will be moving on to the position of Area Co-ordinator of Lee

Dorm, a full-time position encompassing added responsibilities.

"I'm reluctant to leave Metcalf," Candy admitted, "but Lee is going to be fun."

As Area Co-ordinator, Candy will carry out more administrative tasks and have more of an input into decisions affecting residence life.

FOUR GIRLS WENT out the door; Candy smiled and greeted them by name. Then pausing a moment, she reflected on the increase in residence hall activities this year.

"Jim Ross (Director of Student Development and Residence Life) encouraged the idea that more things be available in the residence halls," she said, "and House Councils have really picked up the ball."

Strongly in favor of such activities, Candy noted Operation Friendship, a program co-ordinated with area prisons, as being especially valuable. She sponsored an inmate of Women's Prison herself this semester and called the experience "terrific."

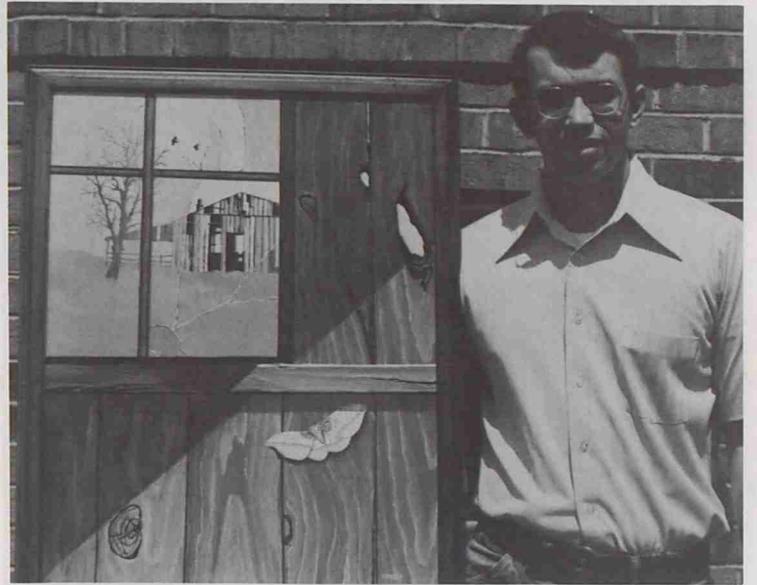
EXPLAINING HER enthusiasm for such dorm activities, Candy expressed the belief that for many students, more learning takes place in the residence halls than in the classrooms. She noted that her own most valuable experience during this year as HRC of Metcalf has been developing relationships with the other HRCs, the Metcalf staff girls and House Council members. "The chance to know all these people has been the best part of the job," she said with a smile.

The doors banged again. Two green-uniformed men from the Physical Plant reported to fix a hot water shortage in a suite. Candy

called up to the suite and assured the men that someone would be down shortly to take them upstairs.

Next pondering the ques-

tion of her future, she paused only a moment before remarking, "I'll be in residence halls another two years—! (see 'Corvey,' page 12)



Chris Forrest displays one of his acrylic paintings depicting the rural South.

Forrest exhibits works

Chris Forrest, a member of the State Reserve Officer Training Corps, will present a one man art show at the Palette Gallery in Cary during the month. The majority of paintings are acrylic paintings of rural North Carolina and

Virginia. Other paintings include wildlife and contemporary scenes.

FORREST, a career officer in the Army Corps of Engineers, will become a graduate student in civil engineering this summer. He is

presently serving as an assistant adjutant.

"I took up painting when I was 11," Forrest said, "and up until five years ago I used oils. I changed to acrylics then because I like them better—they dry faster."

NICK SMITH, FORMERLY OF N. C. STATE FACULTY, ANNOUNCES THE OPENING OF OFFICES FOR THE PRACTICE OF LAW, MAY 1, 1973. Fayetteville St. Raleigh, N.C. Suite 906 BB&T Building

Cut Moving Costs
Move-it-yourself one-way or local in a Ryder One-Way rental truck

RYDER Rent ONE WAY & Local

MARTIN'S EXXON
3715 HILLSBOROUGH STREET
828-3484

N. C. Waterbeds

Best Quality
Best Price
Best Nights Sleep

303 Park Ave.
833-2339

MON - FRI 1:30 to 6:00 SAT 1:00 to 7:00

Late shows...Tonight & Sat. Nite!!

WE DO IT BECAUSE IT'S THE ONLY WAY TO TELL THE OLDER GENERATION WHERE TO GO!

WILD SCENE ADM. \$1.50

DRPHIBES RISES AGAIN PG-13 Color VINCENT PRICE

CRABTREE VALLEY SHOPPING CENTER
valley 1 & 2 Valley II 11:45 pm

ACADEMY AWARD WINNER Best Foreign Film 1971

VITTORIO DE SICA'S
the Garden of the Finzi-Continis Studio I FRI. Shows 7 & 9

Across from N.C. State University

ALSO
SPECIAL LATE SHOW for the pack!
Thurs and Fri 11:15 pm
THE LAST PICTURE SHOW
with Ben Jonson & Cloris Leachman
Music by Hank Williams **rated R**

BURGER KING

THE BURGER KING WANTS TO THANK YOU FOR YOUR PATRONAGE THIS YEAR AND HOPES THAT WE WILL BE ABLE TO SERVE YOU THIS SUMMER AS WELL AS NEXT YEAR.

HAVE A GREAT VACATION !!!

Why pay retail for hifi?

Buy direct from us, and you save money with our high-volume prices on more than 100 name brands. Order from the branch nearest you to save time and money on freight.

Send for our free catalog.

Midwest Hifi
WHOLESALE & MAIL ORDER DIVISION
2455b Wisconsin Ave., Downers Grove, Ill 60515 3309 E. J. W. Carpenter Frwy., Irving, Tex 75060

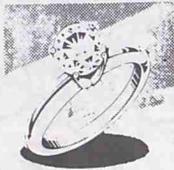
NAME _____
ADDRESS _____
CITY/STATE _____ ZIP _____

Examination Schedule

EXAMINATION DAYS	8-11	12-3	4-7
Monday, April 30	10:10-11:00 MWF	2:10-3:00 TT	MAT-200, Mat-201 Common Exam Arranged Exam
Tuesday, May 1	9:10-10:00 TT (including 9:10-10:25 classes)	3:10-4:00 TT (including 3:10-4:25 classes)	CH-101, CH-103, CH-105, CH-107 Common Exam Arranged Exam
Wednesday, May 2	9:10-10:00 MWF	4:10-5:00 MWF	GN-301 Common Exam PY-205, PY-208 Common Exam ARRANGED EXAM
Thursday, May 3	11:10-12:00 TT (including 11:10-12:25 classes)	10:10-11:00 TT	BS-100 Common Exam ARRANGED EXAM
Friday, May 4	11:10-12:00 MWF	3:10-4:00 MWF	MLF, MLG, MLI, MLR, MLS, 101, 102, 110 201, 202 Common Exam ARRANGED EXAM
Saturday, May 5	8:10-9:00 MWF	2:10-3:00 MWF	CSC-101, CSC-111 Common Exam ARRANGED EXAM
Monday, May 7	1:10-2:00 MWF	12:10-1:00 MWF	12:10-1:00 TT
Tuesday, May 8	8:10-9:00 TT (including 7:45-9:00 classes)	1:10-2:00 TT (including 1:10-2:25 classes)	4:10-5:00 TT ARRANGED EXAM
Wednesday, May 9	ARRANGED EXAM	ARRANGED EXAM	ARRANGED EXAM

The staff of the *Technician* hopes that your summer vacation is a pleasant one. See you next fall if you are coming back; if not, good luck out in the big wide world.

FOR NCSU STUDENTS ONLY!!!!



Diamonds from LAND'S

A Very Special Selling of
Fine Quality Diamond Rings

1/4
Carat \$100
Reg. Price \$164.95

1/3
Carat \$160
Reg. Price \$250.00

SPECIAL PRICES ALSO
ON 1/2 CARAT, 1 CARAT
AND 1 CARAT DIAMONDS

LAND'S
JEWELERS 137 Fayetteville

Compare
Our
Quality
Styles
Size
You must present
NCSU ID cards for
above prices

DOWNTOWN RALEIGH

GRADUATING SENIORS "PLEASE"

**STOP BY THE CAREER
PLANNING AND PLACEMENT
CENTER IN ROOM 122
DANIELS & MAKE A BRIEF
FINAL REPORT OF YOUR
STATUS. WHETHER YOU
ARE ACCEPTING A JOB,
CONTINUING IN GRADUATE
SCHOOL, GOING IN
MILITARY SERVICE OR
WHATEVER WE WOULD LIKE
TO KNOW. IF YOU ARE
STILL SEEKING THE RIGHT
JOB WE CAN HELP WITH
THAT TOO, IF WE KNOW
YOU ARE STILL LOOKING.
PLEASE DO THIS NOW---
IT WILL ONLY TAKE A
MINUTE OF YOUR TIME.**

LIVE ROCK MUSIC WED, THUR, FRI & SAT NIGHTS AT RHEW'S

**BIG BIG NIGHT FRI WITH SHOTGUN SPARKS
& SPYDER. TWO BANDS FOR THE PRICE OF
ONE. \$1 COVER AT FRONT DOOR.**

" PUT ON YOUR DANCING SNEAKERS AND SLIDE
ON DOWN TO RHEW'S "
1118 SOUTH SAUNDERS ST RALEIGH, N. C.



WEEKEND SPECIAL

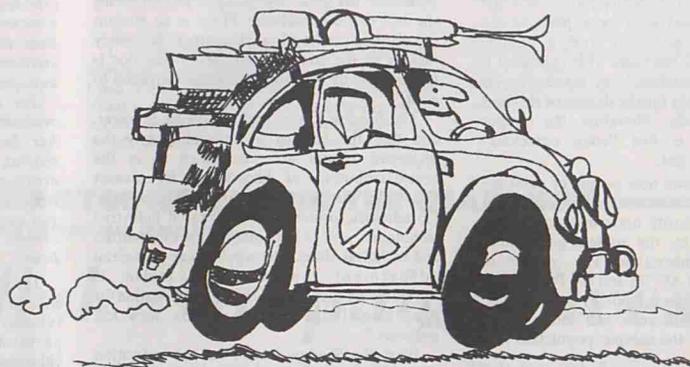
FRIDAY 12 MID-NITE TILL 2 a.m.
SATURDAY 12 MID-NITE TILL 2 a.m.

MOONLIGHT BOWLING

\$3.00 Per Couple TWO BOYS OR TWO GIRLS
Plan A Suite Party This Weekend !!
Fun- Excitement- Prizes!

WESTERN LANES Hillsborough St.
(opposite library)

TAKING A STUDY BREAK DURING EXAMS ?



HEAD FOR THE CAR SHOP
the lowest prices in town for
party beverages and the
fastest service
car shop

709 W. PEACE ST.

828-3359

ALSO IN CARY NOW 504 E. CHATHAM ST.

Peace remains elusive

Henry Kissinger's travels are not yet over. Next month, he will once again be on his way to Paris to meet with North Vietnam's Le Duc Tho to discuss alleged Vietnam cease-fire violations by the North Vietnamese. Although the war is ostensibly over for the Americans, it could well flare up again if these additional talks are not successful in resolving the situation.

The "peace with honor" that has been so elusive in the past remains so. Even though American troops have been withdrawn from the South, the supply of war material continues to flow. In neighboring countries in Southeast Asia, American warplanes continue to bomb

supply trails and enemy concentrations. So the U.S. is still very much involved in the affairs of Southeast Asia.

President Nixon's peace plan has proven itself to be a somewhat ineffectual one if the concern for "peace with honor" is taken to be a real one. Since American withdrawal, the situation in Vietnam has been rapidly deteriorating due to a failure of the Communists to live up to their promises. The "Vietnamized" army has been unable to repel these inroads by the enemy and has proven Vietnamization to be an expensive failure. Whatever peace with honor that might have been gained has forever disappeared.

It was foreseen by almost everyone that the Communists would not honor the concessions they made at the Paris bargaining table. History, if nothing else, pointed in this direction. President Nixon, however, insisted on having something to show the American people, and as a result, he got a piece of meaningless paper that was argued over for months while more Americans died or were captured. By insisting on a settlement rather than just withdrawing U.S. soldiers from the war, the President brought about the deaths of many more troops.

Plain, total withdrawal was not considered because the administration insisted that the North Vietnamese would not necessarily return the POWs. What the administration did not realize was that the North Vietnamese would have no reason to keep them any longer. On top of this was the fact, that in no other war were POWs returned until the war had ended. But, the withdrawal of American troops did result in the return of the POWs, and Nixon's entire hypothesis was proved faulty.

Nixon led the American people to believe that the end of the war was in sight during his campaign for re-election, and undoubtedly this played a large role in deciding the eventual winner. The voters did not realize that what Nixon was doing could have been done long before, thus sparing lives and money.

Just how fragile the "peace with honor" that the President wrought is presently being seen. It looks now as if the much heralded treaties are worth nothing more than the paper they are written on. Although the Paris talks did result in the end of U.S. involvement in South Vietnam, they did so at a high price. The signing of the Vietnam peace agreements, perhaps the thing Richard Nixon is proudest of, is proving itself to be further evidence of the man's faulty and misplaced priorities.

increase in the enrollment of students from the oppressed classes is a racist design to check efforts to achieve racial balance at State. The Admissions Board's policy systematically eliminates an overwhelming number of students from minority groups.

The Shadow knows of the administrations indifference towards recruiting staff and faculty members from minority groups. There are a few staff and faculty positions being assumed by minority group peoples at State. But, again by design, they are spread to polka dot the campus in very obvious places in order to make everyone believe that State is meeting the minimum requirements as presumed indicated by H.E.W. In other words, the administration's aim is to merely substitute tokenism for equal opportunity.

The Shadow knows of the administrations basic refusal to change from the traditionally accepted conservative education. The policy is not to expose the true nature of some decadent aspects of the ameriKKkan society. By adhering to this policy, they refuse to teach students their "real" role in present-day life. Minority groups are automatically excluded culturally because the policy is to teach students to respect only existing white middle class values which, for their part, do not culturally relate.

The Shadow knows of the University administration's priorities: (1) corporations; (2) government agencies; (3) other universities; (4) foundations, and (5) the students (and in particular the minority group students), being the last to be considered. There is no student (excluding lackeys) participating in policy making at the administrative level. And that is the reason why this priority system continues to exist.

The Shadow knows that knowledge is power; and that the key to understanding why the oppressed classes are maintained is in the mal-distribution of knowledge. Its present knowledge distributing system is (1) raw data; (2) scientific principle; (3) advanced industrial techniques; and (4) the judgments of scientific and technical elites. The significance of societal adjustment toward ending racism is subordinated by the systematic application of new knowledge to, so called, "practical purposes."

What the Shadow knows but the institution fails to recognize is that which could serve as a much more practical purpose to end racism and economic oppression. It is a responsibility of the educational system to spear head the drive for mutual cohabitation among the different classes of People. This becoming fact is the only way that the dream of a responsible America is to ever survive. North Carolina State University has a moral obligation to become part and parcel in helping to make that dream a reality.

All racist bigots (synonymous) must realize that the time has come to end rebel-rousing, red-neck rhetoric which has little substance, and to get down to the necessary business at hand; i.e., mutually promoting basic human respect throughout the American society. This is the basis for ending racism of all types. This fact must be realized by all members in the society, if we are to exist much longer as a civilized nation of people. Otherwise, who knows?....The Shadow knows!

THE SHADOW SPEAKS

The Shadow represents all oppressed people of color who are traditionally unrepresented (except through tokenism) in policy making administrative positions and those who are traditionally unrecognized by the racist administration because of their "politically" weak number.

The Shadow represents all supposedly apathetic Blacks on this campus, who are busily indulged in the research of their pathetic, oppressed condition here. They are busy studying the various aspects of racism, which help maintain an oppressive atmosphere at State and all communities of racial injustice and inequality.

The Shadow represents all people who are the oppressed classes at North Carolina State University and any other sick, racist, AmeriKKkan societal institutions.

The Shadow knows of the racially oriented "design" to continually playdown the significance and relevancy of minority cultures. Due recognition has always been and continues to be a sore spot for any aspects of minority affairs at State. Never has the Administration bestowed its omnipresent blessing upon minority student organizations (e.g., SAAC) as it has upon white student organizations, (e.g., All Campus.) And the fair distribution of funds to minority student organizations, because of the same racist design, is a myth.

The Shadow knows of the refusal of the student government to give proper recognition and representation to minority people. It is fact that minority groups as integral parts of the student body, are politically weak in number and unable to sway elections. This condition is an excuse for the student body representatives to show little concern for the desires of this part of the student body. Therefore, the campus political machine is first "color conscious" before it is racially just.

The Shadow knows how people of color are constantly subjected to racial injustices on State's campus. Minority organizations are not given due respect by the student government nor by the administration. The conflict in scheduling between AC '73 and the Pan-African Festival Week, whether or not by racist design, subtracted the significance and relevancy of Black culture from the campus population as a whole.

The Shadow knows of the Admissions Board's refusal to allocate more funds toward the Scholarship Aid programs to promote an

Technician

Editor Beverly Privette
Associate Editor Jeff Watkins
Features Editor Sandra Millers
Sports Editor Ken Lloyd
Editorial Assistant Willie Bolick
Managing Editor Bob Estes
Photo Editor Ed Caram
Consulting Editor John N. Walston
Senior Editor George Panton
Circulation Manager Bill Belk
Ad Manager Greg Hoots

Founded February 1, 1920, with M.F. Trice as the first editor, the Technician is published Monday, Wednesday, and Friday during the school year by the students of North Carolina State University except during holidays and exam periods.

EDITORIALS / OPINIONS

A paper that is entirely the product of the student body becomes at once the official organ through which the thoughts, the activity, and in fact the very life of the campus, is registered. It is the mouthpiece through which the students themselves talk. College life without its journal is blank. Technician, vol. 1, no. 1, February 1, 1920.



Try something new—talk to each other

doctor's bag

by Dr. Arnold Werner

Life is a perpetual erection for me, at least it seems this way. While this might not seem like a problem, it is giving me a hassle right now. Even after several orgasms I still maintain an erection, sometimes for more than an hour afterwards. Even though I am more than satisfied the erection is maintained, making my girl feel inadequate about fulfilling my needs.

I'm afraid to try any medical antidotes available to prevent erections for fear of making her feel even more inadequate. I've tried showers, preoccupying my mind afterwards, even concentrating on chess games. All of these have failed and I'm at a loss as to what to do. If you can't think of anything to do, please try to explain that it isn't inadequacy on my girl's behalf.

The problem you raise is almost worthy of an entire column. I usually hear of men's fantasies of super erections and unlimited performance, which they often tie to enhancement of their desirability in the eyes of women. But, your letter highlights a different reality. It sounds as if your girlfriend would gladly exchange marathon performance for a sense of completion. I think some explanation might permit you both to enjoy your fortuitous physiologic attribute for the few years it may last.

Erections occur when physical or psychic stimulation produces changes in the blood flow through the penis so that more blood goes in than comes out. The internal structure of the penis makes it like a number of other inflatable

devices which become stiff when pumped up. Erections occur in non sex related situations also. All men have them at times during dreaming sleep and younger men are apt to get erections with anxiety and certain types of physical activity involving strenuous contraction of muscles. In the sex related situation, the erection dissipates gradually when sexual stimulation stops, or fairly rapidly following sexual climax. However, this is not always the case, as you so poignantly indicate.

Younger men in particular may be able to sustain an erection following climax. Repeated orgasms, especially without loss of an erection in between, is a capacity possessed primarily by men in their late teens and early twenties. They may range from the usual one to as many as six or eight ejaculations. The first one is usually the best and they become progressively more work and less fun for everyone involved. The woman's capacity for repeated or prolonged sexual contact increases as she gets older, often being rather low in late adolescence and early adulthood with many women becoming capable of multiple orgasms later in life. This divergence is a developmental irony since, as you and your partner age, she will begin to appreciate your

abilities more as your performance begins to wane.

Under no circumstances should you try any antidotes to prevent erections. The persistence of your erection is no reflection of inadequacy in your partner.

Certainly prolonged erection should be helpful to your partner if she has any need for prolonged sexual contact in order to achieve orgasm herself. Sex for humans should be different than it is for lower animals, who couple and uncouple as rapidly as possible. I am an advocate of the relaxed approach, so you might use that hour afterwards to do something unique—talk to each other.

I don't have pimple problems anywhere except on my thighs. At times they seem to "break out" all over and they are sore, other times they seem to dry up and stay red bumps. Many of them seem to be ingrown hairs. They usually seem to disappear in the summer. I would really like to know if there is anything I can do about them. (This letter was written by a woman.)

A number of possible explanations could be provided for the problem you describe. I will start with the physiologic and work toward the mechanical. During the cooler months, many women with hair on their thighs do not shave the hair off. During the summer months, because of wearing bathing suits and shorts, women tend to shave their legs much higher. You may well be developing ingrown hairs or irritation from the hairs where they are curling

The new editorial page format that you see here is the first of several innovations planned by the new leadership of the Technician. We invite comments, both pro and con, concerning this new style. Give us a call or come by the office.

letters

AC casualty

To the Editor:

This note is referring to Monday's Technician, page 12: "No serious mishaps mar All-Campus."

Alice Farmer Davis was the date referred to in my letter to the editor (also in Monday's Technician). I wrote the letter April 15th. On April 16th Alice was taken home; she could hardly see and her hearing had worsened. She remained at home under doctor's orders until Monday, April 23rd. She called me that night. I found out she had lost 40 percent of her hearing ability in both ears. If her hearing does not return to normal within 6 to 8 weeks, it will likely be lost permanently. She still could not read or drive—to do so caused great eye discomfort.

Over Monday night and Tuesday both ears became infected. She was again taken home Tuesday night for hospitalization for an undetermined amount of time.

My right ear is infected and I am at present on penicillin. All of the above hassle is credited to that stray bottle rocket.

I believe the Technician made one of its infrequent errors when it stated "No serious mishaps mar All-Campus." The Technician had no way of knowing the above, but I do want you to be corrected.

John Davison Twomey
Jr. CH/MA

Monday's Technician. Well, enough said about that. I do not know if I would have agreed with Miss Davis, but I am sure I do not agree with all, if revolutionary terminology lost its meaning long ago, I would say it is about time that its meaning was reinstated. I am sure today's status quo is becoming quite stale to almost everyone. In my opinion, political oppression and racism are issues of the greatest importance. Whether we know it or not, we are all racists and oppressors to some extent. Miss Davis' statement that the press is the "handmaiden of oppression," could not have been more correct. It is the duty of the press to report oppression to the people. This duty has been sorely neglected in the field of race relations. For instance, what picture did the press give you when the Negro was struggling for his rights in the 60's? The political system in the United States is very oppressive. The Declaration of Independence states to "It is the Right of the People to alter or abolish it," referring to governments that do not sufficiently meet the needs of the people. On the other hand, it is against the law to do this: Just ask Chief Howard Brooks. I will conclude by saying, it is time for all of us to get up off our asses and force government to be for all the people.

Andy DePaola
Soph. -SFS

Painful mediocrity

To the Editor:

More so than any campus paper I've seen, the Technician mirrors the community it serves. In leaden fashion, it perpetuates the bible belt mentality of its readers from generation to generation. The May 6, 1963 issue, responding to picketing of segregated restaurants on Hillsboro Street intoned "Pickets solve nothing...and while favoring the general cause of integration (we) can not find these overt demonstrations acceptable."

Almost a decade later, Beverly Privette is striving to maintain the tradition. Responding like a Wake County Deputy Sheriff to the name "Golden Frinks," she attempted in Monday's paper to belittle the truly separate efforts of the Tuscarora Indians to achieve human dignity. "The Indians," she said, "have legitimate grievances, but there are better ways of solving these problems. Positive action, not parading, is needed more."

I suppose such plodding dogma deserves articulation, if only to emphasize the "pre-sixties normalcy" our chancellor is so proud of. One might wish, though, for brighter prose—a little humor perhaps. Of course, as Beverly gushed to *The News and Observer* during a recent interview, "I'm mainly interested in layout."

I guess a certain level of mediocrity is to be tolerated on a campus geared more toward tractors than poetry, but it sure is painful.

John McKenzie
Sr. Econ

Duty of the press

To the Editor:

I did not attend Angela Davis' speech at Memorial Auditorium Monday night, but I wish I had. I am sad to say that I did not even know about it until I read the editorial in Wednesday's Technician. This causes me to wonder why the speech was not publicized in last Friday's or

AC sidelights

To the Editor:

The members of Phi Eta Sigma, the men's freshman honor society, desire to express our pleasure in helping to make All-Campus weekend a bit more fun for all. Those pesky water guns which gushed rampant over the crowds were as much fun to sell as to use, and, judging from the sparse remnants of the poor Corvair, it appears people got as big a band out of out Bash-the-Car as we had sponsoring it. Initiating action into the character of our society and seeing so many people enjoying themselves culminated our satisfaction in our small efforts. We hope that, come hot weather, many people will continue to unwind in friendly squirt-outs reminiscent of AC'73.

Stuart Wilson (soph ZO)
Joe Monroe (fresh. CHE)
Jake Rudisill (soph ME)
Ed Montiply (soph PHY)

'Idealistic insight'

To the Editor:

I had expected the *Agromeck* to be representative of the student body of North Carolina State University and to be free of biased opinions such as those expressed by Mr. Gusler. My thanks to Mr. Gusler for providing such an idealistic insight to the function of our yearbook.

Robert M. High
Fr.-Ch

'Let down'

To the Editor:

The *Agromeck* is really a let down. The articles written are obviously biased. In my opinion a yearbook is an account of the school year's happening, not a conglomeration of editorials and political pictures. I inquire earnestly: why the political shit?

R. F. Taylor
Fr. Ag. Inst.

—30— THE STORIES BEHIND THE HEADLINES —

by George Panton

Bolick campaign lives on

T. C. Carroll, our newly elected Student Body President, voted against Christmas at the Student Center Board of Directors meeting last Tuesday night. Christmas was a listing on next year's budget to decorate the Student Center. Why is T. C. such a Scrooge about Christmas?

The new ice cream parlor in the Student Center Snack Bar will feature a complete line of ice cream delicacies, including real milk shakes, hot fudge sundaes, Coke floats, etc.

One of the specialties is the Wolfpack Sundae, with enough ice cream to feed four or five persons. There will also be a Moo U Goo Sundae and a giant sundae costing over \$50. The ice cream bar is scheduled to open this summer.

At the end of Wednesday's Student Senate meeting, announcements were being made

including one about a baby shower for Mother-to-be Libby Radford, the departing Student Government secretary.

Don Abernathy, who had just been replaced by T. C. Carroll as Student Body President a few moments earlier, was wearing a mile-wide grin from his position behind the front desk.

One of the senators, taking the cue perfectly, asked if Abernathy knew anything about this turn of events.

"Now, y'all know I didn't do anything while I was President."

Wednesday night's meeting of the Student Senate had a full house for the swearing-in of the new senators. In contrast to this, last week's senate had to draft several spectators as senators in order to have a quorum.

Wednesday, as the Senate convened, three cases of Bud, two cases of Schlitz and two cases of Cokes were wheeled into the Senate Chamber. Kathy Black, the newly elected

Senate President, disavowed any knowledge of the beer. She said the beer belonged to T. C. Carroll, the potato chips to Treasurer Alan Goldberg, and the pretzels to the course and faculty evaluation committee. Instead of *Playboy* subscriptions, maybe the Senate ought to provide beer and munchies to improve the attendance.

"If you think this year's was lavish, wait till you see next year's," is a quote from *Agromeck* editor Jim Holcombe.

Yesterday the Technician office ran out of typing paper and all of the rough draft forms of today's stories except -30- were typed on the back of old Willie Bolick posters. -30- was typed on the back of one of the paper ballots. At least the campaign material was good for something.

classified ads

ROOMMATE WANTED, fall/Summer, 207 Brooks Ave. 833-7159. Robin Welds—Steve Martin.

SUMMER HOUSING at Lambda Chi Alpha. AIR CONDITIONING, Color TV. \$50 per session. Call Bill or Justus at 832-5364.

HELP WANTED: Waitresses, 3 p.m. til 11 p.m. Apply in person College Inn Restaurant, Western Blvd.

7 or more students need big house June 1. Know of one? Call anyone at 755-0122. (Please.)

STUDENT CENTER Deli offers delicatessen sandwiches and hot food, weekdays 11-2.

STUDENT CENTER snackbar offers made to order sandwiches, charbroiled hamburgers, 7-11 weekdays and Sunday nights.

CALL MONTY HICKS for the Best in Life Insurance, Health, Disability Income Protection. 828-0744 or 834-2541.

VW FOR SALE—49,000 miles, very good condition. Call Diego 834-0174.

FOR SALE: '69 Sprite, excellent condition, low mileage, cheap. 782-1019.

EXPERT TYPING of term papers, theses, manuscripts, technical reports, general correspondence, etc. Call 851-0227 or 851-0524.

NICE H.P. Scoped Hunting Rifle, Browning Shotgun, Handsome 6-gun cabinet, S&W 44 Mag. Sportsman Box 10446, Raleigh 27605.

CB 350 '70 Honda for sale. Superior condition, Gold, Must see to appreciate. See Warner Frye, 349 Tucker. Call 755-9256.

TWO BEDROOM furnished apartment in Cameron Village. Available mid May to late August. Call 829-0930.

PLEASE RETURN black wallet found on tower at All-Campus to Student Center desk. Hurry, needed now!

LOST IN Pullen Park. Gold wire-rimmed glasses with photograph lenses. Reward. 851-0320.

1965 OLDSMOBILE, Delta 88, 2-door hardtop, low mileage, excellent running condition, good tires, \$500 or best offer. McVay 737-2531 or 787-5632.

KEEPSAKE Diamond Engagement ring, 1/3 carat, perfect stone, never worn. Cost \$400—sell \$200. 5-7 p.m. and weekends—755-0773.

FOR SALE: 1973 Blue, 2-door Pinto, 2000cc, front disc brakes, manual transmission. Assume loan or apply new loan on balance after 4 p.m. 851-2455, Mike.

TAKE OVER LEASE on June 1. One bedroom apt. Mirleen's Court. Call Bill Hart, 834-4510 or 834-8962 or 737-2210.

FOR SALE—18,500 B.T.U. room air conditioner, fully automatic, \$135.00. Call 851-4803.

MEMBERSHIP in local flying club for sale. R. Howard. 737-2753.

HELP WANTED: Fulltime summer employment in pizza restaurant. \$2.25 per hour, no experience needed. 828-8966 after 3.

CAROLINA OUTFITTERS, Backpacking supplies, open 11-7 daily, 1307 Hillsborough, in Bells of St. Thomas, 828-9969.

NEED DESPERATELY: one bedroom apartment in Raleigh for summer. Preferable under \$100. Write immediately: Margaret Bowles, 719 West Main Street, Carrboro, N.C. or phone 942-5387.

UNITED PARCEL SERVICE 2101 Singleton Ind. Drive. Interested in part-time work? Hrs—11:20 a.m., 15-18 hours/wk. Benefits: pay \$3.08/hr. Workdays: Mon—Fri. Paid holidays—6, plus one week paid vacation. See Joel Elam at UPS on Mondays between 5 and 8 p.m.

ARMY OFFICER'S uniforms for sale, 2 pr. greens, 1 tailored press blues, 2 pr. TW's coats size 40R. Call Frank 834-5971.



How Charles Gourlay is bridging the post-college financial gap. With Super \$tart.

"Take a person getting out of college, going on the job market," says Charles D. Gourlay, B.S. in Business, UNC-CH '71, who is now a Construction Coordinator. "O.K. You've got to worry about renting an apartment, putting a deposit down, deposits on all your utilities, plus the month's rent in advance. And living expenses. And then you load him down with a car payment. Add all those up and see how much you've got left. But, if you give a man six months' deferred payment on his car and Master Charge, it gives him time to realize what he can afford and what he can't afford. That way, he doesn't overspend. And, if you overspend the first month or two, you'll get so far behind you'll never catch up. Super \$tart was valuable to me, and should be valuable to anyone unless they are independently wealthy."

Graduating students from four years of college, post graduate or professional school can qualify for Super \$tart.

Also, be a student in good standing with a C or higher average. And be of legal age with definite plans to live and work in North Carolina after college.

Ask about Super \$tart at any of the 164 offices of First-Citizens Bank in N. C.

We serve 67 towns from the mountains to the coast in North Carolina. There is a Super \$tart Officer in each office of First-Citizens Bank. See any of our Super \$tart Officers.

Another Can Do first. Exclusively at First-Citizens Bank.



Free banking services and a loan at a preferred rate with delayed payment option are included in this unique package of banking services.

Super \$tart offers ● free checking service with no service charge for one year ● 200 free personalized checks ● free safe deposit box for one year.

Super \$tart offers you a line of credit ● a preferred rate installment loan for a new or used car or other major purchase with no payments due for the first six months ● a Master Charge credit card with no payments due for the first six months. Finance charges do accrue, however, during these six months' periods.

Super \$tart also offers you a relationship with the Can Do bank. We'll be happy to help you get established in your new town. After all, that's how we came to be called the Can Do bank: by going beyond the call of duty to serve our customers.

First-Citizens. The Can Do Bank.

Member F D I C © First-Citizens Bank & Trust Company 1972

'Genesis V' combines series of short films

by George Panton
Senior Editor

Film goes Friday and Saturday will see something out of the ordinary at the Stewart Theatre.

THE FILMS BOARD is sponsoring *Genesis V*, a collection of 14 short films produced by student and independent filmmakers. Genesis helps the filmmakers to expand their projects and develop their talents by providing them with finances and recognition.

All of the films are artistic successes; however, six deserve special recognition. One of the best films is "Television Land," a 12 minute light-hearted potpourri of early television. In addition to some very funny

sequences and mishaps from live television, the film is also nostalgic to those of us belonging to the T.V. generation.

ONE OF THE longer films is "Frogs," a documentary which has won numerous awards and was the U.S. representative in the short subject category at the 1972 Cannes Film Festival. "Frogs" is about all aspects of frogs, including giggering frogs, cooking frog legs, people imitating frogs, and jumping frogs. The film's highlight is shots from the frog jumping contest at Calaveras County, California. At the contest, many of the handlers of the entries act more like frogs than the animals. Coinci-

dentally, this weekend Theta Tau will sponsor a frog jumping contest at which time a frog will be selected to participate in the California event.

OTHER FILMS include "Coming of The Dawn," an abstract and poetic look at waves from the surfer's point of view; "Honeymoon Hotel," a look at a resort in the Poconos for honeymooners only; and "Heavenly Star," a takeoff on the music of the 1950's and the musicals of the 1930's.

Though not all of the films are interesting to all viewers, *Genesis V* has enough interesting material to be well worth the price of admission.

GENESIS 5



The films board will present "Genesis V," a collection of 14 short films on frogs, honeymoons, and other interesting topics.

campus crier

THE NCSU-MEREDITH BSU will present "Our Visible Immortality," a media show, at 7:30 tonight at the Baptist center on Hillsborough Street. There will be a car wash at the Center tomorrow from 9 a.m. until 5 p.m. All students are welcome.

FOUND: a men's Timex wristwatch in bathroom at Harrision Hall. To claim contact Bob McPhall, 115 Alexander Hall, phone 755-9662 before May 8. Must be able to identify watch to claim it.

A COFFEEHOUSE will take place at 8:30 in the Rathskellar of the Student Center. "Just Us" a 2 member acoustic guitar and vocal group. There will be open jamming and no admission.

ONE 48 star U.S. Flag found at AC '73; to claim, drop by 139 Alexander.

ALL GRADUATING SENIORS whether you have accepted a job, planning graduate school, military or others, please come by the Career Planning & Placement Center and complete a Final Placement Report. This input is very valuable for the years evaluation. Your assistance is greatly appreciated.

THE DORIS E. KING Graduate Scholarship in American History has been established for women students. Applications should be sent to Mrs. Dallas Holoman, Jr., Chapter Treasurer, 2618 Glen Burnie Drive, Raleigh, N.C. 27607. Deadline is May 1, 1973.

REMINDER to all students who have canes, crutches, or ace bandages on loan from the Infirmary: if not still using, please return before the end of the semester. If not returned student will be billed.

LIKE TO WATCH or make sports cars do their thing? NC State Sports Car Club is sponsoring the latest

and bestest autocross of the year Sunday, May 6 at 10 a.m. in North Hills Parking Lot. Megatrophies and excitement. Y'all come and run!

GRADUATE STUDENT ASSOCIATION will meet Monday, May 7 at 7:30 p.m. in 3533 Gardner.

"BLESS THE BEAST and the Children" concert and Bar-B-Q, Upper Parking Deck of North Hills, Sunday, May 6, 12:30-7:00. Rock, Jazz, and Country. \$1.00 at the door for concert, all proceeds will go to Wake County SPCA and Cystic Fibrosis Research Foundation.

THE SPEECH-COMMUNICATIONS Club will hold a picnic (chicken and beer) on Saturday, April 28 at 12 noon on the grass behind Poe. Speech majors are invited (bring a friend) to have a good time. Bring along frisbees, softballs, etc.

DO YOU LIVE IN THE CARY AREA? IF SO CAR SHOP NEEDS YOUR PART TIME HELP!!

PHONE: 467-0226

NOW OPEN!!



HURRY TO 'E

LOOK

EVERYTHING FOR GUYS & GIRLS

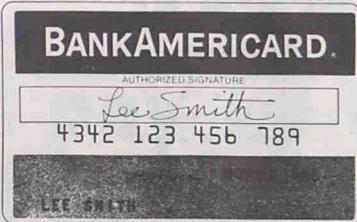
BAGGIES, JEANS, SMOCKS & HALTERS

2518 HILLSBOROUGH Under the Bowling Alley

BankAmericard

travels and shops with you anywhere!

Get yours before summer vacation at any NCNB office or call 828-7411, ext. 371!



EVERYTHING & NOTHING AT THE



PAPERS PIPES JEANS BAGGIES CHICKS TOPS BELTS VISORS STEREOS HEADPHONES MEXICAN TOPS LEATHER BAGS

1900 HILLSBOROUGH STREET

ACC Track

State fights for second place

by Bill Moss
Staff Writer

State's tartan track will be the site of the Atlantic Coast Conference track championships tonight and tomorrow evening, and it should be highlighted by the mile and the 880.

Maryland once again is expected to continue its perennial dominance over the rest of the conference and take the championship, State coach Jim Wescott said. "The team battle is the same old thing. Maryland first and everybody else fighting for second place."

THE WOLFPACK should be one of the teams right in the thick of the battle. Last weekend the thinclads proved they had the talent to win many events.

"I certainly think that after our performances with Carolina and Duke we're definitely shooting for second place. I think it's a realistic goal," commented Wescott.

Maryland, in the past, has won the championship on the strength of their field events.

This year should be no different.

"**MARYLAND HAS** the top performances in ten of the nineteen events. They have the top performance in every field event so they should dominate as much as they ever have," said Wescott.

Although the team battle for first place may be somewhat short of exciting all of the races should be thrilling. Thirteen of last year's winning performances have already been bettered this season.

Besides the mile and the 880, the pole vault, the 100, the 220 and the hurdles should all be very close with State having a chance in all of them.

VIRGINIA'S Kent Merritt is the defending ACC champion in the 100 and the 220 and he will be trying to defend his crown in those events Saturday night.

State's Dave Bracey and Dorsey Smallwood are threats in the high hurdles and sprints. State should also pick up points in the distance events with Jim Wilkins, Neil Ackley,

Bob Wilson, Sid Allen and a host of others; in the pole vault with Jim Hefner; and in the javelin throw with Curt Renz.

Above all, however, one event stands out. "The mile is the magical event. If they go out at a good pace there should be five guys under four minutes. That's something no other conference can boast," said Wescott.

AT THE BIG THREE meet last weekend, a pair of Carolina runners, Tony Waldrop and Reggie McAfee, broke four minutes in the event, with Duke's Steve Wheeler and State's Wilkins coming within .5 seconds of breaking the barrier. In the mile this weekend, all of them except Waldrop, who will be concentrating on the 880, will be going at it again, only this time they will be joined by Olympian Bob Wheeler.

The meet begins at 7 this evening with the field events. Most of tonight's running events will be trials with the finals being held in the long jump, shotput, and the javelin.



Jim Hefner, a freshman from Hickory, is a threat to take the pole vault in the ACC Track and Field Championships that get underway tonight on State's track. His best vault of the season, 15-2, is better than the height that won the event last year.

COUNSELORS WANTED
THE SUMMIT CAMPS- CEDAR MOUNTAIN, N.C.
JUNE 12 TO AUG. 22, 1973. QUALIFIED
FEMALE TO TEACH ARCHERY AND CRAFTS,
AND/OR BALLET. QUALIFIED MALE TO TEACH
TENNIS AND/OR SAILING. CONTACT

BEN M. CART, BOX 6880, GREENVILLE S.C. 29606

**it's a
spring happening!**



Rock'n'Roll...Blues...Jazz
Folk...Classical...Country
n'Western...Big Band!

**VITAL
EXUBERANT
POWERFUL SOUND**
FROM
MIKADO



THE MIKADO 8-TRACK STEREO TAPE PLAYER

whatever your taste in music...You can enjoy it all on tape with the new Mikado 8-Track Home Stereo Tape Player. With separate volume and tone controls...Pushbutton channel selector. Make it easy to operate as well as beautiful to look at. In walnut grain with matching speaker systems.

ONLY
\$59⁹⁵

414

HILLSBOROUGH STREET

828-2311

MASTER CHARGE BANK AMERICARD
BUDGET PLAN FINANCING
AMPLE FREE PARKING

**SOUTHEASTERN
RADIO
ELECTRONICS**

*National Shows
Cordially Invites You
To Spend An
Evening With*

Wed., May 2, 7:30 pm

Prices: 4.5, & \$6.00

Special Guests

England Dan & John Ford Coley

Tickets now on sale

Ticket Locations:

Greensboro Coliseum

Coliseum Boxoffice

Record Bar-Chapel Hill, Durham,

Raleigh and Greensboro

bread

DEJA VU

BESIDES GREAT SANDWICHES
AND SUDS, THE DEJA NOW
OFFERS LIVE
ENTERTAINMENT
TUES-THRU-SAT.

\$.25 COVER ON WEEKDAYS

\$.50 COVER ON WEEKENDS

BLUEGRASS

TONIGHT & SAT

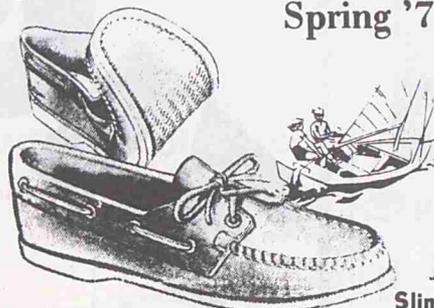
DIAMOND RIO

\$.50 COVER

Cameron Village
Subway
#29-9999



Perfect
For
Spring '73



Size 6-13
Slim & Wide

Topiders:

An old favorite of sailors.

Cool, breathable, handcrafted elk tanned

cowhide. Dries soft. Easy on, easy off Moccasin comfort, barefoot flexibility.

The Hub

CRABTREE MALL 782-0637

Shop Mon.-Sat. 10-9:30

Soccer team memorializes Oz Pfingst

by Ray Deltz
Staff Writer

With the superlative accomplishments of many of State's athletic teams in mind, most people tend to overlook the less successful and lowly-regarded varsity sports at State.

The soccer team is a prime example. Despite a winless sea-

son in the Atlantic Coast Conference, the booters played just as enthusiastically as the 27-0 basketball team. Yet the December death of Oz Pfingst, a left halfback on the soccer team, has probably been overlooked by the majority of the student body.

Oz Pfingst, a junior who lettered in 1971 and 1972, was

killed in a tragic car crash on December 10, 1972. As a result, the Oz Pfingst Memorial Award will be given yearly to a member of the State soccer team as a memorial and tribute to a man loved by many, on and off the soccer field.

EVEN THOUGH Oz was a top promoter of morale on the

team, he was also concerned with the growth of soccer outside the State community.

"Ozzie and I coached a soccer team at Wiley Grammar school in Raleigh this past year," said teammate Bob Catapano. "He was close to the kids—as close as you can get in two months.

"He, like most athletes, fantasized about going to the national tournament and going undefeated," continued Catapano. "His sense of humor at times, and his determination at other times makes me believe that he fostered the

overall team morale as well as any other player."

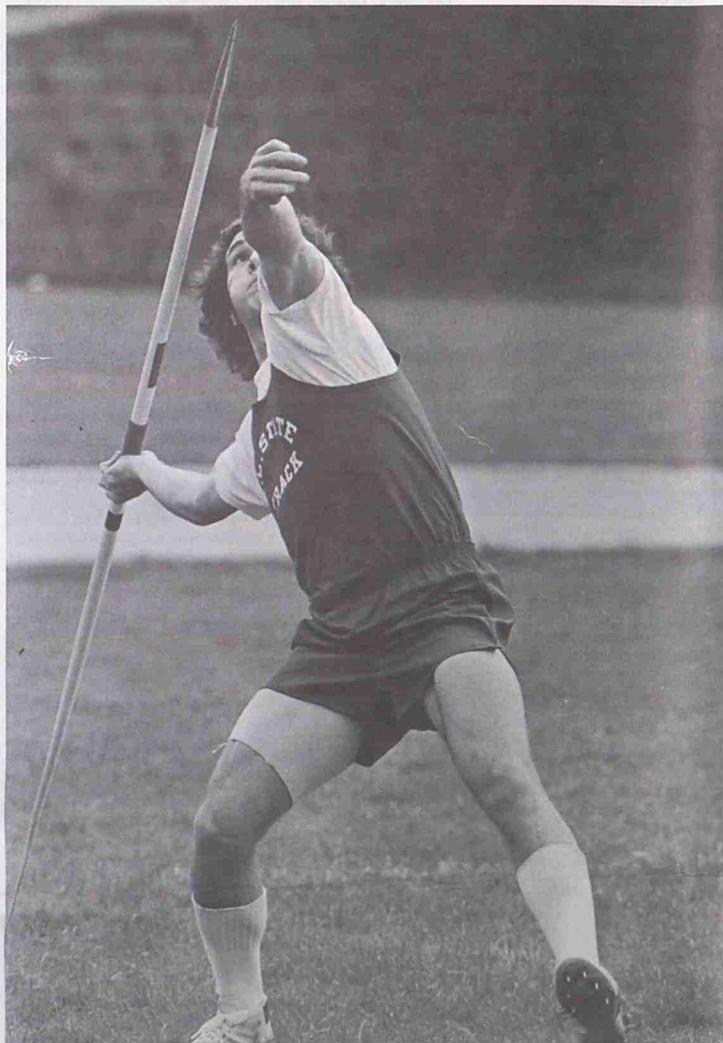
SIGMA PHI EPSILON, of which Oz was a member, will sponsor the award, which is a gift from the Pfingst family to the fraternity. The award will consist of a silver bowl to be given to the recipient, and the inscription of his name on a perpetual bowl, which will hold a place in the trophy case at the fraternity house.

The winner of the award, similar to the Jon Speaks Award in basketball, will be selected by a vote of all members and coaches of the soccer

team following each season of competition.

The criteria for determining the recipient of the award will be based upon the player who most promotes the overall morale of the team, both at times of victory and defeat. Another criteria is that the award should go to the player who most promotes the knowledge of the game of soccer to the university and city communities.

In the event of a tie in the balloting, duplicate awards will be given, and both names will be entered on the bowl.



Even though he had to sit out last year with an injury, Curt Renz has bounced back this season and is one of the leading javelin throwers in the conference. The Pittsburgh, Pa., native has tossed the spear 217 feet. (photo by Caram)

Bracey: jack of all trades

State trackman Dave Bracey's performances belie the old adage that says, "Jack of all trades, master of none."

Going into the 20th annual Atlantic Coast Conference Track and Field Championships at State today and tomorrow, the Laurinburg sophomore is ranked among the potential scorers in five events. In fact, he is the leader in both the 220 and the 120-yard high hurdles.

LAST SPRING, Bracey ran a 14.9 for fourth place in the highs. This year, his school record, 14.4, earned him the

co-leader spot with teammate Dorsey Smallwood. He is the 220 leader at 21.4, stands third in the 100 at 9.8, and third in the long jump at 23-8. He also runs on the 440 relay team, currently third in conference performances at 41.9.

Many competitors run in a couple of events in any given meet, but to achieve the spread that Bracey has, they usually switch events from meet to meet. In the last two outings, both triangular affairs, Bracey has scored points in all five events.

(see 'Bracey,' page 12)



Dave Bracey

HELP WANTED!

AT THE

CAR SHOP.

AGE 21 or OVER

PHONE: 828-3359

Lowest Prices in Town
on
NATURAL & ORGANIC FOODS

Communitarian
Earth Store

122 HARRISON AVE. 833-5973

STUDENTS!!

TAKE A STUDY BREAK AT THE
STUDENT CENTER SNACK BAR
ALL EXAM WEEK.

FREE 12 oz COCA COLA
AND FREE COFFEE FROM
7:30 PM TO 11:00 PM
AND IN THE STATE ROOM ALSO
MON 4/30/73 to FRI 5/4/73
don't study too hard-
take a break with us

COMING THIS SUMMER—
A NEW SODA FOUNTAIN
IN THE 1st FLOOR SNACK
BAR!!

SUMMER SESSION
COUNTRY POTTERY
PRODUCTION
TUITION—\$32
JUNE 18, 1973 THRU
AUGUST 31, 1973
MONTGOMERY
TECHNICAL INSTITUTE

FOR FURTHER
INFORMATION—CONTACT
STUDENT PERSONNEL
DIRECTOR
PHONE—704/572-1311

WANTED:
JUNE 1st to SEPT 1st
ENTERTAINER
PIANO
OR
GUITAR

HOLIDAY INN
BOX 308
KILL DEVIL HILLS,
NC



Apply To FLY ... Now.

If you're a college grad or soon will be, you can have a career that combines adventure, respect, responsibility. Air Force officer training is the first step. Then you'll be attending flight school and have the opportunity of winning those silver wings — as an Air Force pilot or navigator.

After that, your future is sky-high. You get flying officer's pay, free medical care, travel, 30-day paid vacations, and much more.

Now is the best time to apply.

USAF RECRUITING OFFICE
300 FAYETTEVILLE STREET
RALEIGH, N.C.
755-4625

Find yourself in the Air Force.

UCLA contest not definite *Corvey likes job in student affairs*

by Jeff Watkins
Associate Editor

Negotiations are still continuing concerning a State-UCLA match in basketball next season. "We've been negotiating for months," said State Athletic Director Willis Casey, "but no progress has been made."

It had been earlier reported that the Bruins would play Maryland the first game of the season. A usually reliable source from the *Daily Bruin*,

UCLA's student newspaper, stated that UCLA has scheduled the Terrapins for the second game of the season, and that hopefully State would be the first game on the schedule.

ALTHOUGH the schedule is not yet finalized, Arkansas appears to be the Bruin's opening opponent at the present time.

Along with rumors concerning the possibility of a State-UCLA contest, there were also rumors dealing with

the location of such a game. Some sources indicated that the game would be played in Madison Square Garden, and others said the contest would be held in Pauley Pavilion at UCLA. Word in this area is that the game would be held in Memphis.

THE SPOKESMAN from the *Daily Bruin* noted that "our people here say that there is about a 25 per cent chance (of scheduling the game)."

He also said that UCLA had

signed four high school All Americans last weekend. The Bruins lose Larry Hollyfield and Larry Farmer off last year's starting five. State loses seniors Rick Holdt and Joe Cafferky. Cafferky was selected in the sixth round of the NBA draft Tuesday by the Boston Celtics.

Concerning the proposed game, Casey said, "Right now, there is not one. We hope to have the schedule completed in a couple of weeks, though."

Corvey likes job in student affairs

(continued from page 4)

hope! Then I'll look for work in student affairs somewhere else, preferably far away—wherever the job is," she added.

The clock showed that it was 1 p.m. The doors banged regularly as girls streamed in and out to change classes. A line was forming at the intercom. Candy got up again,

smiling at the girls passing through the lobby.

"I'd just love to take off for someplace like Hawaii," she said enthusiastically. Then turning back to the situation at hand and her duties as HRC, she picked up the receiver of the intercom.

"Susan?" she said, "You have a caller."

Intramural program has outstanding year

by Jim Pomeranz
Staff Writer

"We've had an outstanding year. The program is expanding and should continue to grow next year. There has been increased participation in nearly all sports," remarked Jack Shannon, Director of Intramurals, Wednesday afternoon at the Annual Intramural Athletics Awards Presentation. An overwhelmingly successful year of intramural athletics had drawn to a close.

Awards were presented to women's champions, men's Residence Hall champions, Fraternity champions, Open League Most Valuable Players, and outstanding athletes and athletic directors.

LYNN BERLE, Women's Intramural Director, presented the women's champions. "I am very proud of the year we've had. We came through the year without any injuries and I

thought the girls did a great job," she commented.

Sigma Kappa wiped up on individual championships with five, but YMCA won the overall point total. Sigma Kappa had first place finishes in pitch and putt golf, badminton, swimming, tennis, and track. YMCA placed first in only one event, soccer, but had quite a few second places. Third in over-all competition was Carroll I, which placed first in two sports, basketball and softball. Carroll I Athletic Director Toni Sugg received the outstanding Athletic Director award.

In the Men's Residence Hall Division, Owen II not only took top honors for over-all competition but also placed first in football, golf, track, handball, badminton, and cross country. Turlington placed second in the over-all competition with victories in tennis and horseshoes.

ALLAN HATCHER of

Owen II was given the Outstanding Athlete Award; John Gillette of Bowen I was presented the Outstanding Athletic Director Award, and Lee received the most improved Residence Hall award.

The Fraternity championship was won by Sigma Phi Epsilon. They were given the President's Cup for their first place finish. SPE won softball, golf, badminton, cross country, and swimming throughout the year. Sigma Chi, finishing fourth in the over-all competition, was the only other big event winner. They picked up wins in volleyball, tennis, and horseshoes.

Eddie Wright of Phi Kappa Tau was named the outstanding fraternity athlete; Bob Harding of SPE received the outstanding athletic director, and Pi Kappa Phi was singled out as the most improved fraternity.

VALUABLE PLAYER

awards were also presented in the Open Leagues. Steve Kisner was most valuable in football, Billy Mitchell in Dixie Classic basketball, Willie Burden in independent basketball, Willie Jones in faculty basketball, Jim Jettette in wildcard basketball, John Baker in Open League volleyball, Tom Remson in independent softball, and Don Winstead received the award for having the highest average in open bowling.

This year's John F. Miller Award, presented annually to the person contributing the most to intramurals over the last four years, went to Rom Catlett. Rom has participated in intramurals for the last four years and worked in the Intramural Office for the last two. Shannon remarked that "Rom has done a great job for us this last year and really contributed a lot over the last four."

SO, INTRAMURALS has

ended for the 1972-1973 year and it has been a success. "Thanks go out to all those that have aided the Intramural Department this year," continued Shannon. "This goes for the Athletic Directors, the par-

ticipants, and all others that gave a hand.

"With our increased interest in intramurals and our victories in Big '4' Day and Co-Rec Day, this year has to be labeled a tremendous success."

Bracey amazes coach

(continued from page 11)

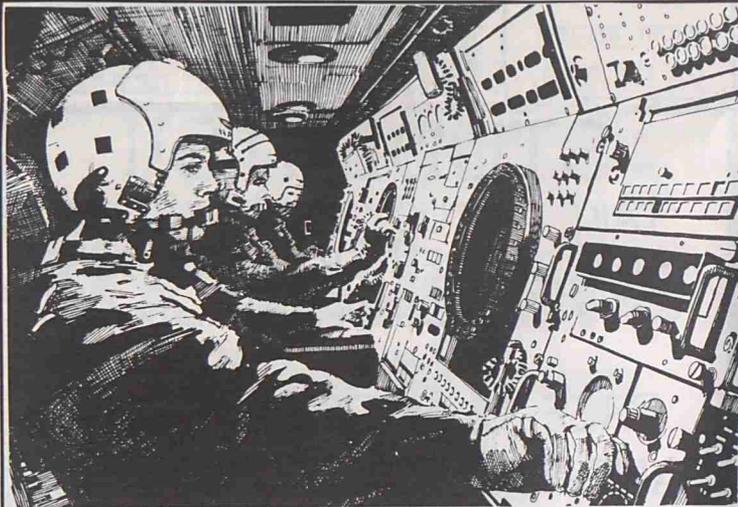
"What amazes me about Dave," explains Wolfpack track coach Jim Wescott, "is that he can still do the fine movement required in hurdling after long jumping and running the relay. Then he still has enough left to come back in the 100 and 220. He seems to thrive on it. The more events, the better for him."

"REALLY, THAT'S what I'm here for," Bracey explained, "to go in every thing I can and get points. It's wasted

effort if it doesn't show up on the scoreboard."

Bracey has scored over one-fourth of State's points in the last two meets and looks to be the top Wolfpack point-getter in the ACC, although he may not compete in all five events.

Friday, Bracey probably will vie in the long jump and run trial heats in the 100, 220, and high hurdles. Saturday, he will run in the 440 relay and the finals in the 100, 220 and high hurdles, depending, of course, on his trial efforts.



Be a special kind of Navy Flyer. Be a Naval Flight Officer.

Whenever a Navy plane is under electronic control, that plane is in the hands of a Naval Flight Officer. Naturally, as a candidate for Naval Flight Officer training you'll need some very special qualifications. First, you must really *want* to fly, even if you've never flown before. You'll also need a college degree and the kind of mind that works well with math and physics.

Waiting at the end of your training program is a Navy Commission and the Golden Wings of a Naval Flight Officer. By then you'll be an expert in areas like Jet Navigation and Airborne Control... equipped to do your job wherever you go.

But whatever your specialty, travel will be part of your life. And so will challenge, responsibility, achievement and reward.

The benefits aren't average either. A Naval Flight Officer can earn up to \$10,000 upon completion of flight school. The pay after three years is up to \$14,500. There is also a program

for obtaining a masters degree at no cost. The Navy gives its Naval Flight Officers the best.

If that's the kind of career you're looking for, and if you think you've got what it takes to be a Naval Flight Officer, send in the coupon.

Gentlemen:

I like it. Please send more information on what it takes to be a Naval Flight Officer.

Name _____ Age _____

Address _____

City _____ State _____ Zip _____

Current College Year _____

SEND COUPON TO: LT. WALLACE MANGUM, NAVY RECRUITING, OFFICER PROGRAMS, P.O. BOX 2506 RALEIGH, N.C. 27602; OR CALL (919) 832-6627

ALL SEATS 50¢

LATE CATCH-22 SHOW

11:15 PM

FRIDAY & SATURDAY

Cardinal of North Hills

SPECIAL ADVANCE PREVIEW LATE SHOW SAT NITE 11:15 pm

They had just 36 hours to share the love of a lifetime.

A Robert Wise Production

"Two People"

Peter Lindsay
Fonda Wagner

MISSION VALLEY CINEMA I

UNION FILMS BOARD PRESENTS

GENESIS 5

A COLLECTION OF SHORT FILMS MADE BY YOUNG FILMMAKERS

FRIDAY & SATURDAY 7 & 9:15

\$1.00 STUDENTS
\$1.50 GENERAL PUBLIC

ALSO LATE SHOW WILLARD

FRI & SAT 11:30 FREE

ALL TICKETS AVAILABLE NOW AT STUDENT CENTER BOX OFFICE

REPORT OF THE UNIVERSITY GOOD NEIGHBOR COUNCIL 1972-73

The Council's deliberations continue to be based on the premise that our University community reflects many of the elements of racism which exist in our society. We also continue to believe that we can best combat these problems by increasing the black presence on our campus. Our activities have been aimed toward that goal.

The year began and ended with the Council taking a close look at its own methods of operation. An early recommendation of the Communications Committee was that the Council might counter some of the apathy regarding our work by presenting a somewhat higher profile. All meetings are now announced in the Technician, Official Bulletin and the Student Activities Bulletin. The Council was also the subject of a brief article in the Technician. We have been gratified by the increased number of visitors who have attended our regular monthly meetings. Like other University Committees, the Council was hampered by the late appointment of student members.

The September 27, 1972, report from the Department of Health, Education and Welfare concerning the results of its compliance review and the subsequent development of an Affirmative Action Compliance Program dominated our activities for much of the year. While having no direct responsibility in the development of this program, the Council expressed both its willingness and its desire to help in the formulation of an affirmative action plan. Provost Kelley spoke to the Council on February 25, 1973, and Dr. Jenkins attended almost all subsequent meetings to report on the development of an affirmative

action plan. Provost Kelley also sent a memorandum to the School Affirmative Action Committees inviting them to consult with the members of the Good Neighbor Council in developing their plans. There was some limited response to this invitation.

The Council was especially anxious that those involved in affirmative action planning to be aware of the "targets of opportunity" mentioned in the October 1971 report of the Council entitled Racism in Employment at NCSU - Patterns and Prospects.

As indicated earlier, the Council ended the year by closely examining its own methods of operation. As a result, the recommendations which conclude this report fall into the two categories indicated. The Council anticipated no change in the range of issues it might face but recognized that it would be most effective if, for a given year, it concentrated its activities in a specific area. The area of emphasis recommended for the next year involves student recruitment. Two major factors contributing to this decision were that the Council has recently addressed itself in detail to staff employment and that the projected affirmative action plan would probably address itself more specifically to numerical goals for faculty and staff recruitment than to student recruitment.

Recommendations

To the 1973-74 Good Neighbor Council

- 1) The attempts to increase the visibility of the Council are desirable and should be continued.
- 2) The Council's effectiveness would be increased by emphasizing a specific area (student recruitment) for the coming year and

submitting a comprehensive report on this topic.

- 3) Active committees within the Council are essential. Those suggested for 1973-74 are:
 - a) Undergraduate Recruitment
 - b) Graduate Student Recruitment
 - c) Research
 - d) Student Life
- 4) The Council may wish to sponsor a "recruitment workshop" to assist school representatives in their efforts to recruit black students.

To the University

- 1) The effective implementation of an Affirmative Action Compliance Program will be very dependent upon administrators at the departmental level. It is highly important that they be made aware of this responsibility.
- 2) The report from this Council entitled Racism in Employment at NCSU - Patterns and Prospects points to several specific problems in SPA employment and identifies "targets of opportunity." This report should be made available to affirmative action officers at all levels.
- 3) Our institution is involved in many subject matter areas which have not traditionally attracted many black students. Recruitment of black faculty members in these disciplines will thus be difficult. An obvious approach to this problem is to be especially active in the recruitment of black graduate students in these areas.
- 4) While a brochure intended for the general recruitment of black students is now available, the specialized brochure Blacks in Textiles serves a very useful purpose. The Council further commends the School of Textiles for this effort and

recommends that other schools be encouraged to develop similar brochures. It would seem most appropriate for school administrators to seek the help of the Society of Afro-American Culture (SAAC) in such efforts.

In conclusion, it seems appropriate to mention the changing manifestations of racism in our society. As the expressions of racism become more subtle, issues and the approaches to these issues become less dramatic. Additionally, the active support of "black causes" is diluted by very real concerns relating to the rights of women, our environment, etc. The importance of the Good Neighbor Council certainly does not diminish in this environment but its support might. The Council is appreciative of the concern and support apparent in the Offices of Chancellor and Provost.

MEMBERS OF THE UNIVERSITY GOOD NEIGHBOR COUNCIL 1972-73

Dr. Charles F. Murphy, Chairman
Mrs. Florence I. Francis, Secretary
Mr. Spurgeon Cameron
Mr. Paul J. Capps
Dr. Bhupender S. Gupta
Miss Patricia J. Harris
Mr. Bobby Holloway
Mrs. Julie MeVay
Mr. James P. O'Brien
Dr. William P. Tucker
Dr. Odell Uzzell
Dr. Jack W. Wilson, Senate
Mr. William Jessup, RCRC
Miss Beverly Mitchell, RCRC
Mr. William L. Williams, ex officio
Mr. William H. Simpson, liaison/Chancellor

Student Members

Mr. Norman Campbell
Mr. Duty D. Green
Mr. John Robert Harmon
Mr. Alger Marable
Mr. Rick Shields
Mr. Barry Leonard
Miss Sandra Louise Murray
Mr. Russell Bergin
Mr. Arthur Lee, ex officio
Mr. William Knight, ex officio

maybe the focus for next year

Affirmative Action on Increasing Black Students on Campus

1. The reasons for concern and special action.

It is clear that the problem cannot be solved by this council, but only by a large number of individuals, scattered around the campus. Convincing reasons are essential before whole hearted and unbiased support from large number of departments and the individuals therein can be guaranteed.

2. The ideal goal or target.

The goal or the target should be defined so that we can measure our progress from time to time and test the effectiveness of some of our approaches.

The goal could be in the form of the Black student percentage on the campus. An objective basis for setting up such a goal could be one of the following.

- i. Percentage of Black population
- ii. Percentage of Black graduates from high schools
- iii. Total number of Blacks who achieve above minimum college entrance requirement standards but for non-academic reasons some do not end up in the colleges.
- iv. Some colleges get more than their fair share of Blacks. Therefore, more uniform distribution could also be an important goal.

There, probably, can be a formula for calculating our goal.

3. The problems or obstacles in the way.

Long standing prejudices
 Socio - economic differences
 Cultural differences
 Geographical aspects
 GPA problems
 Low number of Blacks in high schools (?)

4. The resources available - in general.

Funds, man-power.

5. The special resources that can be made available.

More funds
 Special scholarships and work-study employment
 More man-power

6. Summary and recommendations on the Plan of Action.

This may include a number of points given below:

- i. Advertisement and communication to attract Blacks: as an example, Chancellor appearing on statewide TV telling about our efforts in bring Blacks on the campus.

- ii. Special brochure for Blacks.
- iii. Scholarships and financial aid to ease Black's financial problems.
- iv. Showmanship.

Making campus attractive for Blacks by naming buildings in honor of outstanding Blacks of the century; a section of the library for display of Pan African literature, arts, graphics etc. ; African night to be a part of the international activities of the campus, Chapel for the Blacks, or a Black priest added to the existing staff of (Danforth Chapel) with the freedom to hold their own services.

MEETING OF THE PROFESSIONAL STAFF, Library, Room 2124, March 29, 1973

NOTE: Each Department should return keys to the elevator to the Director's Office. They should be returned to Jeanie Yarborough or Mr. Keener.

1. Lecture on the OCLC (Ohio College Library Center) in Chapel Hill. Fred Kilgore is holding a seminar on Monday, April 2, at 3:00 p.m. (at the School of Library Science). Dr. Kilgore, the Director of Ohio College Library Center, will speak on the topic "Computer Based Systems; A New Dimension to Literary Cooperation."
2. Staff Room has been moved to the new location (for the D. H. Hill Library Staff). The larger pieces have been moved, Mr. Keener announced. The Staff Association will move small articles. Mr. Keener warned that all doors must be locked after personnel go through the doors in the West Wing. Once work has started on lights on the main floor of the West Wing, we will have to enter through the ground floor near the food service area. No target date has yet been set for the work to begin. Not all of the furniture has been delivered yet to the Staff Room. There will be two or three 4' x 4' tables with formica tops. The Staff Association will be responsible for details of the new Staff Room. There is, however, an order to clean venetian blinds, to repair the floor in the kitchen, etc. The thermostats in the West Wing are broken so that parts of the building are hot and other parts of the building are cold. New thermostats are on order. Dr. Littleton stated that Physical Plant has been working on the repair of the building and the work will be continuing for some time.
3. Equal Employment Opportunity. Literature on recruitment of minority groups and women has been prepared by the University Administration and is available in the Director's Office.
4. Affirmative Action Plan. (a) A form on recruitment has been drawn up for reporting on recruitment for vacant positions, and (b) a form for notification that an opening exists in a Department were circulated. These forms will be delivered to Departments for immediate use.
5. Annual Reports. Dr. Littleton's report is due May 8. Assistant Directors' reports will be due May 1.
6. Friends of the Library Dinner is April 5. Dr. Littleton invites all staff members who are interested to attend.
7. Accreditation Meeting. The major recommendation made by the accreditation team was to increase budget for books, periodicals, and binding.
8. There will be a meeting Tuesday, April 3.

Nell Waltner
Secretary

NW:jec

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

OFFICE OF THE DEAN, 101 HOLLADAY HALL
RALEIGH, N. C. 27607

DIVISION OF STUDENT AFFAIRS

February 22, 1973

*Dr. Jenkins
for Compliance
Report
H*

MEMORANDUM

TO: Dr. Harry C. Kelly, Vice Chancellor and Provost
FROM: Banks C. Talley, Jr., Dean *Banc*
RE: Minority Group Committee

With reference to your memorandum of February 6, 1973, concerning recommendations of the Minority Group Student Opportunities Committee of the Graduate School Administrative Board, please observe attached memorandum from Gerald Hawkins, who is the staff member in my area responsible for housing.

If there are any further follow-ups that we need to do on this, please advise.

Thanks for the suggestions.

BCT:ul
Attachments

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

DIVISION OF STUDENT AFFAIRS

OFFICE OF THE ASSOCIATE DEAN
Box 5745

February 22, 1973

MEMORANDUM

TO: Dean Banks C. Talley, Jr.
FROM: Associate Dean Gerald G. Hawkins *GGH*
RE: Draft Response to Dr. Kelly's Minority Group
Committee Memorandum

With respect to the problem of open housing, we offer the following suggestions:

We are in full agreement with the desire to promote more open off-campus housing for all University students.

In the Housing Rental Office a card file is maintained of off-campus rooms, apartments and houses that are available to all students on a nondiscriminatory basis. Prospective landlords are required to sign a nondiscrimination statement prior to being permitted to list vacancies in the Housing Rental Office.

This year to date no complaints of discrimination have come to the attention of the Housing Rental Office.

In addition to the card file list, the Rental Office provides interested students with a copy of a community booklet "Apartment Finder." This is a commercial publication listing a wide variety of apartment facilities throughout the city. All of these complexes, by federal law, must comply with nondiscrimination practices.

As the Committee suggests, we will begin to require an annual recertification of nondiscrimination practices on the part of landlords who desire to list vacancies with the Rental Office. We will also encourage students to advise us of specific instances where they have been denied off-campus housing so we may pursue these complaints vigorously.

We have on occasion given priority assignment to students who have been unable to locate nearby off-campus housing for a variety of reasons (high cost, lack of transportation, insufficient bedrooms, etc.).

GGH:gr

HOUSING RENTAL OFFICE
LEAZAR HALL
NORTH CAROLINA STATE UNIVERSITY
RALEIGH, NORTH CAROLINA 27607

I would like to make available to North Carolina State University students the accommodations listed below located at: _____.

PLEASE CHECK THE APPROPRIATE SPACES

I prefer to rent to: SINGLE Men SINGLE Women Married couples and/or families

SINGLE room (one person) - - - Monthly rental: \$ _____
 DOUBLE room (two persons) - - - Monthly rental: \$ _____
(Per Person)

ROOM Private bath Semi-private bath
 Kitchen privileges Are bed linens furnished? _____

If meals are available, state additional charge: \$ _____

Remarks: _____

APARTMENT No. Bedrooms _____; Living room; Dining room; Kitchen;
 HOUSE Bath; Porch; Separate entrance; Garage; Bus line
 MOBILE Furniture; Linens; Heat; Lights; Water; Stove
HOME Refrigerator; Washing machine; Other items: _____

Are children accepted? _____ Are pets accepted? _____

Remarks: _____

Rental per month: \$ _____ Date available: _____

I understand that the assignment of University housing is made to students without regard to race, creed, nationality or ethnic origin of applicants and I subscribe to this policy for the above listing and agree to rent to University students, including Negro and other non-whites.

(Signed) _____

(Address) _____

Date: _____ (Telephone) _____

When the facilities listed above have been rented, please call the HOUSING RENTAL OFFICE, Telephone 755-2440 or 755-2449.

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

P. O. Box 5067, RALEIGH, N. C. 27607

OFFICE OF THE PROVOST AND VICE-CHANCELLOR

February 6, 1973

MEMORANDUM

TO: A. Carnesale I. T. Littleton
 D. W. Chaney C. E. McKinney
 C. J. Dolce A. C. Menius, Jr.
 E. L. Ellwood B. C. Talley
 R. E. Fadum R. O. Tilman
 J. E. Legates W. L. Turner
 J. D. Wright

FROM: H. C. Kelly *HCK*

SUBJECT: Recommendations of the Minority Group Student Opportunities Committee
 of the Graduate School Administrative Board

Last year Dean Peterson appointed a committee to study ways in which NCSU could increase its minority enrollment at the graduate level. The Graduate School is working on these recommendations, but I am also distributing a summary of the committee recommendations in hopes that they may be of some use to you in your Affirmative Action planning. Members of the committee are also listed in case your planning committee wishes to consult further with them.

RECOMMENDATIONS

1. Increased recruitment efforts should not wait for outside funding. We recommend that the Graduate School devote some time and energy to active recruitment on traditionally black college campuses this fall. We recommend that it encourage school and department faculties to do so also. The committee urges each department to seek at least one black graduate student. However, the committee was not willing to recommend the establishment of quotas.
2. Our second recommendation has to do with open housing. We are aware that several groups have given attention to the problem of open housing and that the university maintains a list of housing opportunities for which a certification of nondiscrimination has been made. However, we urge that this list be strengthened and extended in the following fashion. First, the University should have a more strongly worded statement which the landlord must sign in listing his housing units with the University. This would provide an opportunity for recertification of the current housing list.

Second, the housing office should proceed to expand the list of off-campus housing units available on an open occupancy basis by adding to the list resident units known to be open to all persons. That is, the University should take the initiative in making sure that the list includes a range of rental rates and housing opportunities open to all students rather than simply wait for interested landlords to come into the housing office.

(Continued)

Recommendations of the Minority Group Student
Opportunities Committee of the Graduate School
Administrative Board

Page 2

February 6, 1973

Members of the Committee:

David R. Kniefel and Dale Hoover - Co-Chairmen
Dr. Robert G. Carson
Dr. Ralph Greenlaw
Mr. Felix Grissom
Dr. Joe Lammi
Dr. N. J. Rose
Dr. R. R. Wilkinson
Dr. Robert Work
Dr. Carl Zorowski
Dean W. J. Peterson
Dean Earl Droessler

HCK/mg

cc: Dean W. J. Peterson
Dr. F. J. Hassler
Dr. R. G. Carson
Dr. LeRoy Saylor
Dr. Odell Uzzell
Dr. Jasper Memory
Mr. William Calloway
Mr. Cy King

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF AGRICULTURE AND LIFE SCIENCES
ACADEMIC AFFAIRS, EXTENSION & RESEARCH

ACADEMIC AFFAIRS
OFFICE OF THE DIRECTOR
Box 5847, Zip 27607

February 9, 1973

Dr. M. N. Winstead, Asst. Provost
"A" Holladay Hall
NCSU Campus

Dear Nash:

You have met with us several times as we have worked toward greater interaction and participation on programs with North Carolina A and T State University. Recognizing the interest of the University Administration, I am writing you about our Teaching Workshop that was held in Durham at the Ramada Inn on January 24-25, 1973.

This workshop was a two-day intensive period. Each faculty member brought a course outline and other materials used in a course. From these materials, each participant prepared a packet of learning materials on the principle of performance objectives. The workbook used was Learning With Self-Instructional Packets by Johnson and Johnson. Dr. T. J. Horne of the Southern Regional Educational Board served as our resource individual.

Approximately 40 faculty participants, 20 from this campus, 15 from A & T and 5 from Florida A & M and Tennessee State who were visitors of A & T. The cost of the workshop was covered by the H.E.W. Grant that our School has in cooperation with A and T. Durham was a good location. It was in easy commuting distance for both campuses.

Several of our faculty have expressed satisfaction with this experience. Attached you will find some mimeographed material that was distributed to the participants prior to the workshop.

Sincerely yours,


E. W. Glazener, Director
Academic Affairs

EWG/ah
cc: Provost Kelly
Chancellor Caldwell
Dean Legates

Technician

Volume LIII, Number 58

Monday, February 19, 1973

State faces loss of Federal funds

by Robert McPhail
News Editor

Millions of dollars in Federal money for State may be in jeopardy as the result of a ruling by U.S. Judge John H. Pratt Friday.

Pratt's decision came on a suit filed by the NAACP Legal Defense Fund against the Department of Health, Education, and Welfare. The suit asked that the Department be required once again to cut off funds for school systems not in compliance with desegregation guidelines.

THREE YEARS AGO North Carolina was ordered to increase the level of integration in its tax supported colleges, universities, and technical schools.

State was only one of many schools affected by the decision. Altogether, the suit involved school systems in 15 other states.

Most officials at State were not aware of the ruling until Saturday morning. Chancellor John C. Caldwell said Sunday that he was not prepared to comment on the decision until he

became more familiar with the content of the ruling.

"**WE ARE DOING ALL** we can to make North Carolina State University a completely open institution," claimed Caldwell. "We have been trying to increase the black presence on campus."

Last Fall, the black enrollment on campus increased by 15 students. The total black enrollment of 206 represents less than two per cent of the entire student body.

State's total enrollment is 13,800, a figure which includes all students who are registered for at least one course.

According to Dean of Student Affairs Banks Talley, State has made a special effort in the last year to recruit black students. The recruiting program included visits with black counselors and students last Fall, and follow-up visits to high schools this semester.

STATE COUNSELORS have also made visits to Talent Search countries in eastern North Carolina. The Talent

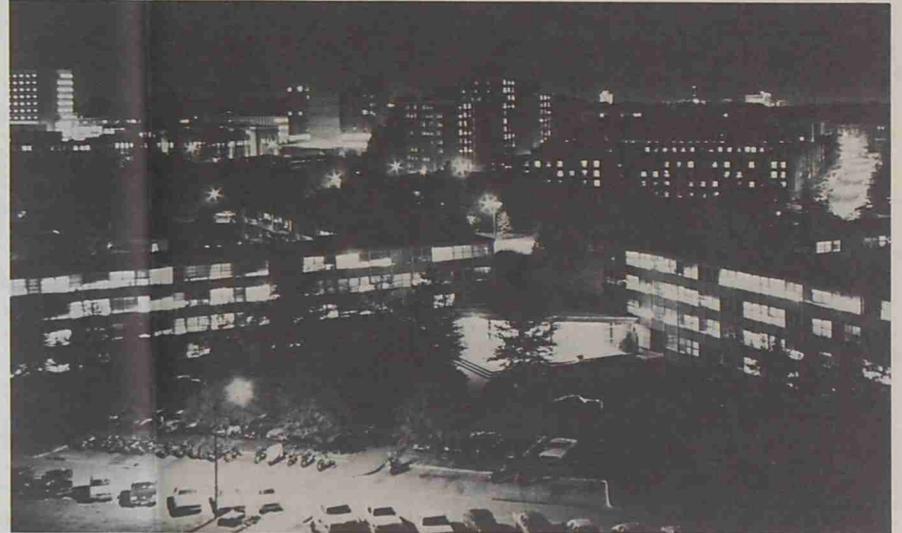
Search program attempts to single out students of high ability whose academic achievement is below average.

Talley said that the University had also hired a black admissions counselor. The counselor, Patricia Harris, was hired to deal specifically with

black student recruitment according to Talley.

Talley said of the recent court decision, "I do not really know what specifically it has directed the University to do. I think we need to wait for further clarification."

Every other university in North Carolina's new 16 university system will also be affected by the ruling. William Friday, president of the University of North Carolina system, said he would also have to study the decision before making comment.



N.C. State was founded in 1889 on a base of Federal money provided by the Morrill Act. Since then State has relied increasingly on Federal money to expand into a large, dynamic university. A recent court case may threaten future Federal money for State. (photo by Caram)

Placement Center holds seminar for Liberal Arts

A two part seminar is being held this week by the University Placement Center. According to Donna Parker, chairman of the Liberal Arts Council Career Seminar Committee, the seminar is designed chiefly for Liberal Arts seniors seeking after-graduation employment.

The first part of the two-part series will be held this afternoon at 4 p.m. in the ballroom of the University Student Center. The subject of today's seminar will be "How to Find a Job."

INCLUDED IN THE program will be a presentation by a job interviewer, who will attempt to demonstrate

both a good interview and a bad interview. In addition, the program will include pointers on writing resumes for potential employers.

The second part of the seminar will be held Thursday, February 22, at 8 p.m. in the ballroom. The subject of Thursday's seminar will be "Where to Find a Job."

REPRESENTATIVES FROM banking and finance, insurance, retailing, the state and federal government, and the service industries will be at the second session to discuss job opportunities for Liberal Arts majors.

Effects on N.C. unsure

Court orders integration

RALEIGH, N. C. (UPI)— Bewildered State officials are trying to determine what effect a federal court order from Washington has on North Carolina's public schools and universities.

Officials reacted with surprise Friday when told that a federal judge had directed the Department of Health, Education, and Welfare to begin desegregation proceedings against higher education institutions and public school systems in 16 states.

THE PROCEEDINGS, according to the order of U. S. Judge John H. Pratt, could lead to a cutoff of federal funds.

William Friday, president of the University of North Carolina system, said he first became aware of the case last November when Pratt issued a decision that HEW had not "properly fulfilled its obligation" in requiring compliance with the 1964 Civil Rights Act.

Friday said he would have to analyze this second ruling to determine its exact significance and meaning.

Assistant Attorney General Andrew Vanore said Pratt's ruling came as a "shock" to him because he was unaware that a case was pending involving North Carolina.

"**NO ONE EVER** notified us," Vanore said. "I'm not sure any state supported institution knew about it because they would have let me know."

Vanore has handled most cases involving the state's university system.

The Asheville school system was included in the order and officials there were equally bewildered.

"**I CANT** understand it," said John Q. Schell, chairman of the school board. "Asheville has received praise from federal officials for its

desegregation."

And at the Department of Public Instruction, Public Information Director Tom I. Davis said, "according to our records, all public school systems are in physical compliance, either with

court orders or HEW plans."

HEW officials ordered North Carolina three years ago to move towards greater racial integration in its tax-supported institutions of higher learning.

Pies and newspapers fly at Carroll contest

by Kathie Easter
Staff Writer

Chocolate pie and newspapers flew everywhere when Ella Hall shouted "go" at the pie eating contest held in the lobby of Carroll Dorm last Thursday.

The thirteen contestants (with their hands tied behind their backs) sat in chairs which were arranged in a semi-circle. A sponsor from Carroll Dorm stood behind each chair ready to make a dash for the pies. The pies were lined up on the floor a few feet from the last contestant with randomly attached numbers assigning them to a contestant.

STUDENT BODY PRESIDENT Don Abernathy was scheduled to compete but did not appear. His absence was excused, however, by a bystander who said, "That's ok. He's on a diet."

The newspapers which had been laid on the floor in an effort to protect the carpet didn't do much good once the girls started tearing across the area. The crowd shouted their encouragement as the sponsors literally shoved pie down the faces of the contestants.

Meg Burgess, treasurer of Carroll Dorm, later said that winning de-

ended on how well you could smear, drop, and sit in pie.

After five minutes and some forty odd pies had been consumed, a smiling David Brawley emerged the winner, having eaten four pies in five minutes. Brawley received a case of beer as his prize.

ONE CONTESTANT complained, "I could have eaten more if she hadn't squished it up so."

The pie eating contest was just one of the events which Carroll Dorm held last week as part of their annual "Spirit Week."

Besides the pie eating contest, this year's "Spirit Week" consisted of a slave auction, a raffle for tickets to the Village Dinner Theater, and a square dance.

DRABICK EMPHASIZED that next year Carroll plans to have more events of a cultural or educational nature, which will include more speakers.

According to Drabick, the week went very well. She said, "We filled the lobby for every event and since it takes around 50 to 80 people to fill the lobby, we got quite a turnout."

Half of the money from the slave auction will go to the Heart Fund. The other half will go into the dorm treasury.



State's human wolf, Cleve Taylor, looks worried as the Wolfpack goes up against a tough Duke team Wednesday night in Durham. The Pack sports a perfect 21-0 record. (photo by Caram)

Academic integrity could be in jeopardy

If Chancellor Caldwell follows the Athletics Council's recommendation, the University apparently will endorse a modified version of the recently revised guidelines for collegiate athletic eligibility as outlined by the NCAA.

First the Atlantic Coast Conference abolished its 800 minimum SAT score for athletes, and now it is being asked to allow its members to grant five scholarships yearly to athletes who do not project a 1.6 average prior to enrollment in college, but who have maintained a 2.0 average in high school.

This means effectively that each ACC school will be allowed five annual "wild card" scholarships to almost anyone who has managed to graduate from any high school, anywhere.

And the rationale? We are told that since the NCAA recently made the 2.0 its minimum requirement, Clemson and Maryland may pull out of the ACC if the conference doesn't relax its current 1.6 projection minimum.

To which we reply: What is so damned sacrosanct about the Atlantic Coast Conference anyway? Presumably the organization exists to help maintain the academic integrity of its collegiate athletics programs. But the alarming and undeniable trend is quite the opposite: toward a slow, but steady relaxation of any limitations whatsoever on the lengths to which

constituent schools can go to recruit the best ball players possible, regardless of scholastic credentials.

Membership in the ACC does not preserve academic integrity; it simply serves to lend an air of legitimacy to such compromises as the current "wild card" plan. In other words, aside from economic considerations, affiliation with the ACC is as much a matter of public relations as anything else.

Regarding the merits of conference membership, Lefty Driesell, the effusive coach of Maryland's basketball team, had a few interesting observations last week. Although some will see his disenchantment with the ACC as merely a function of his team's recent losses in the league, his insights for the most part are valid.

According to Lefty, ACC rivalries have become so intense and the emphasis on winning so inflated that fans, coaches, athletic directors, et al, sometimes seem prepared to go to any lengths to insure the much-coveted conference championship. After all, would Lefty Driesell be at Maryland or Bates Locke at Clemson if those schools hadn't become so sick of seeing their names lodged consistently at the bottom of the conference standings?

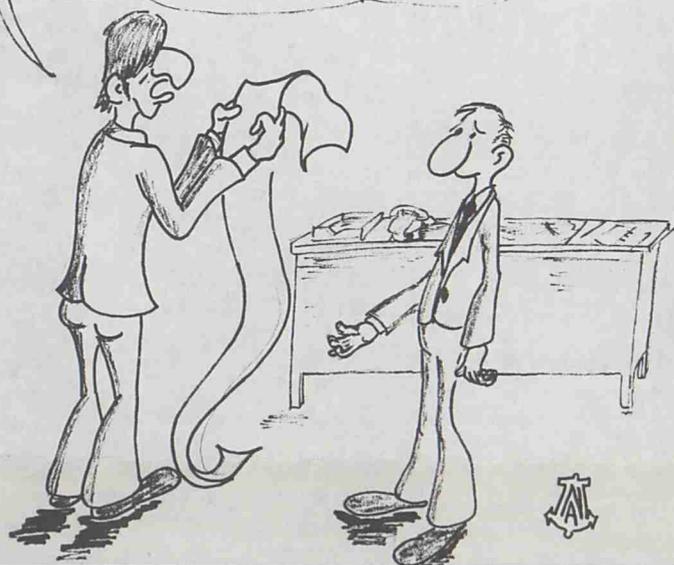
Little benefit can be gained from continued membership in the ACC as it presently operates. The conference has steadily lowered its academic standards, seen hatred among traditional rivals such

as State, UNC and Duke spill over into the entire league, and now appears to be giving in to the intimidation of Maryland and Clemson over the 2.0 issue. If the conference does indeed take its members further down the road of trading their

academic souls to the devil of professional athletics, North Carolina State should exercise one of two options: withdraw from the Atlantic Coast Conference, or openly admit it belongs to an unprincipled and hypocritical organization.

TO COMPLY WITH HEW INTERPRETATIONS AND GOVERNMENT REGULATIONS AND CONTINUE FEDERAL ASSISTANCE, YOU AT NCSU MUST MAINTAIN ON THE ROLLS AT LEAST THE FOLLOWING:

FIVE CHEROKEES, FOUR ESKIMOS, THREE GEORGIA REDNECKS, TWO ANTARCTIC PENGUINS, AND A PARTRIDGE IN A PEAR TREE



EDITORIALS

A paper that is entirely the product of the student body becomes at once the official organ through which the thoughts, the activity, and in fact the very life of the campus, is registered. It is the mouthpiece through which the students themselves talk. College life without its journal is blank. Technician, vol. 1, no. 1, February 1, 1920.

Not so simple

The recent ruling from the Department of Health, Education and Welfare brings sharp criticism upon the University's attempts to desegregate its academic ranks. The other 15 members of the University of North Carolina will obviously be affected too and will come under close study by their administrations and the Board of Governors.

State is guilty of HEW's charges, there is little doubt of that. Out of its 13,000 enrollment, blacks compose a total of 208. That percentage doesn't speak well for the University's efforts.

But the question that is being missed is whether the University has pushed toward desegregation? Has it just ignored HEW's orders and chosen to forget the consequences or has it tried and just plain failed to achieve that goal? Or is it even possible to achieve total integration in the higher education system?

We feel that while the University hasn't achieved the goals set forth by HEW, it hasn't sat idly by waiting for blacks to come knocking on its door before it opened it. The admissions office has in its ranks a recruitment officer, who is black, that has as her major purpose the job of encouraging blacks to apply to the University. Bill Davis, one-time candidate for student body president and a black, worked until his graduation a year ago with the admissions office in recruiting blacks to attend State. This work included frequent trips across the state to high schools, encouraging blacks and emphasizing that State's doors were not closed to them even if it was a predominately white university.

But a university in the South can't expect to comply with HEW orders by just opening its doors.

Problems abound that are not solely the University's fault, not saying that the

University can't make attempts to change them, but everything is not as simple as it appears. There is strong sentiment behind lowering academic standards to accommodate blacks, especially when studies come out indicating that the Scholastic Aptitude Test discriminates against blacks. But at the same time the University must ask itself should it lower its standards for anyone. Should they take away from other's education by lowering standards?

Black student leaders have long complained to University officials for the lack of cultural events aimed at the black. Their argument, a good one at that, simply asks "Why should a black attend this University? There is nothing for him to do. Blacks enjoy different things from whites. Why should we study in a white atmosphere, when we can study in a friendly atmosphere conducive to work at a black university? We are taught by white professors in courses for Afro-Americans. How do they know what it is like to be black?"

The lists of problems go on. But is it solely the University's fault? Can the predominately white higher education system adjust to solve the problems? Should they? These are questions that should be considered.

Obviously it will have to change to comply with the HEW ruling, but the road will be long and hard. Past efforts have failed and the University is in dire need of a solution for a cut in federal funding could be devastating.

It appears the university system is being penalized for everyone's faults, not only its own. HEW is laying the rap on the universities and expects them to solve it by themselves or suffer. Universities are guilty but they are not alone in their doghouse.

Environmental forum

Noise affects mind

by Dr. P. Aarne Vesilind
Duke University

Of all the various forms of pollution, noise is the only one that affects the mind. If we assume that the mind of the rat is not much different than the mind of a human, we can obtain some interesting data on the effects of noise.

Art Garwood, a student at Duke University, decided to find just what effect noise has on the behavior of mice.

To do that, he built three cages and put 4 mice into each. In addition to water and food, he provided the mice with toys and other forms of amusement.

The first cage was kept quiet, while the second and third were subjected to a continuous taped loop of rock music, at 60 decibels and 75 decibels. The 60 decibels is about the noise level on a downtown street, while 75 decibels would be the sound level of a sports car or motorcycle.

During the 24 hours of the experiment, he measured their water and food intake, their weight change, and made qualitative observations of their behavior.

Not surprisingly, the food and water intake increased with increasing noise, and the mice subjected to noise lost weight, while the quiet mice were gaining in weight.

The mice in the quiet cage spent their test period grooming, eating and playing with the toys in the cage. They slept together in groups, and had no conflicts.

By contrast the mice in the cages subjected to loud rock music slept separately, and for only short periods. The toys were ripped apart and gnawed, and obvious conflicts developed. They also spent most of their time on the side of the cage away from the noise source, indicating that they could determine the

direction of the noise and had a desire to move away from it.

What, if anything, can these results tell us of our own behavior?

For one thing, they confirm that noise induces irritability and increases nervous tension. It also shows that people who are subjected to noise will probably eat more, trying to feed their nervous energy. In other words, people tend to be "up" when subjected to noise.

Assuming we can draw such conclusions on the basis of mouse behavior, noise must be recognized for what it is: a pollutant of the mind.

Technician

Editor John N. Walston
Senior Editor George Panton
Associate Editor Beverly Privette
News Editor Robert McPhail
Sports Editor Ken Lloyd
Features Editor R.J. Irace
Managing Editor Paul Tanck
Editorial Assistant Willie Bolick
Photo Editor Ed Caram
Production Manager Emil Stewart
Advertising Manager Greg Hoots
Circulation Manager Bill Belk

Founded February 1, 1920, with M.F. Trice as the first editor, the Technician is published Monday, Wednesday, and Friday during the school year by the students of North Carolina State University except during holidays and exam periods.

Represented by National Advertising Service, Inc., agent for national advertising, with offices located in suites 3120-21 in the University Student Center, Cates Avenue, Campus and mailing address at P.O. Box 5698, Raleigh, N.C. 27607. Subscriptions are \$5.00 per academic semester. Printed at the North Carolina State University Print Shop, Raleigh, North Carolina.

February 7, 1973

TO: Dr. Kelly

FROM: Clauston Jenkins

Affirmative Action at Administrative Council Deans to ask for Reports:

Legates
McKinney
Dolce
Fadum
Ellwood
Tilman
Menius
Chaney
Talley
Wright
Turner

Possible questions to ask:

- 1) What adjustments are being made in your recruiting and record keeping efforts?
- 2) What is the biggest difficulty you have in your Affirmative Action Planning?
- 3) How do you plan to attract more minority and female graduate students?
- 4) How do you plan to improve the situation in relation to minority and female SPAs who are clustered in low paying classifications?
- 5) What can we do to help you in your planning?

CJ/mg

February 2, 1973

TO: Dr. Kelly
FROM: Clauston Jenkins

At the Good Neighbor Council meeting someone mentioned the Graduate School report on recruiting of minority students. It appeared that the report was not widely circulated so I asked Dean Peterson for a copy. In the interest of emphasizing our long range goal of increasing the supply of teachers through recruiting students, these recommendations might be useful to the various planning committees.

If you approve, I will check with Dean Peterson and then have that typed.

CJ/mg

Attachment

January 31, 1973

MEMORANDUM

TO: Dr. Charles Murphy

FROM: Clauston Jenkins

SUBJECT: Members of School Affirmative Action Planning Committees

As you are aware from your vast experience on the Government Commission you know that our Schools approach things in a variety of ways. In some cases committees have been appointed, in others they have not. The list below is as complete as I am able to furnish. When I know of no committee, I cite the Dean.

ALS: F. J. Hassler, Chairman
L. A. Whitford, Secretary
R. W. Gay, Jr.
H. V. Marshall
W. M. Roberts
Norma Rutherford
Hedwig Triantaphyllou
A. M. Witherspoon

FAMS: Dr. J. D. Memory, Chairman
Dr. W. E. Robbins
Dr. W. J. Harrington
Dr. S. G. Levine
Dr. A. W. Jenkins

TEXTILES: Dean Chaney

DESIGN: Dean McKinney

EDUCATION: Dean Dolce

ENGINEERING: Dr. Carson, Chairman
Department Heads

FOREST RESOURCES: Dr. Saylor, Chairman

LIBERAL ARTS: Dr. Uzzell, Chairman
Alois Chalmers
David Guth
David Hyman
Leslie Mincey
Sybil Ricks
Mary Wheeler
Donald VanDeVeer

CJ/mg



OFFICIAL BULLETIN

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

VOL. XLIV
Thursday
February 8, 1973
No. 63

CANCELLATIONS OF REGISTRATION: The registration of the following students have been canceled for the 1973 spring semester:

Bailey, Genie Lark	237929979	SP	MER
Choi, Jennie Yuklee	241907926	SP	MER
Cushman, Brooks Lucas	245986819	SP	PE
Davis, Carolyn Jo	238884914	SP	MER
DeLeon, Susan	246780149	SP	MER
Frazier, Mary Fair	246747294	SP	PE
Godwin, Cynthia Carolina	245769522	SP	MER
Harder, B. J.	238702699	SP	LBA
Herrin, Theresa Lynne	240922387	SP	MER
Jones, Donald Phillip	243728434	SP	LBA
Rigsbee, Sandra Kaye	240686774	SP	ED
Rouse, Helen Treva	243905411	SP	MER
Thomas, Bettina Marie	245921938	SP	MER
Watson, Carol Sims	242765946	SP	MER
Winston, Jones Harrison	242803316	SP	LBA

UNIVERSITY WITHDRAWALS: The following students who registered for the 1973 spring semester withdrew on the dates indicated:

Carraway, Barbara Jean	246449735	MR	PA	January 30
Cherry, June Short	243464409	MR	GPS	January 22
Coley, Richard Michael	246863173	JR	LAE	January 23
Creef, Franklin Van	241869301	JR	SWB	January 23
Crook, James Austin	246922265	FR	LAP	January 22
Downey, Deborah Jean	243882819	FR	PSY	January 23
Dworsky, Lee Alan	239780520	FR	LA	January 23
Edwards, Mary Janice	242601280	DR	GPS	January 24
Fowler, Ann Marie	242803900	SR	LAS	January 22
Giles, Wadad Fayed	244684692	SP	LBA	January 23
Goodgame, Gerald Thomas	246763780	SR	TXT	January 23
Gore, Albert Columbus, Jr.	251988248	SO	ME	January 23
Hare, Roy Allen	243762299	UN	AL	January 24
Hargrove, Marian F.	423600851	JR	LAN	January 24
Harrison, Linda Grissom	237865672	SP	ED	January 22
Haydon, Kristine Smith	237866252	SP	LBA	January 23
Hester, Rez Patterson	238886386	SO	SZO	January 22
Hobart, John Donald	242449900	DR	OED	January 24
Howard, Robert E.	239885776	SP	PMS	January 22
Hunt, James Wood	230463077	DR	ADE	January 23
Jacobs, Toney Cecil	245704533	SP	PMS	January 23
Johnson, Donald Van	245762305	FR	RPA	January 24
Lambeth, Charles Stanley	238666195	JR	PY	January 29

Department of Registration and Records

UNDERGRADUATE COURSE FOR CONSIDERATION: The following course action request will be considered by the University Committee on Courses and Curricula.

Proposed New Course:

E-220 TECHNOLOGY AND SOCIETY

3 (3-0)

Prereq.: None

Elective course for any student in the University.

Proposed for Fall 1973.

Chairman, Univ. Committee on Courses & Curricula

ADMINISTRATIVE INTERNSHIP OPPORTUNITIES FOR WOMEN AND MINORITIES: The Academic Affairs Conference of Midwestern Universities has announced two internships during the 1973-74 academic year for female and minority faculty who are interested in and show promise for academic administration. Nominees are expected to have a doctorate and be between 25 and 45 years of age. Individuals who are interested should contact Mr. William H. Simpson (ext. 2200) for further details. The deadline for applications is March 15, 1973.

APPROVED NEW COURSE: The following course action request form has been considered by the University Committee on Courses and Curricula and recommended for approval. The Provost has approved the course for the summer of 1973 only.

BO(ZO) 360 CONCEPTS OF ECOLOGY

3 (2-3)

Prereq.: One semester college level biology such as BS-100 or BO-200 or ZO-201.

This course will be taught during a special 3-week period. It is designed for County Extension personnel high school biology teachers, adult, and community college educators.

Provost

GRADUATE COURSE IN ENVIRONMENTAL & SOCIAL PLANNING IN BRITAIN: The Institute of International Education and the University of Manchester announce a Graduate Course in Environmental and Social Planning in Britain to be offered July 1-28, 1973, at the University of Manchester. Applicants must currently be enrolled in Graduate programs or have substantial practical experience in relevant fields. The courses offered include "British Society Today", "Urban and Social Policy in Britain", "New Towns and Urban Renewal", "Conserving the Environment", and "Management and Planning of Health Services". Details may be obtained from the Office of International Programs.

1973-1974 FULBRIGHT HAYS LECTURESHIPS IN THE USSR: The Committee on International Exchange of Persons has just announced the availability of five University lectureships under a new exchange agreement between the United States and the Soviet Union: American Literature-one semester beginning February 15, 1974, Moscow State University Linguistics-Academic year beginning September, 1973, Moscow State University American History, specifically the F.D. Roosevelt era - one semester during 1973-74, Moscow State University

Electrical Engineering/Physics, specifically electron optics and electron probe and X-ray microanalysis-one semester beginning September 1973-Moscow State University Mechanical/Chemical Engineering - Heat and Mass transfer, specifically boiling condensation and two-phase flow - One semester beginning September 1973 - Leningrad Polytechnic Institute.

Additional details may be obtained from the Office of International Programs, ext. 3201.

Dean, International Programs

VETERANS WIVES ELIGIBLE FOR CORRESPONDENCE COURSES: Effective January 1, 1973, a change in the G. I. Bill, Chapter 35, now allows wives of veterans to take correspondence courses towards an educational goal or degree. The Federal Government will pay 90% of the cost of such courses. A wife must make application in the same manner as her husband has done and will have the same entitlement as her husband, i.e. if her husband has 36 months entitlement she has 36 months. For applications and procedures, see Mr. Charles Greyer in the Veterans Office, 12-C Peele Hall.

TUTORIAL ASSISTANCE FOR VETERANS: Any veteran desiring or needing a tutor to be paid for by the Veterans Administration should contact the Veterans Office, 12-C Peele Hall for further details of this program.

Department of Registration and Records

SOFTBALL OFFICIALS: Sign up in Room 210 Carmichael Gymnasium. A clinic will be held Thursday, February 15, at 7:30 p.m. in Room 211 Carmichael Gymnasium. All interested persons should attend this meeting in order to officiate Softball.

HANDBALL COURTS: Handball courts will be available for free play from 12:00 noon until 1:00 p.m. Monday through Thursday. Also, Handball reservations are from 4:00 p.m. to 6:00 p.m. Monday through Thursday, and 3:00 p.m. to 6:00 p.m. on Friday.

Director, Intramural Athletics

DISTRIBUTION

F & S

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

AAP
position change

SCHOOL OF AGRICULTURE AND LIFE SCIENCES

DEPARTMENT OF CROP SCIENCE
Box 5155 Zip 27607

January 29, 1973

Provost Harry C. Kelly
Holladay Hall
NCSU Campus

C
O
P
Y

Dear Provost Kelly:

I want to express my appreciation to you and Dr. Jenkins for your participation in the last meeting of the University Good Neighbor Council. The Council members are genuinely concerned, and often frustrated, in their desire to equalize opportunities on our campus. While there are no easy answers, or overnight solutions, we do feel that the Council serves as a positive influence and we recognize your office as an ally in these efforts.

Sincerely,

CFM

Charles F. Murphy, Chairman
University Good Neighbor Council

CFM/lde

cc: Dr. Clauston Jenkins ✓

This affirmative action check list was sent to all institutions in the Wash. D.C. area by the Commission in June 1972. Evaluate your own institution on these points.

D.C. COMMISSION ON THE STATUS OF WOMEN
Committee on Higher Education

Implementation of Affirmative Action Programs on Campus

Name and Address of Institution NC State University
Raleigh N.C.

Which of the following projects have been or are being accomplished or implemented on your campus to reduce sex discrimination and to further the affirmative action program? (Circle your answers, yes or no. Write in any qualifying statements, words or numbers, as necessary.)

A. Survey and Affirmative Action Plans

1. Yes No Has a survey of ranks, salaries, promotion and tenure of women employees been completed? If so, does it include (check those which apply):
 - a. Faculty?
 - b. Administrators?
 - c. Supporting staff?
2. Yes No Have results of this survey been released to the academic community? If so, when? (date) _____
3. Yes No Has a survey been planned but not yet completed?
4. Yes No Has an affirmative action plan been written?
5. Yes No Has this plan been released to the academic community? If so, when? (date) _____

B. Committees

6. Yes No Has a Commission on Women or other officially appointed Committee been established? If so,
 - a. When: (date) _____
 - b. To whom does it report?
 - 1) directly to the president _____
 - or
 - 2) to _____
 - c. Yes No Is it directed by a woman?
 - d. Its main functions are (check those which apply):
 - 1) Concern for the general welfare of women on campus _____
 - 2) Handling grievances and complaints _____
 - 3) Other functions _____
7. Yes No Has the AAUP chapter formed a Committee W?
8. Yes No Has a women's caucus been established? If so, does it include (check those which apply):
 - a. _____ faculty? b. _____ administrators? c. _____ supportive staff? d. _____ students?
9. Yes No Are positive efforts being made to appoint more women to all college committees?
10. (fill in number) The Board of Trustees has 1 women member and 15 men members.

C. Recruitment

11. What positive efforts are being made to recruit more women for key faculty and administrative positions? (check those which apply):
 - a. open advertising
 - b. women on search committee
 - c. contacts with professional associations and women's groups
 - d. other _____
12. Yes No Is there systematic monitoring at top level management of all new professional appointments to assure affirmative recruiting and appropriate documentation of search for women and minority candidates?
13. Yes No Have restrictive nepotism policies been abolished? May husband and wife both work and receive tenure in different departments or the same department provided both are qualified and neither makes an employment decision about the other?

D. Administrative Policy

14. Yes No Has a well-defined maternity leave policy been established, treating child-bearing leave in the same way as other temporary disabilities are treated under sick leave and health insurance?
15. What kinds of provisions are made for leave for purposes of
a. child bearing? See's factory
b. emergency leave in case of illness in family? ad hoc arrangements
16. Yes No Are records maintained on all employees so that each job category and each department organization unit can be analyzed by sex and race. (i.e., black men, black women, white men, white women, etc.)?
17. Has a child care center for children of employees and students
Yes No a. been established? or
Yes No b. is one under consideration?
18. Yes No Have grievance procedures been established to channel all complaints regarding sex or racial discrimination?

E. Students

19. Yes No Are admissions standards the same for women as men students at all levels? (check as applicable) a. undergraduate b. professional c. graduate
20. Yes No Has the Placement Service taken action not to permit any recruiter on campus who practices discrimination in interviewing or hiring?
21. Yes No Has a well-defined program of continuing education for women been established?
22. Yes No Has a Women Studies Program been inaugurated?
If so, list the courses offered this year.

23. Yes No Are counseling programs being examined so that they meet the needs of women students more effectively?
24. Yes No Are gynecological services and counseling available to women students?
25. Yes No Is counseling regarding abortion, contraception, and family planning available to students?
26. What arrangements are made for a student to continue study on a part-time basis?
a. at undergraduate level? (describe) typical
b. at the graduate or professional level? (describe) typical

Add below any other programs which, in your opinion, are contributing in a significant way to reduction of sex or racial discrimination on your campus.

Career Planning & Placement has scheduled special career planning seminars for women students. Women with small children may schedule classes at times convenient for them.

Dr Mary Wheeler
Assoc. Prof. Hist.

Signed Clawton Jenkins
Position Coordinator Institutional studies and Planning

To WNS

You must
have

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF TEXTILES

used
this -

Box 5006 Zip 27607

November 9, 1972

Please return to
201

MEMORANDUM

TO: ✓ Chancellor J. T. Caldwell
Dr. H. C. Kelly

10/16/72

FROM: D. W. Chaney, Dean, School of Textiles

WIT

I thought you might be interested in seeing our new recruiting brochure aimed specifically at blacks. It was prepared with the assistance of our black students. One of them - Arthur Lee - is assisting our recruiting effort in the predominantly black high schools. This year we have 14 blacks enrolled, and we are seeking to increase that number again next year.

3

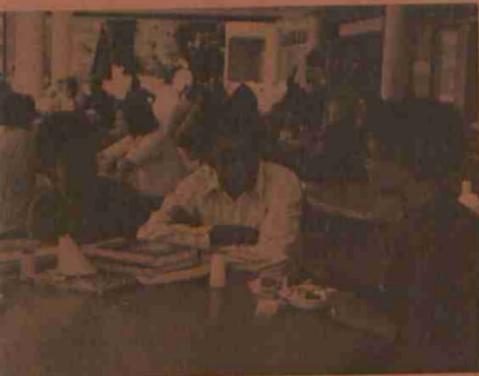
DWC:eh

Enclosure

Blacks in Textiles

School of Textiles, North Carolina State University
at Raleigh





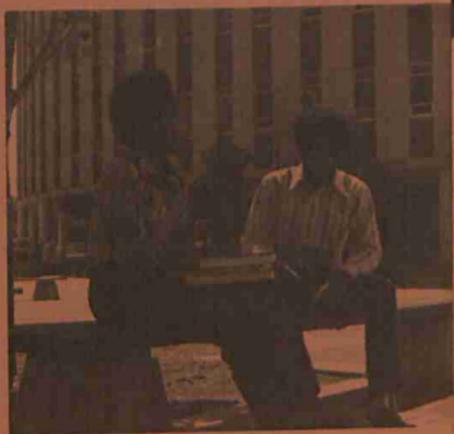
Blacks have contributed to the field of textiles for years in areas of picking and processing cotton in the 1700-1800's and working within factories during 1900's. Now many Blacks have the opportunity to participate in the fields of management, design, and research in textiles.

Martha Manuel
Class '75

As I view the Textile industry, large numbers of blacks are being hired into low skilled jobs, with an increase in the number being placed into skilled jobs and a very small number in management positions.

I have found N.C.S.U. to be representative of society. People at State are basically no better or worse than people I have met outside of the university community. As far as academics are concerned, you get what you put into it.

Tommie Garner, Jr.
Class '73



The textile industry for so long has been strictly white in the management or other high positions. Today there is a vigorous recruitment of blacks for these jobs. Although opportunity has expanded greatly for blacks in the past few years, the industry still has a long way to go.



Blacks in Textile World

This brochure has been produced by the School of Textiles at North Carolina State University. We feel that this type of brochure is necessary to answer, from a Black perspective, some of the questions Black students may have about North Carolina State University and to make these students aware of the opportunities available to them in the textile industry.

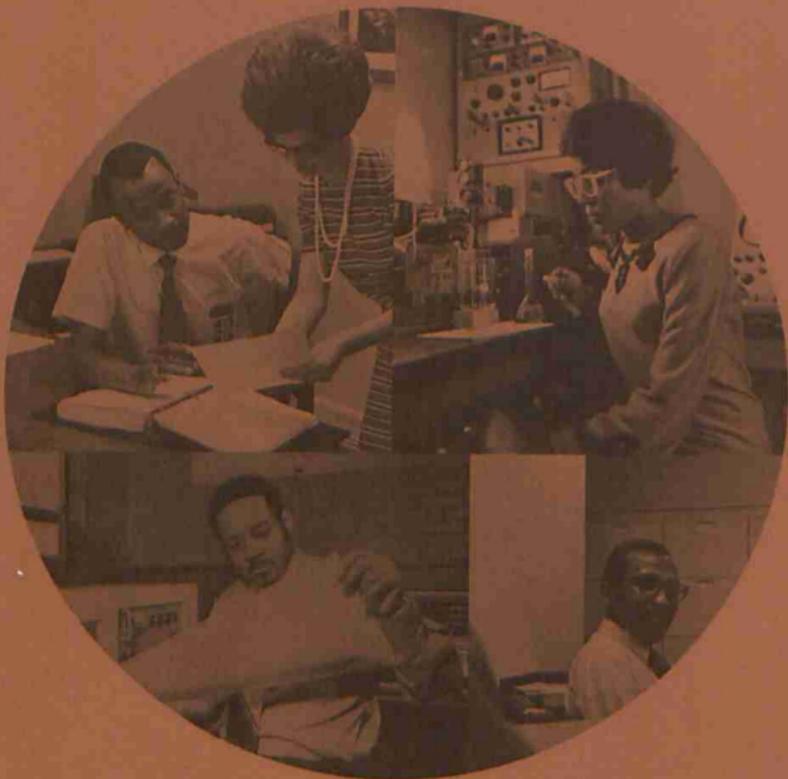
When a Black student enters a predominately white institution, he is confronted with problems of relating and adjusting to his new surroundings. The Black students at North Carolina State University have formed a social and political organization, Society of Afro-American Culture (SAAC) to help the students make this adjustment while keeping their ties with the Black community.

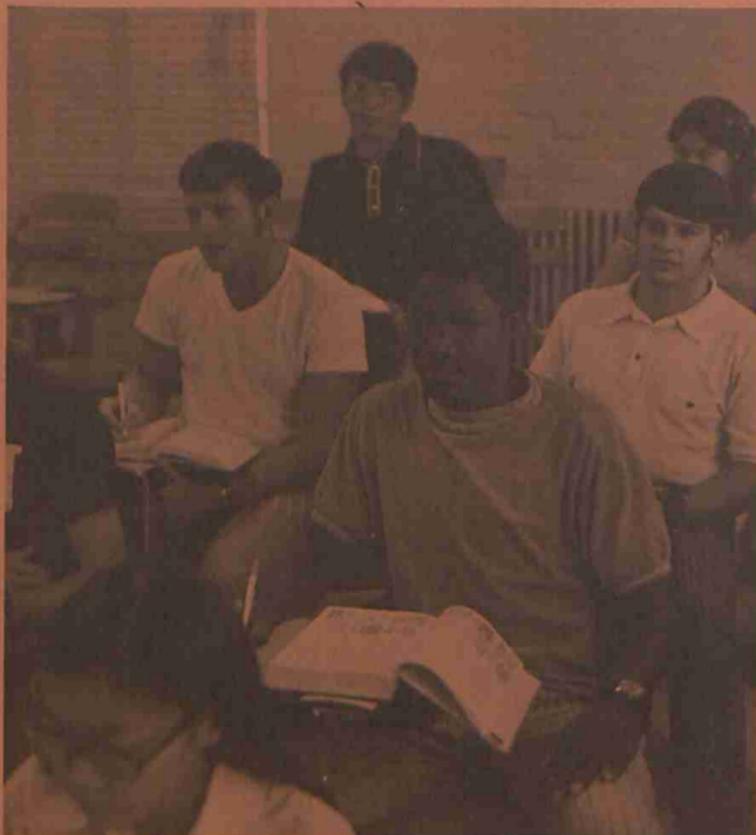
SAAC plays an important role in the life of the Black student while he or she is at North Carolina State. The organization is regarded as "the voice" of the Black student at State. Even though the culture gap in the university's social and educational programming is far from being bridged, SAAC along with other organizations (Alpha Phi Alpha and Black Students Board) are working to increase the programs that are of interest to the Black student. Some events geared towards this goal are the annual Pan-African Festival, lectures, films, and social gatherings. The Black students have control of facilities to be used as a Black Student Union. "The Ghetto" is used by SAAC and other groups for such events as meetings, discussions and parties.

Opportunities in Textiles

Blacks make up about 14 percent of the total work force in the textile industry compared with an average of 10 percent for all manufacturing. However, there are very few Blacks working in the "management decision making aspects of the industry" (approximately 1 percent). With this in mind, the industry is diligently searching for the Black college graduates in a technical field, and even more diligently for the Black textile graduate.

The average starting salary for textile graduates is about \$9700 per year and will rise to about \$21,500 at the end of 20 years, which is approximately \$5000 per year higher than the salary for engineering graduates after 20 years.





The predominate white campus is representative of the world we live in and therefore is a microcosm of society as far as a Black student may be concerned. Although racial discrimination is not condoned by the university, it does exist, (SAAC will see that any reported incidents will be brought to the attention of the proper authority and something done to prevent that type of incident from reoccurring). In the classroom one may be the only Black student and most likely his instructor will be white. This may sound discouraging, but this brochure is not to discourage you or to build State up as a "dream world". The purpose of the brochure is to make the Black student aware of the opportunities available and reveal how State is viewed from a Black perspective.



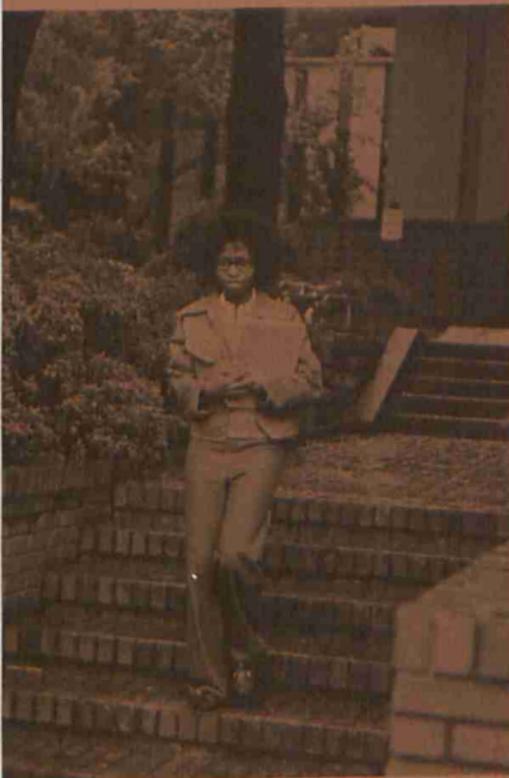
Financial Aid

Financial aid is given in the form of loans, grants, scholarships, and/or work study. To be considered for aid a student must obtain a Parent's Confidential Statement from his high school guidance counselor and return it to the College Scholarship Service, Princeton, New Jersey.

The School of Textiles maintains its own Financial Aid program; it is closely coordinated with the University's Financial Aid office. Students in the School of Textiles will be considered for financial aid available in the school and/or the university.

Admissions

Persons of *all* racial backgrounds are encouraged to apply for admission. The freshmen applicants must take the Scholastic Aptitude Test (SAT) and have the scores submitted to the Office of Admissions by the College Entrance Examination Board.





Blacks here at State feel a togetherness which is unique in itself. This feeling is not one obtained by someone brainwashing us on black unity, but more so a natural feeling that occurs once in this environment. Although our numbers are small, we are an established group and our influence is felt throughout the university.

Cornell Whitley
Class '74

If you want a good education this is one of the best schools in the country. However, if you want 75% of your time for socializing and 25% for study, you will find out immediately that you are at the wrong place!

The School of Textiles is a very personal school. The administration and faculty take an interest in you not only as a student but as an Individual as well.

Crosby Brown
Class '73

There exist infinite opportunities for advancement, travel, and satisfaction within this industry.

The School of Textiles at N.C.S.U. takes sincere interest when dealing with its students. There is a close bond between faculty and students and between advisors and students. The entire department works with the students, not against them.

Janice Artis
Class '75

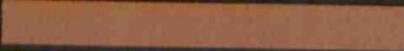
I find Textiles an interesting and diversified field, while State inspires you to get your mind together and let the "man" see why you are proud of being Black.

Norman D. Campbell
Class '75

Textiles

Righ' On!

and write to . . .


**School of Textiles
N. C. State University
Raleigh, N. C. 27607**

NORTH CAROLINA STATE UNIVERSITY

AT RALEIGH

OFFICE OF THE DEAN, 101 HOLLADAY HALL
RALEIGH, N. C. 27607

DIVISION OF STUDENT AFFAIRS

Ch. Jenkins
changed of position
other

December 12, 1972

4

MEMORANDUM

TO: Dr. Harry C. Kelly, Vice Chancellor and Provost
FROM: Banks C. Talley, Jr., Dean *BCTJ*
RE: "A Better Chance"

Attached is a copy of the program that we had for twelve black seniors in New England preparatory schools on December 8 and 9. They were sponsored by an organization called "A Better Chance" which was funded by The Anne C. Stouffer Foundation. Mr. John Ehle of Winston-Salem is a director of the foundation, and he proposed the visit in a letter to the Chancellor dated June 9, 1972.

BCT:ul

Attachments (Program and list of those in attendance)



A BETTER CHANCE

Schedule

December 8 and 9, 1972

12 18 seniors from northern preparatory schools

December 8, 1972

- 10:00 a.m. Arrive - Raleigh-Durham Airport
Duke University personnel will meet and
take the group to Duke University.
- 4:00 p.m. Duke - Admissions Office
N. C. State will pick group up at Admissions Office
at Duke University and return to Raleigh.
(Dean Watts will arrange transportation)
- 5:00 p.m. North Carolina State University
Room assignments and keys for group
(Dean Hawkins will have rooming list and
keys for Ben Utley and Pat Harris)
- 6:00 p.m. Dinner at Harris Cafeteria
Use Cafeteria line - dining room has been
reserved by Joe Grogan
- 7:00 p.m. Basketball - N. C. State vs South Florida
(Utley and Harris will have tickets)
- 9:30 p.m. Pat Harris

December 9, 1972

- 8:30 a.m. Breakfast - University Student Center
- 10:00 a.m. Group meeting - Brown Room, University Student Center
Room #4114
Admissions Office (Pat Harris and K. D. Raab)
Engineering (R. H. Hammond)
Liberal Arts (Stanley Suval)
Education (Howard Miller)
Good Neighbor Council
- 11:30 a.m. Luncheon - Green Room, University Student Center
Room #4106
(Group and participants in previous meeting)
- 1:15 p.m. Leave for Raleigh-Durham Airport.
- 2:20 p.m. Depart on return flight.

Duke Contact - Bob Simpson, Phone 4-684-8111

✓ Dean Banks C. Talley, Jr. Mr. Ben Utley
Dean N. B. Watts Prof. Robert H. Hammond
Dean Gerald G. Hawkins Dr. Stanley Suval
Dean Henry Bowers Dr. Howard Miller
Mr. Joe Grogan Dr. Charles Murphy
Mrs. Corinne Philbrick Mr. Bob Simpson
Miss Patricia Harris Mr. Greg M. Mayo

Students in Attendance

✓ Mable Fortune-Concord Academy

✓ Rogena Cox-Cushing Academy

✓ Sheila Willis-Cushing Academy

Larry Coles-Governor Dummer Academy

✓ LaVerne Austin-Milton Academy Girls School

✓ Leonardo Robinson-Milton Academy

✓ Mildred McNair-Northfield/Mt. Hermon

Gwendolyn Lee-Northfield/Mt. Hermon

✓ Vernon Banks-Phillips Academy

✓ Charles Boyd-Phillips Academy

✓ Gregory Googer-Phillips Academy

Charlie Barnes-Ethel Walker - Girl !!

Deborah Bryant-Ethel Walker

✓ Theodore Gudger-Kent School-Boys

Diane Johnson-Kent

Michele Tyler-Kent

Elizabeth Dixon-Taft

✓ Major Wood-Taft

✓ Cassandra Perry - Milton Academy

✓ Check indicates attendance

Affirmative Action

November 21, 1972

MEMORANDUM

TO: N. N. Winstead
FROM: Harry C. Kelly, Provost *HCK*

The first page of the computer printout of "Data for Affirmative Action Planning" is of the academic employees of the Library. The Library reports directly to us. If I interpret this first page correctly, there is not a single Black in the Library among the academic employees. Is this true? If so, what Affirmative Action are we taking?

Discussed with Dr. K. J. J. 11/22/72

HCK:gj

ml

make copy of

this for C-1

when it is

no longer

copy for

Dr. Johnson

NORTH CAROLINA STATE UNIVERSITY RALEIGH

THE D. H. HILL LIBRARY
Box 5007 ZIP 27607

16 November 1971

Dr. John T. Caldwell
Office of the Chancellor
Box 5067
North Carolina State University
Raleigh, North Carolina

W
AT

Dear Chancellor Caldwell:

It is with great reluctance that I submit my resignation as Reference Librarian, effective 31 December 1971.

WVF

My association with North Carolina State University has been a very happy and rewarding one and I regret to sever connection with it. Only because of the attractive offer I received which provides considerably greater benefits and opportunities, have I reached such a decision.

g

It has been a real pleasure to be associated with the University and its valuable work and I am most grateful to you and your associates for the many courtesies that have been shown me.

Sincerely yours,

William V. Frazier
Reference Librarian

cc: Provost Harry C. Kelly
Assistant Provost Nash Winstead
Dr. I. T. Littleton

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF PHYSICAL AND MATHEMATICAL SCIENCES

DEPARTMENT OF STATISTICS
Box 5457 ZIP 27607

November 15, 1972

MEMORANDUM

To: Faculty and Staff not enrolled in Pilot's Disability Salary Continuation Plan
From: University Insurance and Welfare Committee
Subject: Supplementary coverage to the State Disability Salary Continuation Plan

The North Carolina Teachers' and State Employees' Disability Salary Continuation Plan became effective July 1, 1972. In case of total disability, after a ninety-day waiting period, the plan provides an income of 60% of the monthly earnings up to a limit of \$1,000 a month for full-time state employees having one or more years of service. The cost of this program is borne by the State.

The Pilot Life Insurance Company has had a similar plan on this campus for many years. Because of the duplication of the two programs, Pilot will terminate their program on December 31, 1972. However, because the state plan does not provide as much coverage as may be desired, Pilot has been authorized to offer a supplementary plan to N.C.S.U. employees. Policyholders of the Pilot plan have been informed about the details of this new plan.

Present employees not currently enrolled and new employees may obtain supplementary coverage upon presentation of evidence of medical insurability. The new Pilot Supplementary plan provides coverage of 15% of the monthly earnings. However, to avoid issuing a very small policy, Pilot is restricting the supplementary policy, for those not currently enrolled, to employees earning \$500 or more per month.

Since new employees are not covered by the State plan until after one year of service, Pilot is offering in addition to the Supplementary plan, an Interim Disability Plan to these employees who present evidence of medical insurability. This plan is similar to the State plan in that it provides an income, in case of total disability, of 60% of the salary up to a maximum of \$1,000 a month. After one year of service this Interim Disability plan will be terminated. However, the 15% Supplementary plan may be continued.

The rates for both the Supplementary plan and the Interim plan will be the same as those of the present Pilot plan. These rates are much lower than for similar plans purchased on an individual basis. Attached you will find a letter from Pilot Life Insurance Company. If you are interested in either the Supplementary Plan or the Interim Plan, fill out and send in the form provided on the Pilot letter and Mr. George Coxhead, our Agent of Record, will contact you.

TO: ALL FACULTY AND STAFF MEMBERS

FROM: PILOT LIFE INSURANCE COMPANY

Subject: Pilot Life Insurance Company
New Franchise Disability Income Program

For some time Pilot Life has been happy to serve the Faculty and Staff members of your University through the franchise disability income program of insurance under which many persons were covered. Effective July 1, 1972, your State has provided at no cost to the employee a program of Disability Salary Continuation (DSC) which provides monthly indemnity benefits equal to 60% of monthly earnings up to a maximum of \$1,000 for all State employees with over one year of service.

Although the State program of DSC is comprehensive from the overall standpoint, there are areas where Pilot Life's NEW SUPPLEMENTARY FRANCHISE or INTERIM DISABILITY INCOME PLANS may be needed to do the full and complete job for certain categories of State employees. For example:

New employees or those employees who have not previously been insured under the Pilot Life franchise plan may want to purchase monthly benefits equivalent to 15% of their monthly earnings under the NEW SUPPLEMENTARY FRANCHISE PLAN to supplement the State DSC program in which they are presently participating or, in the case of a new employee, will become eligible to participate at the end of the first year of employment.

For those new employees who are not yet eligible for the State DSC program, INTERIM DISABILITY INCOME BENEFITS may be purchased through Pilot Life to provide a benefit equal to 60% of monthly earnings up to a maximum of \$1,000 a month in addition to the above Supplementary Plan. This INTERIM DISABILITY PLAN will terminate when the new employee becomes eligible for the State DSC plan; however, the 15% supplementary benefit may be continued.

We are prepared to serve you in these instances and George Coxhead, the North Carolina State University Agent of Record, will arrange an interview at a time and place convenient to you, provided you complete and return the reply form at the bottom of this page.

(Tear Here)

TO: Payroll and Benefits Officer
Box C 206 Halladay Hall

I am interested in learning more about the NEW SUPPLEMENTARY or INTERIM DISABILITY INCOME BENEFITS available through Pilot Life Insurance Company. Please have a Company representative call on me.

Name (print or type): _____

Department: _____

Office: _____ Ext. Telephone No. _____
(Location)

November 15, 1972

NOTE TO FILE:

FROM: N. N. Winstead
SUBJECT: Merit Salary Increase Funds (Budget Code 18141)

I called each School Dean, Dean Talley, Dean Jones and Dr. Littleton and transmitted the following information:

As Provost Kelly indicated to you at the meeting with School Deans on November 8, 1972, we have a limited amount of merit salary increase funds. These funds held in reserve from our first allocation can provide increases to teaching faculty and others such as Librarians and student affairs personnel effective January 1, 1973. We will be providing you with a general summary sheet for faculty and others which includes salary, rank, highest degree, time in rank and etc., which may be of some help to you.

As a top priority, we ask you to consider the salaries of all minorities and all women paid from 18141 funds in your school to determine whether their pay is appropriate on the basis of merit.

We will consider as a second order of priority full professors who merit greater salaries or other special needs if resources permit.

Please prepare for us by December 1, 1972, a request for an allocation of funds to your school or unit. It would be very helpful if you would fill out a general summary sheet showing name, rank, department, length of time at NCSU, age, sex, race, present salary, amount of salary increase for each of the last two years, and amount of proposed increase (on an annual yearly basis). If you have questions, please contact Assistant Provost Winstead.

cc: Chancellor John T. Caldwell
Vice Chancellor John D. Wright
Mrs. Mary Strickland

NNW/sbc

November 10, 1972

MEMORANDUM

TO: School Deans
FROM: Harry C. Kelly, Provost
SUBJECT: Temporary Positions

ORIGINAL SIGNED BY:
HARRY C. KELLY

Based on this year's enrollments, we have some temporary positions that will not exist after the end of the Spring Semester of 1973. Will you look at pressing instructional needs in your School, and prepare a request with justification if such temporary help can be used?

The request should include the need, or needs, how you plan to meet the need, the number of positions and the amount of salary needed for each position. If you have questions, please contact Assistant Provost Winstead.

You may also wish to consider requesting a portion of a position to provide time for a faculty member to work on your School's affirmative action plan as outlined in my memorandum to you of November 9, 1972.

Please submit your request by November 22, 1972, so that we may review the request and allocate these temporary positions in time for you to implement your plans for the Spring Semester.

HCK:WW:qj

cc: Chancellor John T. Caldwell
Vice-Chancellor John D. Wright
Mrs. Mary Strickland

*Affirmative
Action*
February 19, 1973

Provost

Colleagues:

The attached article "Women Want Equality in Higher Education" impressed me and will interest you. I am sure you will want to consider it in your affirmative action efforts.

John T. Caldwell
John T. Caldwell

WHS

mk

g

What does a woman want?*

—SIGMUND FREUD

WOMEN WANT EQUALITY IN HIGHER EDUCATION

K. PATRICIA CROSS

Today, about half a century after Freud's famous question, many otherwise enlightened men are still asking, "What do women want?" Is it really so hard to understand that women want an end to discrimination?

Most educational leaders are aware of inequality of opportunity for women in higher education, but many find it hard to get excited about it. The Newman Task Force (1971) concluded that, "Our study found that discrimination against women, in contrast to that against minorities, is still overt and socially acceptable within the academic community [p. 80]."

To discriminate is to deny freedom of choice; it is to make decisions affecting the lives of individuals without their consent and frequently without their knowledge. Women are becoming sensitive to such restrictions, and are asking for the right to pursue higher education on the basis of their interest and achievement instead of their sex. They do not now have that freedom of choice. Some are denied it by institutional practices that are consciously or unconsciously discriminatory. Some are denied it by social pressures that define acceptable behaviors for women. Some are denied it by their own social conditioning and attitudes regarding women's roles. Denial of the full development of individual potential is, or should be, of concern to educators everywhere.

UNDERGRADUATE WOMEN

Research is quite clear that women are still underrepresented in the college-going population, with the national ratio of entering freshmen men to women now standing at 54 men to 46 women (Office of Research, ACE, 1971). The bastions of male predominance at the undergraduate level are the private universities and the public community colleges. It is paradoxical that the greatest imbalances should exist in the most selective and the least selective institutions.

Open door colleges can hardly be accused of practicing discrimination in their admissions policies. The sexual imbalance there is a byproduct of the fact that community colleges serve large numbers of students from the lower socioeconomic levels, and it is in this conservative segment of society that women's roles are most clearly stereotyped. Mothers who have attended college express no difference in their desire for college educations for sons and daughters—98 percent want college for their sons and 97 percent for their daughters. Mothers with a grade school education, however, are considerably more likely to want college for their sons than for their daughters (Froomkin, 1970).

Thus, it is not surprising that the largest reservoir of academically well-qualified young people who are not now

attending college consists of bright lower-class women. Whereas 25 percent of the high-ability (top quarter) males from the lowest socioeconomic quarter fail to enter college, 40 percent of their equally able sisters fail to continue their education (Cross, 1971). Included in the low socioeconomic group are black women, but as a group they seem to be responding more rapidly to the new opportunities for further education than white women of equal ability.

At the other end of the continuum—in the male-dominated universities—the situation regarding the pool of potential students is quite different. Universities draw their students largely from high school graduates who rank in the upper-half academically and socioeconomically. From this group, women enter college at the same rate as men. So why do we find a 60/40 male-female ratio in some universities? One need not charge out-and-out discrimination in admissions (although blatant examples of sex discrimination can be documented rather easily). Many practices of universities—housing requirements, space allocations to departments, etc.—serve to place a ceiling on the number of women students accepted. And that ceiling is more likely held in place by unconscious sex stereotyping than by anything related to academic competence.

I suspect most faculty *know* that intellectual capacity is not a sex-linked characteristic, but many still *feel* that it is somehow more satisfying to engage the "male mind" than the "female mind" in disciplinary enquiry. Interestingly enough, many professors who espouse this point of view are also staunch supporters of the validity of grades as a measure of intellectual competence. Yet, from grade school through college, women receive markedly better grades than men. How these faculty members explain that, by their own judgement and standards, women are better *students* than men is something of a mystery.

But grades are coming increasingly under fire as a measure of academic prowess, and critics often point to the lack of intellectual excitement in the conscientious, conforming grade-getter, which is the frequent stereotype of high school and college women. Chauvinists of both sexes feel that men are better able to deal with big ideas and abstractions, and that women handle day-to-day problems in a more practical manner. But research measuring the personality trait called "intellectuality" fails to support the stereotype. Evidence indicates that women are slightly more interested in aesthetics and in working

*In a conversation with psychoanalyst Marie Bonaparte, Freud said once: "The great question that has never been answered and which I have not yet been able to answer, despite my thirty years of research into the feminine soul, is 'What does a woman want?' [Ernest Jones, 1955, Vol. 2, p. 421]."

with ideas and abstractions, whereas men are more interested in theory and the use of the scientific method (Cross, 1971). While cultural expectations may push males and females toward somewhat different emphases in academic choices and behavior, a review of the research available on academic interest, abilities, and personality characteristics indicates no important differences between men and women in their potential for academic accomplishment.

GRADUATE WOMEN

Lewis (1968) succinctly presented the most frequently heard arguments for sex discrimination against graduate women.

Many graduate and professional programs for which members of both sexes commonly apply tend to discriminate against women, and many authorities believe they have good reason. Women are poorer bets than men to finish such a program, and those who do are less likely to use their education productively. A university feels some obligation not only to educate individuals, but also to be of benefit to society; thus, if an admissions committee must choose between a capable man and a capable woman for a place in its program, the choice can logically be made in favor of the man [p. 212].

The argument has a certain appeal, but there are research reasons as well as moral reasons for not accepting these three major arguments at face value.

In the first place, women cannot afford the luxury of indignation over the rejection of women who are as capable as the men who are accepted, until the problem of the rejection of women with superior academic qualifications is solved. An increasingly popular method of dealing with the question of discrimination against women is to base acceptances on the proportion of women who apply. Thus, at Berkeley, 31 percent of the applicants are women and 29 percent of the acceptances are granted to women (Report on the Status of Academic Women, 1970). That doesn't look too bad until one considers that women who

get as far as making an application for graduate study at Berkeley are highly self-selected. Under the equal rejection rate system, a department may be—and usually is—accepting men with poorer credentials than those of some of the rejected women.

On the whole, women would be better off if they were judged solely by their credentials than they are under quota systems. Since most departments assign the greatest weight to the undergraduate record (Lannholm, 1968), the superior grades of women would place them in a strong competitive position.

The second argument for differential acceptance rates to graduate school concerns the likelihood of the candidate's completing the degree. The argument is that so many things can happen to interfere with a woman's commitment to graduate study—marriage, pregnancy, moving from the area when her husband moves, and so on—that a man is a better bet for a long-range contribution to society.

Actually, there is very little information available on completion rates for men and women. On the surface at least, research (Astin, 1969; Ferriss, 1971) indicates that when all fields of study are combined, women are somewhat more likely to drop out of graduate school and also slower in completing their degrees. But since fields that attract women, such as humanities and education, have significantly lower and slower completion rates than the sciences, for example, it's hard to tell whether it is the subject or the women that are responsible for the statistics.

The third aspect of the argument for differential acceptance rates of men and women is that even when women do get their degrees, they are less productive than men. But the charge that women who receive doctor's degrees do not use their advanced training is no longer true, if indeed it ever was.

Research from several sources reveals truly startling numbers of working women PhDs. Astin (1979), for example, found that ten years after receiving their degrees, over 90 percent of these women were working—most of them full time. So women are doing something with their training.

Measures of productivity, whether for men or women, are so dismal that I have some quirks of conscience about lending respectability to them by citing mere counts of numbers of articles and books published. The evidence here, however, is that publication seems to depend more on the field of study than upon the sex of the scholar (Creager, 1971). Scientists are highly productive in terms of articles published; those with degrees in education are not. This fact leads rather naturally to the finding that men publish more than women. There is also evidence, however, that men are more interested in research and publication, whereas women express more interest in teaching. It is a moot question whether writing books and articles is more "productive" than teaching students.

ADULT WOMEN

Finally, the segment of the population with the greatest potential for enormous expansion into higher education consists of mature women. The typical woman



"Founding Fathers! How come no Founding Mothers?"

Drawing by Dana Fraden; © 1972, The New Yorker Magazine, Inc.

today has sent her youngest child off to school by the time she is 35, and she faces some 30 years of productive work life, with reduced home responsibilities.

But higher education is not yet ready for the learner who does not fit the stereotype of the young, single, unemployed student who is ready to devote full time to the pursuit of a degree. Mature women constitute a significant segment of a new kind of student population. Although one survey (Oltman, 1970) found that 95 percent of the colleges claimed to offer opportunities for older women to complete degrees, a follow-up (Mattfeld, 1971) determined that only half of these institutions made any concessions in rate of work, class hours, or customary academic practices to meet the needs of mature women.

Many graduate departments, for example, do not accept candidates over the age of 35, and others "discourage" older applicants. The prejudice in this instance is against age rather than sex, but women are more educationally disadvantaged by such attitudes because of their life patterns. Discouraging part-time study is another practice that is not directed against women, but it operates to their disadvantage.

The mobility of women, or more accurately the timing of the move, is another problem we have yet to face in providing education to an increasingly mobile population. The notion that it is "normal" for a student—even a young student—to graduate from college four years after entrance to that same college is a quaint relic of an earlier era. We have yet to deal realistically with the "portability" of credits. And this problem is exaggerated for women who generally move, not at their convenience, but when husbands have completed a given segment of their education.

Related to the old-fashioned notion that education is reserved for the young who can spend full time at it are a host of practices and requirements that are grounded more in tradition than in logic. Why should scholarships and loans be so commonly restricted to the use of full-time students? Do residency requirements and regulations that call for continuous enrollment serve a sufficiently valuable purpose that we are justified in shutting out students whose life circumstances prohibit meeting them? Why must an individual's academic load be determined by the institution rather than by the learner?

One of the great unsolved problems of education is the transfer of our excessive concern with procedures to more realistic concerns about purposes. We have a way of defining education in terms of the pathways traversed rather than the ends reached. Most of the problems of women students—and of many men as well—could be solved if we permitted students to reach defined goals via pathways that suit their life style.

In the final analysis, the barriers to individual development through education will come down when we decide as a society that educational opportunity should depend not on class stereotypes based on the color or shape of one's skin,* but upon individual needs, desires, and potential for contribution.

Mature women constitute a significant segment of a new kind of student population

RECOMMENDATIONS

That recruitment efforts by selective and non-selective colleges among women of lower socioeconomic status be increased.

That financial aid be realistically combined with recruitment efforts and impartially administered. On-campus employment at undergraduate and graduate levels should be studied in terms of the relative number of jobs available for men and women and for equity in pay scales. Housing and dining requirements should be examined for practices that result in discrimination.

That admissions and enrollment statistics for undergraduates and graduate students be examined year-by-year to disclose intentional and unintentional discriminatory practices.

That fact-finding committees with strict deadlines be appointed to assess local problems and needs. The committees should be charged with looking into the feasibility of meeting national recognized needs such as child care centers, part-time study options, and adequate educational and career counseling for women of all ages. But they should also give special attention to the full spectrum of local problems.

That resources of the institution be allocated to reflect the value commitment to equality of opportunity.

That the appointment of women to positions in which their counsel will form a natural and continuous input to decisionmaking be accelerated. Such appointments will be an important improvement over the current practice of seeking advice only when it becomes necessary or convenient. In addition, exposure to talented female scholars is a vital educational experience for young men as well as for young women.

The question of providing equal educational opportunity without regard to race, sex, age, or any other class identification is not one that is likely to go away if ignored. The options are really two—whether to lead with a bang or follow with a whimper.

This is an abbreviated version of a paper presented for the American Council on Education. The full length article will appear in a book entitled, *Women in Higher Education*, to be published by the ACE in Spring 1973.

*Sandler's (1972) phrase.



THE CENTER FOR RESEARCH AND
DEVELOPMENT IN HIGHER EDUCATION
2150 SHATTUCK AVENUE
UNIVERSITY OF CALIFORNIA
BERKELEY, CALIFORNIA 94704

Nonprofit Org.
U. S. Postage
PAID
Berkeley, Calif.
Permit No. 1

REFERENCES

- Astin, H. *The woman doctorate in America*. New York: Russell Sage Foundation, 1969.
- Creager, J.A. *The American graduate student: A normative description*. Washington, D.C.: Office of Research, American Council on Education, 1971.
- Cross, K.P. *Beyond the open door: New students to higher education*. San Francisco: Jossey-Bass, 1971.
- Ferriss, A. *Indicators of trends in the status of American women*. New York: Russell Sage Foundation, 1971.
- Froomkin, J. *Aspirations, enrollments, and resources*. U.S. Office of Education. Washington, D.C.: Government Printing Office, 1970.
- Jones, E. *The life and work of Sigmund Freud*. Vol. 2. *Years of maturity, 1901-1919*. New York: Basic Books, 1955.
- Lannholm, G.V. *The use of GRE scores and other factors in graduate school admissions*. Princeton: Educational Testing Service, 1968.
- Lewis, E.C. *Developing woman's potential*. Ames: Iowa State University Press, 1968.
- Mattfeld, J.A. *A decade of continuing education: Dead end or open door?* Bronxville, New York: Sarah Lawrence College, 1971. Mimeographed.
- Newman, F. Task Force, Chm. *Report on Higher Education*. U.S. Office of Education. Washington, D.C.: Government Printing Office, 1971.
- Oltman, R. *Campus 1970: Where do women stand?* Washington, D.C.: American Association of University Women, Dec. 1970.
- Report of the subcommittee on the status of academic women on the Berkeley Campus*. Berkeley: University of California, May 1970.
- Sandler, B. *Equity for women in higher education*. In Vermilye, D. (Ed.), *The expanded campus*. San Francisco: Jossey-Bass, 1972.

PUBLICATIONS

Students and Colleges: Interaction
and Change \$4.00

Clark, B.R., Heist, P., McConnell, T.R., Trow, M.,
and Yonge, G.

Investigates evidence of differential change in students in eight selected institutions—three of them small, residential, "elite"; three church-related and varying widely in academic selectivity; and two of them large and public. Examines how students in the different institutions changed in relation to their characteristics and attributes at entrance with respect to: educational and vocational values; religious, political, and civic attitudes; and especially changes in intellectual disposition.

Inventory of Current Research on Postsecondary
Education 1972 \$3.00

Hefferlin, J.B., Bloom, M.J., Gaff, J.G., and
Longacre, B.J.

A description of 1,100 research projects currently underway in the United States and Canada dealing with postsecondary education. It is designed to be used by scholars and students of postsecondary education and institutional administrators and researchers.

The Research Reporter

Published quarterly by the Center for Research and
Development in Higher Education,
2150 Shattuck Avenue, University of California,
Berkeley, California 94704

Lyman A. Glenny, Director

K. Patricia Cross, Editor Harriet Renaud, Associate Editor
Norman T. Rae, Managing Editor

The purpose of *The Research Reporter* is to keep those who are concerned with the practice of higher education informed about the Center's ongoing studies, the completion of research projects, and recent Center publications.

The Research Reporter will be sent without charge to those who ask to be placed on the mailing list.



The Research Reporter

The Center for Research and
Development in Higher Education

UNIVERSITY OF CALIFORNIA, BERKELEY

Volume VII, Number 4, 1972

THE GLOBAL QUEST FOR EDUCATIONAL OPPORTUNITY

LELAND L. MEDSKER

For more than a decade, the United States has been deeply involved in what is commonly referred to as "mass higher education." The story is familiar: a radical increase in the percentage of college-age youths, particularly from lower aptitude and socioeconomic levels, who aspire to education beyond high school; a nationwide concern about "equal opportunity," "access," and "egalitarianism"; and continuing discussion, argument, and debate about the implications for practice of accommodating the "new students" to higher education.

Today there is both a widespread mood and move to extend postsecondary education to even larger populations of students, particularly adults, through various nontraditional forms of education. A recent and necessarily brief survey of postsecondary education in a number of countries visited made it clear that both the achievements and misgivings of the United States are part of a worldwide phenomenon. It is important that we become aware of the problems faced by other countries as they use the means compatible with their resources and cultures to achieve the same ends we seek. At the very least, it is important that we have no illusion that by widening the doorway to higher education, we are being more responsive to social and personal educational needs than other countries.

CENTRAL EUROPE

It is enlightening to look at central Europe in any review of the varying manifestations of movements toward increasing educational opportunity. Until quite recently, the European postsecondary system has been regarded as exceedingly rigid, yet the following statements, taken from papers prepared for a Paris conference sponsored by the Organization for Economic Development and Cooperation in December 1970, were representative of the changing educational philosophy on the continent.

Germany: Democratization means that everyone should have the chance to get the best possible education, taking account of his individual

capacities and needs, and that no institution should give privileges to any particular group of society.

Sweden: The report of the KU Commission (the Commission on Admissions to Higher Education) suggests that the general right to postsecondary study be granted to all those who have completed upper secondary studies in any of the 22 lines of study.

Belgium: These [reports] all emphasize the need to renew the structures of higher education... ensuring access to such studies for all strata of the population...

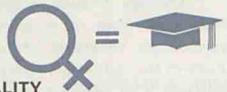
These remarks typified those presented in papers by countries as different as Finland and Portugal; the common emphasis was on new sets of goals and philosophies concerning higher education. Moreover, developments in the several countries support their intentions and claims.

SHORT-CYCLE PROGRAMS

One crucial form that has evolved in numerous countries and in a variety of ways is "short-cycle" education. Typically, this consists of shorter programs, designed to meet the needs of increasingly diverse student populations, and given either in existing institutions or in institutions established to offer such programs.



What does a woman want?
—Freud



WOMEN WANT EQUALITY
IN HIGHER EDUCATION

K. Patricia Cross

see p. 5



France

The principal efforts to establish short-cycle education in France has been through its University Institutes of Technology (IUTs). The chief purpose of these institutes is to train technicians, particularly through two-year terminal courses. The status of the IUTs as part of a larger university system, however, makes it possible for students who start in them to continue their studies in a "second cycle."

Ironically, admission to the terminal programs in the IUTs is presently more selective than it is to the academic programs of the universities. This situation results from the fact that French universities cannot limit access to any applicant who has completed high school, whereas students must compete for the much fewer places in the IUTs. Nevertheless, their existence is evidence of a break in the mold of traditional French education, and as such is an example of a new way to serve educational needs.

Norway

Several Regional Colleges (originally called District Colleges) have been established (three in 1969, three in 1970, and some 15 more are planned) in response to a 1967 Royal Commission proposal that the non-university sector be strengthened to accommodate a projected increase of postsecondary students from 30,000 to 100,000 in the next 20 years.

As in France, the capacity of these specialized short-cycle institutions is still inadequate to the demand. Still, postsecondary opportunity has been expanded by the decentralization of the locations of colleges, the relaxation of admissions requirements, and the development of entirely new types of programs which combine interdisciplinary studies with practical work and offer opportunities for part-time and recurrent education.

Yugoslavia

In some respects, the most dramatic development of extending opportunity through short-cycle education is the separate two-year institutions found in Yugoslavia, which were established in outlying regions in the early 1960s. The *Visa Skola* is quite similar to the community college in the United States, although primary emphasis is placed on the terminal aspects of the program and comparatively few students transfer to universities.

Sweden

Although Swedish planners are still struggling to effect new types of postsecondary programs with an emphasis on vocational education, the development of short-cycle education marks a significant liberative departure from Sweden's traditional pattern. The ultimate goal is to effect a viable combination of vocational training and theoretical studies. To date, a short-term experimental plan is underway which combines the equivalent of one year of vocational work in an upper secondary school with one year of academic courses at the local university.

In Other Countries . . .

The instances described above are only illustrative, not exhaustive, of efforts of European countries to open new avenues of higher education through short-cycle approaches. *Germany*, for example, has established two types of technical colleges—one with courses in designated fields that last for six months to two years; the other designed to prepare high-level technicians and students planning to transfer to certain universities. *Portugal* is planning Polytechnic Institutes with flexible admissions standards to prepare highly skilled personnel in two-year or three-year programs. And both the *Netherlands* and *Spain* are working on ways to include short-cycle institutions as an integral part of their systems of higher education.



THE BRITISH COMMONWEALTH

Excellent examples of democratization of postsecondary education are also found in all the British Commonwealth countries. The scope and energy of Great Britain's movement toward mass higher education are exceeded only in the United States.

Great Britain

Here the most impressive evidence of the thrust to democratize higher education is the widely publicized Open University. Chartered in 1969 and begun in 1971 to advance and disseminate "learning and knowledge by teaching and research by a diversity of means," the university offers courses designed to meet university standards for a B.A. Teaching is through materials distributed for home study; television and radio broadcasts transmitted by the BBC; written assignments returned to staff for evaluation; a national network of some 250 regional centers which facilitate enrollment, teaching, and counseling; and a requirement that a summer be spent in residence at a British University.

The Open University can be viewed as the contemporary culmination of Great Britain's longtime emphasis on "further education" and the country's evolution toward supplementing its elite university system with other institutions. Late in the 1800s, forty-five vocational and technical colleges were established, primarily as evening institutions. As these increased, many added courses in business and the arts, and some introduced Britain's famous "sandwich course" program, in which professional training in industry constitutes an integral part of college education. Ten of these colleges eventually evolved into technological universities, and a number of National Colleges were established to meet the relatively limited but critical need for manpower in certain technologies. In 1966, some of the regional colleges were transformed into Polytechnic Institutes, as "teaching institutions" closely linked with commerce and industry, to stand at the apex of the non-university system in vocational training.

Over the last few years, numerous institutes, schools, and colleges have evolved in this vast and politically and culturally diverse country, which vary greatly in number and nature from province to province.

In Western Canada, particularly in *British Columbia*, the prototype of the American two-year community college has taken hold, and more than a dozen of these and similar institutions offer both terminal technical and university transfer programs.

In *Ontario*, where a number of technical colleges had existed, a system of two-year Colleges of Applied Arts and Technology (CAATs) was established in 1965, devoted exclusively to preparing students for employment. Today there are 26 CAATs and six limited purpose institutes, many with extremely high enrollments. In 1972, a report of the Commission on Postsecondary Education in Ontario, expressing its philosophy and aims, stated, "We... stress the encouragement of lifelong education, part-time school attendance, and new ways of delivering education services..."

In *Quebec*, all high school graduates who go on to higher education first attend the "Colleges D'Enseignement General Et Professional" (CEGEPs). At CEGEPs, they may take two years of general academic courses, which qualifies them to enter a university, or three years of vocational education.

Australia

The Colleges of Advance Education (CAEs), which grew out of a 1964 recommendation that technical institutions be expanded to supplement the universities, constitute Australia's most significant step forward in expanding educational opportunity. By 1969, some 43,000 students were enrolled in CAEs, and several institutions have since joined the system.

Australian higher education has long been characterized by its emphasis on external study to reach those, particularly teachers, who are restricted by work situations or geography from attending a college on a regular basis. It has also shown its continuing awareness of the need to train middle and lower level technicians. When it became clear that the CAEs, for example, were upgrading themselves, and increasingly concentrating on higher level courses for technologists, new technical colleges were established to fill the void and strengthen the various programs for older youth and adults.

New Zealand

A single university has been given the responsibility for the country's external degree program. Of 6,000 students enrolled in universities in 1971, some 2,000 were external students working toward regular degrees or diplomas.

New Zealand's 12 technical schools, authorized by a 1964 Education Act, provide programs for training technicians and professional workers on what in effect is a part-time basis, since a qualification for certification is three years of suitable work experience. Courses may be taken toward three-year or five-year certificates.



Because the countries of this section of the world are at such different stages of economic and social development, they also differ widely in their ability to support postsecondary education, their needs for trained manpower, and the degree of social demand for further education. Nevertheless, the worldwide phenomenon of increasing educational aspirations has led an ever larger percentage of those who are qualified, to continue some kind of schooling beyond high school.

Japan

Although there is little evidence that Japan's extremely rigid and selective university admissions procedures will soon change, there is evidence of response to an internal demand for new postsecondary outlets.

In 1970 and again in 1972, the Central Council for Education issued guidelines for reforming higher education, emphasizing the needs for diversification, for providing easy transfers from one institution or curriculum to another, and for making both further education and re-education more possible for more people.

By fall 1971, more than 60 five-year technical colleges were spread throughout the country, and Japan's junior colleges (largely private) now number nearly 500 and enroll more than 260,000 students, 80 percent of whom are women.

Japan's highly publicized, new University of the Air, planned to be "open" to anyone with a secondary education and to give a second chance to anyone without one, is still more on the drawing board than actually on the air (evidently partly at least because of certain political problems). The goal is to provide instruction chiefly through broadcasting, supplemented by "institutional schooling" in "at least one learning center" in each state.

Singapore

Postsecondary education in Singapore is distinguished by its highly developed system of technical training. Singapore Polytechnic, Singapore Technical Institute, and Ngee Ann Technical College differ from one another in the degree to which they emphasize theory and techniques; as a group, they provide an unusual opportunity for young people to choose different types of occupational training.

There is also provision for out-of-school youth to obtain vocational training in schools outside the system or through adult education programs—many of which are the work-study, sandwich variety.

Thailand

As a developing country, Thailand has a limited foundation on which to build higher education, since schooling is compulsory only through the fourth grade. However, ten postsecondary technical institutes play an important role; in 1971, they enrolled more than 11,000 students. Admission to the institutes is by examination, and currently about 25 percent of those who apply are accepted.

Response to the pressure to provide access to university education for students ineligible for the existing universities resulted in 1971 in the "Open University," officially named Ramkhamhaeng University. The institution is still so controversial and its contribution to the country's needs still so uncertain, that its future at this point is not assured. Nevertheless, its conception and existence are testimony that the drive toward increased opportunity for learning and training has manifested itself here too.

LATIN AMERICA: CHILE



Higher education in Latin American countries is comprised primarily of traditional universities, both private and national, which are only moderately open, and there has been no marked move toward democratization. In recent years, Peru, Colombia, and Venezuela have considered establishing technical and junior colleges and other new types of postsecondary institutions, and there is considerable discussion throughout Latin America about educational reform and the extension of education to more of the population. But actual moves, when they come, will be made according to the political temper of the various countries.

An interesting instance of a country where such a move has been made is Chile, where the University of Chile has established a series of Regional Colleges to accommodate more of the increasing number of secondary school graduates. This development also achieved the necessary decentralization of the university, which had operated only in two major Chilean cities, to the considerable disadvantage of candidates for postsecondary education in the outlying provinces and distant cities. The first college was established in 1960, and seven additional ones came into existence during that decade. By 1970, the combined enrollment in the eight colleges was more than 10,000 students, or nearly 30 percent of the total enrollment of the University of Chile.

THE COMMON ISSUES

All countries, regardless of how far along the continuum of extending educational opportunity they have come, evidently face much the same issues and problems: determination of policy, accommodation of larger and increasingly diverse student bodies, planning and coordination, evaluation and assessment, and financial support. This includes the United States, despite its experience as a pioneer in the move toward mass higher education.

In some respects, the pressures to expand postsecondary education are coming at a time when the problems of extending opportunity are becoming increasingly difficult. For one thing, at the same time that more people are demanding greater educational opportunity, some policymakers are developing grave doubts about the traditional values of college. Also, in the last decade both legislative bodies and many people in most countries have reacted negatively toward student activism in higher institutions. This shift has raised doubts about

some of the sacred notions about higher education for more people, and these combined negative factors have not only increased the intensity of the financial crisis, but have made it difficult for many countries to formulate policies with respect to further education. The demands seem likely to continue, but whether they will continue to gain a quickly sympathetic hearing is problematic.

Now that other countries are engaged in the same process of transition in higher education, and also are seeking ways to accommodate more students, the United States can learn from others. We should profit, for example, from knowing more about the British system of part-time education, and observe (perhaps with some comfort) the pattern of upward institutional mobility which has operated in other countries, as it has so often in our own country, to leave behind an educational vacuum to be filled. In this day of emphasis on career education, we can observe good examples of technical education in Singapore, Canada, and many of the European countries, and we can continue to take some lessons from the Open Universities and the external study programs in countries such as Britain, Australia, New Zealand, and Japan. We will find practices to emulate, question, or avoid in most of these; in all of them we will identify the problems to be solved as we ourselves embark on forms of study that to us are nontraditional.

Other countries may learn something from us. By examining our system, they will learn something about the difficulties in maintaining diversity, and possibly profit from examples of our means of planning and coordinating higher education. They may find relevance in our current efforts to make the formal system less rigid through innovations that improve access and accent the individual in the learning process, and some countries may be particularly interested in our attempt to adjust graduate and professional education more specifically to the manpower needs of the nation. There is undoubtedly much that could be helpful to other countries in our approach to the complex problem of admissions criteria and our moves toward flexibility in this regard. Although countries different from ours socially and economically may be unable to adopt our model for the community college system, they may nevertheless become convinced of the merit of mid-level institutions, and crystallize their own needs in the process of judging whether or not our specific practices are appropriate for them.

The issues discussed here reflect the growing pains associated with the transition from elitism to egalitarianism in postsecondary education. Despite the serious problems and fundamental issues involved in accommodating the worldwide persistent quest for educational opportunity beyond the secondary school, it seems unlikely that the pressures for such opportunity will abate, or that society will be relieved of the task of responding to them.

*Leland Medsker was director of the Center for Research and Development in Higher Education for five years before resigning in July 1972 to give more time to research and teaching. He is a research educator at the center and Professor of Education at the University of California, Berkeley. Material in this article is included in a monograph now in press, being published by the center.

HEW
fals

NORTH CAROLINA STATE UNIVERSITY | AT RALEIGH

OFFICE OF BUSINESS AFFAIRS

DIVISION OF PERSONNEL SERVICES
Box 5067 ZIP 27607

November 8, 1972

w

MEMORANDUM

TO: Deans, Directors, and Department Heads

FROM: William R. Calloway *WRC*

The Equal Employment Opportunity Act of 1972 extended coverage under Title VII of the Civil Rights Act of 1964 to all state employees.

The Equal Employment Opportunity Commission is authorized under this extension to require the posting of the enclosed EEO poster in a conspicuous place where notices to employees and applicants for employment are customarily posted. Willful violation of the posting requirements is punishable by a fine of not more than \$100 for each separate offense.

WRS

Your cooperation is requested in distributing the EEO posters within your department. If more posters are needed please contact the Division of Personnel Services at 2136.

W
g



OFFICIAL BULLETIN

NORTH CAROLINA STATE UNIVERSITY
AT RALEIGH

VOL. XLIV
Tuesday
November 7, 1972
No. 33

OPEN ENROLLMENT PERIOD FOR PERSONAL ACCIDENT INSURANCE: Enrollment in the Accidental Death and Dismemberment Insurance program will be "open" starting November 1 through November 21, 1972, to all full-time, permanent employees desiring to start this coverage. Individuals who are currently enrolled in this Life Insurance Company of North America plan may use this period to increase coverage up to the contract limitation (\$150,000). Details of the plan may be obtained by memorandum request sent to the Payroll Office, 206 Holladay.

Group Insurance and Welfare Committee

NEW GENERAL INTEREST COURSE: ENG-375, The Film: A Literary Medium, 3 credit hours. This spring the English Department will offer a new course. The Film: A Literary Medium. The purpose of the course is to make students aware of the history of films and of the literary employment of films. The course seeks to instill in the student a discerning and critical attitude toward films he sees and to make him aware of the cultural values inherent in this art form.

ENG-375 will meet at 3:00 p.m. on Tuesdays and Thursdays. A number of movies will be shown at the Tuesday meetings which will be held in the University Student Center Theater. Thursdays will be devoted to discussion of cinematic techniques and the films viewed. Thursday classes will meet in Winston Hall, Room 5. The course will be taught by Harry Hargrave.

Department of English

MINORITY GRADUATE STUDENT LOCATER SERVICE: To provide minority group students with a way of calling themselves to the attention of graduate schools, the GRE Board has established the Minority Graduate Student Locator Service, offered this year for the first time. The Service offers a way of identifying and providing graduate schools with basic information about students of racial minorities. The graduate schools then correspond with those students in whom they are interested and inform them of the procedures they require for application. Interested students should complete a Student Response Form and send it to the Locator Service. Participating graduate schools may request names and information from the file. The Graduate Office has available forms and instructions for participating.

Dean, The Graduate School

RESEARCH PROPOSALS FOR 1972-73 HIGHWAY RESEARCH PROGRAM FISCAL YEAR: Proposals for research are solicited for consideration by the Steering Committee of the Highway Research Program for initiation July 1, 1973. The Highway Research Program operates in the University within the Departments of Civil Engineering and Engineering Research and in cooperation with the North Carolina State Highway Commission and the Federal Highway Administration, U. S. Department of Transportation. Participation in the research program is not limited by department or school. It is anticipated that in excess of \$175,000 will be allocated for new and renewal projects for the year beginning July 1, 1973. Areas of research include transportation, planning, safety, traffic control, roadways, pavements, materials, drainage, soils, maintenance, landscaping, bridges, structural elements, etc. Research tends to be more applied than basic. Proposals at this time should be in short outline form and should contain specific aims, significance, method of procedure, duration, and estimated budget. Sample proposals and basic research reference documents are available in the Highway Research Program Office, 309 Mann Hall, campus, 755-2353. Arrangements can be made for discussion of potential research proposals or research ideas with liaison personnel from the North Carolina State Highway Commission and the U. S. Federal Highway Administration. Next quarterly meeting of the steering committee is scheduled for November 17, 1972.

Department of Civil Engineering

UNIVERSITY SWIMMING POOL SCHEDULE CHANGE: There will be no recreational or family and staff swim from November 18 through November 26, 1972. Regular schedule will be resumed on November 27.

Department of Physical Education

(Continued on Reverse Side)

THANKSGIVING HOLIDAY SCHEDULE FOR CARMICHAEL GYMNASIUM: Carmichael Gymnasium "Thanksgiving Holiday Schedule Hours" are as follows:

Monday, November 20 - 7:45 a.m. to 9:00 p.m. - OPEN

Tuesday, November 21 - 7:45 a.m. to 9:00 p.m. - OPEN

Wednesday, November 22 - 7:45 a.m. to 7:00 p.m. - OPEN

November 23, 24, 25, 26 - CLOSED

Resume regular schedule Monday, November 27 - 7:45 a.m. to 9:00 p.m.

POOL SCHEDULE: There will be no recreational swimming after November 17 until November 27, 1972.

Department of Physical Education

DIXIE CLASSICS BASKETBALL: Please sign up now in the Intramural Athletics Office.

Entries are now being accepted. Play will begin Monday, November 13. An organizational meeting for all teams entered in the tournament will be held on Thursday, November 9 at 7:00 p.m. in Room 210 Carmichael Gymnasium. All Residence Hall teams and Fraternities have one team in automatically. All persons interested in officiating Intramural Basketball, please sign up in Room 210 Carmichael Gymnasium. An officials clinic will be held on Wednesday, November 8 at 7:30 p.m. in Room 210 Carmichael Gymnasium.

Director, Intramural Athletics

CHANGES IN FACULTY & STAFF DIRECTORY:

Bray, Thomas C.

Office Phone-2323

Steinkruger, Frederick J., Nuclear Engr.,

2120 Burl. Labs., 4315 Leesville Rd. 27612

2849 782-7592

Department of Nuclear Engineering

DISTRIBUTION

F & S

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

*Present duty of
Copy*

OFFICE OF BUSINESS AFFAIRS

DIVISION OF PERSONNEL SERVICES
Box 5067 Zip 27607

October 27, 1972

Dr. Jenkins

MEMORANDUM

TO: Mr. J. D. Wright
Vice Chancellor for Finance and Business
FROM: William R. Calloway *WRC*

WRC

8

Over the past several months we have made a special effort to recruit and refer to campus vacancies minority group members who appeared to have the formal training and work experience needed to successfully meet the demands placed upon them in a University setting. I think the administrators of our University are to be commended for the special effort being put forth in improving our employment "mix" of both majority and minority group members. As you will note from the attached sheet 21 blacks have been placed in campus permanent SPA clerical positions since September 1, 1972. Even more impressive is the fact four blacks have been placed in Stenographer III positions; doubling the number of black Steno III's in the past year. Also significant is the retention rate of these employees. Only one black clerical worker separated during this period.

I will keep you informed from time to time on how we are progressing in the SPA area in terms of equal employment opportunity.

WRC/jw

Attachment

cc: Chancellor John T. Caldwell

SPECIAL REPORT

Breakdown on Affirmative Action Efforts in the Clerical Area by
Division of Personnel Services
(9-1-71 through 10-27-72)

Grade	# Placements	Separations	Promotions
51	6	1	-
54	10	-	1
56	1	-	-
57	4	-	-
Total	21	1	1

The twenty remaining black employees represent 32.78% of total current black clerical employees on campus.

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

CENTER FOR URBAN AFFAIRS AND COMMUNITY SERVICES
Box 5125 Zip 27607

October 24, 1972

MEMORANDUM

TO: Co-Members, Good Neighbor Council

FROM: S. Cameron, Center for Urban Affairs and Community Services

SUBJECT: HEW Mandate to Harvard's Graduate School of Design

Attached please find a copy of an extract from Planning Magazine, American Society of Planning Officials, October, 1972. Your attention is called to the "From Elsewhere" article concerning Harvard University. I hope the particular vulnerability of the many departments, divisions, and various components of NCSU is realized by all. If the legal precedent has been established, and I have no reason to believe it hasn't, it would behoove us to come up with some type of realistic affirmative action plan for our university prior to any belated governmental directives from Washington. I believe little will be accomplished here at NCSU; however, that is insufficient cause for inaction on our part. We must begin.

Bear in mind, that I am not suggesting any modifications of academic requirements and a concurrent loss of quality in terms of personnel. Rather, I am stating that definitive, substantial efforts need to be made to improve our faculty and staff mixture of minorities and women in all levels and components of the university with calculated urgency! This affirmative approach would take NCSU from the dark ages of the past into an enlightened present for a brighter tomorrow.

Your comments, questions, etc., are invited.

Agency News

Florida: The "Urban Studies Bureau" at the University of Florida has been changed to the "Urban and Regional Development Center." Carl Feiss, professor of architecture and urban studies, was appointed acting director. He replaces Dr. Elizabeth M. Eddy, who will return to research and teaching.

Illinois: The Northwestern Illinois Planning Commission (NIPC) has installed a computer terminal connected by telephone to the Center for Advanced Computation at the University of Illinois, Urbana. Their Natural Resources Information System has been adapted into the Urban Regional Information System (URIS). Data is being stored concerning type of employment, census data, soil types, etc. in the standard surveyor's unit, 40 acres. URIS will begin service for NIPC with preparation of a land-use map. Other agencies are invited to consider using URIS for any big views made of many geographic units.

From Elsewhere

Police Chief Nikos Daskalopoulos has sealed off all automobile traffic from one square mile of the Plaka in Athens. Plaka, the most popular Athens neighborhood for night clubbing, is nestled under the Acropolis. A team of UNESCO experts warned in 1969 that exhaust fumes from the area are destroying the marble of the Parthenon. Pedestrians in Plaka also have begun fighting the frustrating traffic in the narrow streets.

Parking lot and tavern owners are predictably upset by Daskalopoulos' no cars order. Archeologists, however, are happy for the Acropolis, pedestrians are happy about the walkways, and residents of the picturesque old homes in Plaka are looking forward to quiet nights.

The 1972 Florida legislature has passed an environmental land and water management package which has the backing of Governor Ruben Askew. Procedures for the regulation of "developments of regional impact" and "areas of critical concern" have been set up but are contingent upon the approval by Florida voters of a \$240 million bond issue. This would then allow the state to purchase land that is environmentally endangered, and further, provide \$40 million for recreation areas.

 In the December 1971 issue of *Planning*, ASPO published an article about Franziska Porges Hosken's battle with Harvard University's Graduate School of Design (GSD). Hosken had filed a complaint with the Department of Health, Education, and Welfare, charging that the GSD faculty appointments discriminated against her and against women and minorities in general. HEW finally released its find-

ings on August 16, 1972. The following "recommendations" must be implemented:

(1) The GSD must show that it compares the qualifications of all women who apply for a faculty position with the qualifications of all future candidates hired.

(2) The GSD must develop an affirmative action plan with specific ways and means for increasing women and minorities on the GSD faculty.

(3) The plan must include goals and timetables that take into account the large faculty turn-over, including part-time and visiting faculty.

(4) Standards and criteria for hiring must be developed and made known to all interested groups, particularly women's and minority groups.

(5) The GSD must report to the Office of Civil Rights (OCR) of HEW the efforts made in filling every position for the next two years.

(6) The role of the Committee of the Status of Women must be clarified, particularly its role in the recruitment effort.

(7) The affirmative action plan of the GSD must be made public, including an announcement in the alumni magazine.

(8) The GSD must file quarterly progress reports with OCR.

Planning schools are responding with lightning speed in changing their programs to prepare students with new job skills needed in the field. An item in the August Agency News concerning a city aide playing Beethoven on a piano during breaks in a broad meeting no doubt was the decisive factor in changing the location of the University of Wisconsin's Department of City and Regional Planning to "Music Hall." All blackboards come with painted musical staves and the faculty is busy trying to put planning instruction to music. In keeping with the department's traditional inter-disciplinary focus, the building is shared with the opera workshop. Morale and student effectiveness have improved markedly. On one recent night, students working late on a studio problem were serenaded with a Mozart duet.

September 12, 1972

Recruitment of Females in School of Education

Guidance and Personnel Services

1 position open

5 females were contacted

4 females were interviewed including Dr. Joesting

1 offer made to female who accepted - Mrs. Julia McVay

Rank: Assistant Professor, contingent upon completion of work for doctorate

Actual rank is instructor because did not finish

Department Head's explanation of his choice is attachment #1

Educational Foundations

2 positions open

200 applications, 12 from females

1 female offered a position and accepted - Mrs. Alice Weck

Rank: Assistant Professor, contingent

Actual rank is instructor because did not finish

1 male employed at rank of associate professor-he had experience and extensive publication

Industrial and Technical Education

1 position open

3 females contacted

1 female interviewed and then withdrew

Position not filled on a permanent basis because no qualified applicant could be found. Position currently being temporarily used for another purpose by another department.

COPY

Recruitment of Females (Continued)

Psychology

3 positions open

A. Assistant professor, developmental and educational psychology

28 female applicants

4 females considered in Top 5, *Dr. Rawls was considered*

1 female offered and accepted the position - Dr. Rachel Rawls

B. Assistant professor, human resource development

10 female applicants, *1 female interviewed*

position, to a male and accepted by Dr. Frank Smith

offered

C. Assistant professor, experimental psychology

5 female applicants out of 41

1 female among top 5 candidates

position offered to a male and accepted by Dr. Donald Mershon

In addition the Psychology Department added a female in the position vacated by the shift of Dr. Rawls. Mrs. Lily Oatfield now occupies that position and holds the rank of instructor. Mrs. Oatfield had been a research assistant in the department. *She has an MS degree*

Efforts by the Psychology Department to recruit women during the past year also included the following:

In all cases in our notifying sources of qualified applicants we have used the following language:

"As is indicated in the position description we are especially interested in recruiting women or members of minority groups."

In addition to notices being placed in the usual employment bulletins such as the American Psychological Association Bulletin, advertisements calling attention to the recruiting of Blacks and females were placed in

The American Psychology Association Monitor - A weekly newsletter

The AAUP Academic - A monthly newsletter

Black Psychologist Association

Women's Psychological Association

Placement Bureaus Midwest, East and Southeastern Psychological Associations

COPY

NCSU Employment History of Dr. Rachel Rawls

1968	Instructor, contingent upon funds	
1969	Same as 1968	
1970	Visiting Assistant Professor	Received PhD this year
1971	Same as 1970	
1972	Assistant Professor	

C
O
P
Y

file P

23 August 1972

Dr. Melvin P. Sikes, Professor
Department of Educational Psychology
and Chairman
First National Congress of Black Professionals
in Higher Education
The University of Texas at Austin
College of Education
Sutton Hall 311
Austin, Texas 78712

Dear Dr. Sikes:

Attached is a list of Black faculty and professional personnel at North Carolina State University as you requested in your letter to Chancellor Caldwell of 8 August 1972. When you have completed your directory, we would like a copy.

Sincerely,

Clauston L. Jenkins
Coordinator of Institutional
Studies and Planning

cc: Provost Harry C. Kelly

Enclosure



Provoost

THE UNIVERSITY OF TEXAS AT AUSTIN
COLLEGE OF EDUCATION
AUSTIN, TEXAS 78712

*Center for the Improvement
of Intergroup Relations
Sutton Hall 311*

August 8, 1972

Dr. John T. Caldwell
Chancellor
North Carolina State University
Raleigh, North Carolina

Dear Sir:

One of the objectives of the First National Congress of Black Professionals in Higher Education involves the dissemination of a directory that lists Blacks holding professional positions in predominately white institutions throughout the country.

We are requesting your assistance in this endeavor. It would be most helpful if you would furnish us with the following information on all Black professionals at your institution: 1) name, 2) title and/or position, 3) degrees held and 4) where degrees were earned.

We would like for this national directory to represent as complete a listing as possible. Therefore, we would appreciate a reply to this request at your earliest convenience.

Sincerely,

Melvin P. Sikes

Melvin P. Sikes, Ph.D.
Professor, Department of
Educational Psychology and
Chairman, First National
Congress of Black Profes-
sionals in Higher Education

MPS/cjr

BLACK FACULTY AND PROFESSIONAL PERSONNEL
as of July 24, 1972

FULL-TIME INSTRUCTOR AND ABOVE
(WITH PROFESSORIAL RANK)

Barrax, Gerald William
Special Lecturer (Part-time)
English
B.A., Duquesne University
M.A., University of Pittsburgh

Cheek, William Anderson
Instructor
Physical Education
B.S., M.S., North Carolina Central University

Creed, George B.
Extension Assistant Professor
Animal Science
B.S., North Carolina Central University
DVM, Tuskegee Institute

Henderson, Nannette Smith
Instructor
Plant Pathology
B.S., M.S., Howard University, Washington, D. C.

Jackson, Barry
Visiting Associate Professor
Architecture
B. Arch., Rensselaer Polytechnic Institute
Troy, New York
M. Arch., University of California at Berkeley

Ricks, Sybil Ray
Instructor
English
B.A., University of North Carolina at Greensboro
M.A., North Carolina Central University

FULL-TIME INSTRUCTOR AND ABOVE
(WITH PROFESSORIAL RANK)

Thompson, Paul P.

Extension Assistant Professor
Sociology and Anthropology
B.S., Hampton Institute, Hampton, Virginia
M.S., A and T College, Greensboro, North Carolina

Uzzell, Odell

Associate Professor
Sociology and Anthropology
B.S., Fayetteville State University
M.A., Ph.D., Ohio State University

Witherspoon, Augustus

Assistant Professor
Botany
B.S., Claflin College, Orangeburg, South Carolina
M.S., Ph.D., North Carolina State University at Raleigh

Wright, Hampton

Instructor
Mathematics
B.S., Benedict College, Columbia, South Carolina
M.S., Howard University, Washington, D. C.

PART-TIME (WITH PROFESSORIAL RANK)

*MaafO, Eugene V.

Instructor
Politics
B.S., Wesley College
M.A., Duke University
M.Sc., North Carolina Central University

PART-TIME (WITH PROFESSORIAL RANK)

*Roundtree, Thelma

Adjunct Professor

Education

A.B., Georgia State College

Ph.D., Emory University

*Weaver, Garrett

Part-time Instructor

History

B.S., North Carolina Central University

M.A., University of North Carolina at Chapel Hill

*From Black Institutions

OTHERS (WITHOUT PROFESSORIAL RANK)

Branch, Deloris

Research Assistant

Urban Affairs and Community Service Center

University Extension

B.A., North Carolina Central University

Cameron, Spurgeon

Assistant Director

Urban Affairs and Community Service Center

University Extension

B.S., A and T State University

MCRP, Rutgers University, New Brunswick, New Jersey

Emory, Frank E.

Housing Specialist and Assistant Director to Urban
Affairs and Community Service Center

University Extension

B.S., A and T State University

M.A., North Carolina State University at Raleigh

OTHERS (WITHOUT PROFESSORIAL RANK)

Francis, Florence I.

Counselor (Part-time)

Student Affairs

B.A., Spelman College, Atlanta, Georgia

M.A., University of Chicago, Chicago, Ill.

M.Ed., North Carolina State University at Raleigh

Harris, Patricia J.

Admissions and Placement Counselor

Student Affairs Division

B.A., Saint Augustine's College

Johnson, Wilbert B.

Assistant Program Director

University Student Center

Division of Student Affairs

B.S., Saint Augustine's College

Swain, Ronald

Area Coordinator

Student Development and Residence Life

Division of Student Affairs

B.A., M.Ed., Duquesne University, Pittsburgh, Pennsylvania

Career

A Publication for People
in North Carolina State
Government



Vol. 14, No. 5

Raleigh, North Carolina

September-October, 1972

From the Editor's Desk

The Equal Employment Opportunity Act of 1972

??CONFUSION?? CLEARINGHOUSE

This issue of *Career* introduces a new column with the above title. It is designed solely for you, the employees subject to the State Personnel Act, and is intended to assist you in "clearing any confusion" you have about policies, procedures, regulations, etc., used in State government.

We encourage you to use this space for your questions. But a few basic guides will assist all of us.

1. Personal gripes and complaints are generally not of interest to all employees. We encourage you to discuss these with your supervisor or personnel officer.

2. All signed letters will be answered, either by personal letter or by publishing in this column. If the volume is large, this means all questions cannot be put in *Career*.

3. All letters must be signed. The name of the employee will not be printed in *Career*. Letters without a proper signature or with such signatures as "an interested employee", "a group of employees", or "clerical staff" will not be answered.

The November-December issue will begin featuring your questions.

To submit questions, simply write and send them to the following address:

CONFUSION CLEARINGHOUSE
c/o Career Editor
Office of State Personnel
121 West Jones Street
Raleigh, North Carolina 27603

OCTOBER HOLIDAY: Monday, October 23 will be observed by State government employees as Veterans' Day. Offices will be closed. Personnel in State hospitals and institutions may observe other days because of the nature of their operations.

There is a line on the ocean that you can cross and lose a day. There is one on the highway where you can do as even better.

What You Should Know About This Law

In March of 1972, the U. S. Congress passed a law called the Equal Employment Opportunity Act of 1972 which applies to all State and local government employment units, as well as to private employers. This law is actually an extension of Title VII of the Civil Rights Act of 1964. Under the 1964 law though, State and local governments were not covered. So the 1972 statute has added meaning to government employees.

THE LAW

Briefly this action makes it unlawful for an employer to discriminate because of race, color, religion, sex, or national origin in the following employment areas: (1) hiring, (2) firing, (3) compensation, (4) terms, (5) working conditions, and (6) employee privileges. It further states that an employer cannot limit, segregate, or classify employees that would deprive one of employment opportunities or employment status.

EXCEPTIONS

One exception to the policy states that wage discrimination is permitted when based on (1) merit, (2) seniority, and (3) quantity or quality of production.

The broadest exception permits discrimination based on religion, sex, or national origin if there is a "bona fide occupational qualification" which is "reasonably necessary to the normal operation" of the agency. This law does not recognize such an exception based on race or color.

RECRUITING UNDER THE LAW

The Federal statute also expresses other aspects of the personnel process. Listed below are a portion of these:

(1) The law prohibits quota hiring—that is, hiring a definite percentage of employees according to their race, religion, sex, or national origin.

(2) When the makeup of the employer's work force is predominantly white, the employer should use other sources of recruitment other

than "walk-in" applicants or "word-of-mouth" recruiting.

(3) Except in very rare cases, job offers in ads, posters, and the like must not make any requirements in regard to race, color, religion, sex, or national origin.

(4) It is unlawful to fire or not employ minority race members because of a conviction record, unless the employer can show that this conviction would harm the safe and efficient operation of the job.

(5) The U. S. Supreme Court has ruled that employers who require employment tests or high school diplomas must be able to show that these selection devices show "a reasonable measure of performance."

The law also is interpreted to mean that (1) height requirements; (2) appearance and manner of speech; (3) preemployment inquiries concerning race, color, sex, religion, or national origin; and (2) requirement of photograph to accompany an employment application may also be called discriminatory if it prevents certain groups from being hired.

EMPLOYMENT CONDITIONS UNDER THE LAW

In actual conditions of employment, employers are not allowed to discriminate in

(1) opportunities available for training, promotion, transfer, and apprenticeship when persons have similar capabilities.

(2) assignment to minority employees of a large share of the dirtier jobs, less favorable hours, dead-end or low skill jobs, etc.

(3) recreational activities sponsored by the employer. This includes Christmas parties and dances, bowling leagues, baseball teams, bridge clubs, etc.

(4) segregation of such facilities as drinking fountains, locker rooms, infirmaries, employee housing, etc.

(5) firing minority employees because of a number of wage garnishments or bad debts.

(6) grooming standards between various races.

continued

More on the Salary Continuation Plan

EEO LAW

(continued from front)

Some questions have been raised concerning the Disability Salary Continuation Plan effective July 1, 1972, for teachers and State employees of North Carolina. Booklets have been sent to each employing unit for distribution to all members of the Plan. It is suggested that each employee carefully read the booklet and consult his supervisor or Health Benefits Representative (HBR), if there are any questions concerning the Plan. Listed below are questions that have been asked, along with the answers as given by the Health Benefits Division of the Retirement System.

(1) **QUESTION:** Does the ninety day waiting period on the disability salary continuation (DSC) plan begin after annual and sick leave are exhausted? Or, does the waiting period begin on the first day of one's disability?

ANSWER: The 90-day waiting begins on the first day of disability. However, until the leave is exhausted, the salary continuation plan cannot begin.

(2) **QUESTION:** In computing an employee's benefit under the disability salary continuation program, are private disability plans paid for by the employee considered in the State Plan?

ANSWER: Benefits are deductible only under disability plans to which the State or the employing unit contributes. See page 5 of the information booklet.

(3) **QUESTION:** Are the checks for the disability plan issued on a certain day of the month? How long after the waiting period must one wait to receive his first benefit check?

ANSWER: It has not been determined on what day of the month checks will be issued for employees who have become permanently disabled. This will depend upon available time on the computer. However, for employees who have a disability of a temporary nature, it is anticipated that payment will be made within one week after the application for benefits has been received and processed.

(4) **QUESTION:** What happens if an employee is on the salary continuation plan, then returns to work for a week, and has a relapse of the same illness?

ANSWER: If a subsequent disability is due to the same cause as the original disability and begins within 90 days after returning to work, such disability will be considered a continuation of the original disability. Benefits payments shall then be made without regard to the 90-day waiting period required previously. See page 5 of the information booklet.

(5) **QUESTION:** Do employees have to complete forms to be covered by the salary continuation plan—

like they did for the hospitalization plan? If not, how is the coverage verified should they become ill and disabled for over ninety days?

ANSWER: No enrollment of employees is necessary. Employees of an employing unit will be eligible for membership if they are paid from State funds, or if they are paid from non-State funds and are in a group for which the employer makes the required contributions. Coverage is verified by the lists of employees furnished monthly by the employing units to the Retirement System and to the Health Benefits Division.

(6) **QUESTION:** Where is the actual copy of the disability insurance policy? May State employees get a copy? Do State employees get identification cards for the disability coverage?

ANSWER: Copies of the Disability Salary Continuation Plan were sent to the heads of all departments, institutions, agencies, and associations, as well as to all county and city school superintendents. In addition, a copy was sent to the Health Benefits Representative (HBR) in each employing unit, and budget officers (in departments, agencies and institutions) and persons responsible for reports from school systems to the Retirement System.

There is no objection on the part of the Health Benefits Division if an employee wishes to obtain a copy of the Plan from these people. See page 8 of the information booklet. State employees will not get identification cards for this coverage, since such does not appear to be necessary.

(7) **QUESTION:** According to the information booklet on the disability policy, the program does not cover months in which one is on leave without pay. Does this include educational leave, maternity leave, and military leave?

ANSWER: Employees will not be considered members of the Plan when they are on leave of absence without pay for any reason for an entire month. See page 8 of the information booklet.

(8) **QUESTION:** How may an employee file a claim?

ANSWER: The employee should contact his supervisor or the Health Benefits Representative (HBR) of the employing unit. The HBR has the claim forms and instructions as to which forms to use and when to submit them.

(9) **QUESTION:** May an employee pay the monthly contribution for coverage under the Disability Salary Continuation Plan?

ANSWER: No. All contributions under the Plan shall be made by the employing unit.

Head over to the seafood diet? It is the one where you "see food", but you do not touch it.

(7) seniority systems which "lock in" prior racial classification.

OTHER PARTS OF THE LAW

This legislation also discusses sex discrimination and religious discrimination and places limits on what employers can do in these areas of employment.

Sex

(1) Employees cannot classify jobs according to "male" or "female" categories unless they can prove there is a bona fide occupational qualification for that job.

Weight limits, a mandatory number of months for childbirth, certain work hours at night, or a specified number of hours per day or week cannot be used as a bona fide occupational qualification.

(2) Rules which apply to males and not to females are in violation of the law.

(3) Fringe benefits such as hospital, accident, life insurance, profit sharing, retirement benefits must be equally provided to both sexes.

Religion

Employers have the obligation to make reasonable accommodations to the religious needs of their employees.

ENFORCEMENT OF THIS LAW

The five-member Equal Employment Opportunity Commission, better known as the EEOC, has been given the power to administer and enforce this 1972 statute. Prior civil rights law gave this commission virtually no enforcement powers.

Now the EEOC is authorized to initiate court actions against violators. However, before court action is taken, the EEOC will attempt to obtain voluntary compliance with the law through mediation and conciliation.

Employing units will be required to keep records and reports of their hiring and employment practices and to post notices about the new law.

CAREER

Published for all State employees by the Department of Administration, Office of State Personnel, Raleigh, N.C.
Telephone: 829-7112

W. L. TURNER Secretary
CLAUDE CALDWELL Director
ELEANOR POOLE Editor

It isn't the incompetent who destroy an organization. The incompetent never get in a position to destroy it. It is those who have achieved something and want to rest upon their achievements who are forever clogging things up.

South Granville Community Center
Route 1, box 68 Church Street
Greedmore, North Carolina 27522

Dear Sir:

We have on file in our office, teachers with college degrees, master degrees, and Ph.D.'s. Special teachers, counselors, speech therapists, business administrators, and others. If you have openings for such persons, please contact us by letter or phone.

Yours truly,

Ronald E. Harris

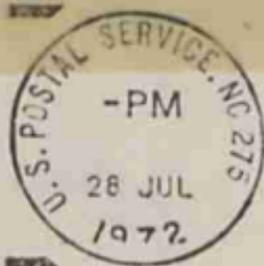
Ronald E. Harris
South Granville Community Center

Telephone: 528-0804

vr/rnh

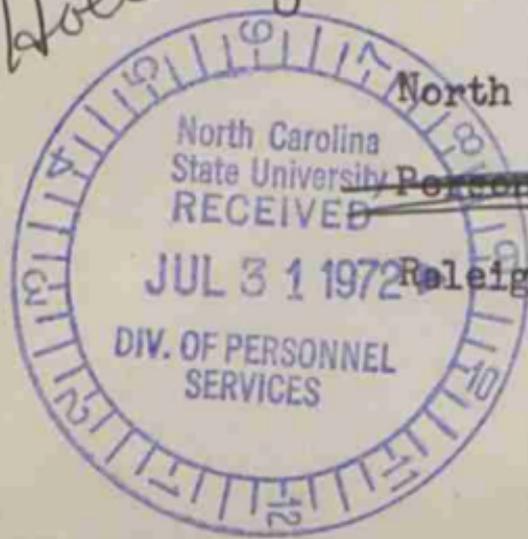


South Granville Community Center
Route 1, Box 68 Church Street
Creedmoor, North Carolina 27522



109
Halladay

109 Halladay



North Carolina State University

North Carolina
State University ~~Personnel Office~~
RECEIVED

JUL 31 1972 Raleigh, North Carolina 27607

to protest

NORTH CAROLINA STATE UNIVERSITY | W. RALEIGH

D. Kelly

OFFICE OF THE CHANCELLOR
Box 3067 ZIP 27607
TELEPHONE: 919. 753.2191

July 31, 1972

Mr. Cyrus King
1137 Library
Campus

Dear Cy:

In responding to the recommendations of the Good Neighbor Council found in the 1972 Annual Report, my comments are listed below:

- 1) Continue and expand present programs for recruiting black students.

In support of this recommendation, Student Affairs has added Miss Patricia Harris to the staff as Admissions and Career Placement Counselor. In that capacity, she makes a special effort to recruit black students by visits to high schools, individual contacts by telephone and correspondence, and in the preparation of a black student brochure.

- 2) Increase the number of blacks on the faculty and administrative staff.

Between November, 1971, and May 1972, ten females, including four blacks, were hired in EPA positions. There were seven blacks employed in EPA positions, including the four black females mentioned previously. During this period, the School of Design hired its first black faculty member on the Associate Professor level.

- 3) Implement recommendations contained in the Fearn Report in order to increase the number of blacks in SPA jobs.

Much effort has been made campus-wide to employ blacks in SPA positions. The Personnel Office is attempting to place qualified minority group applicants everywhere on campus. Improvements in "outside" recruitment activities for qualified black applicants began in the spring of 1972.

A permanent "transfer" file is set up so that present University employees who apply for promotional or horizontal transfer can be considered first for

W
Hoot
MIT
g

current vacancies. As an example, in Student Affairs there are presently 16 blacks in SPA positions; in the Provost's Office there are three.

- 4) Upgrade at least one black in the Physical Plant to the level that he or she can participate in staff meetings.

Mr. John Wright, Vice Chancellor for Business Affairs, discussed this possibility with Mr. J. McCree Smith, Director of the Physical Plant. Mr. Smith stated that he would have Mr. Bobby Holloway attend these meetings in the future.

- 5) Continue to expand Union programming as particularly relevant to blacks.

Relative to programming in the University Student Center, the following programs involving black artists are receiving much consideration but as yet have not been firmed up:

- a) Voices, Inc. (Journey Into Blackness), theatre production
- b) additional black artists in the New Arts Series for fall
- c) added black performers in the planned jazz series.

The University Student Center and the Black Students Board plan to continue next spring the offering of a Pan African Week (about \$4800) and for fall a homecoming festival at which Miss Black NCSU will be selected. Related to the University Student Center but located in the King Building will be a Black Cultural Center, designed by members of the Society for Afro-American Culture and supported in part by the Division of Student Affairs.

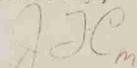
- 6) Take whatever steps are necessary to increase student participation on the Council.

Recently the Student Body President requested that the Committee on Committees add one additional student to the Good Neighbor Council. The Committee on Committees went a step further and authorized two

Mr. Cyrus King
Page Three
July 31, 1972

additional student positions for a total of eight
students on the Good Neighbor Council.

Sincerely,

Handwritten signature of John T. Caldwell, consisting of stylized initials 'JTC' with a small 'm' below the 'C'.

John T. Caldwell
Chancellor

CC: Dr. Charles Murphy
Provost Harry Kelly ✓
Dean Banks Talley
Mr. John Wright

career

A Publication for People
in North Carolina State
Government



Vol. 14, No. 4

Raleigh, North Carolina

June-July, 1972

From the Editor's Desk

An Edition to Keep

This issue of *Career* brings to the State employee some up-to-date information on salary (the legislative increase, effective July 1, 1972) and on the disability salary continuation plan going into effect on the same date.

Both of them were funded by the 1971 General Assembly and they bring added assets to the existing fringe benefits package for State employees. The specifics of these changes are detailed in the following pages.

It may be wise to file this issue for future reference and information needed by you in your job.

Keep in mind that the educational leave and tuition refund programs continue to be used by many State employees. Are you being "looked-over" when promotional opportunities arise, or are you being "overlooked" because you have not upgraded your work knowledge and skills?

VACATION TIME: If you still have not planned that leisure time activity during your vacation, you may wish to contact the Travel and Promotion Division in the Department of Natural and Economic Resources. They have brochures, maps, and other promotional literature available free to those who ask. The Tar Heel state is still the Variety Vacationland of the South.

NEW CREDIT UNION BRANCH: A branch office of the State Employees' Credit Union has been opened in Charlotte, North Carolina. The office will be located at 1351 East Morehead Street. Hours will be from 8:00 a.m. to 12:00 noon and 1:00 p.m. to 5:00 p.m., Monday through Friday. Manager for this new office is Mr. J. E. Coates. Services available will include savings accounts, personal and auto loans, checking accounts, and home mortgage loans.

Effective July 1, 1972

Your Disability Salary Plan Explained

An extra fringe benefit has been added to the State employee package, effective July 1, 1972. It is the disability salary continuation plan which was approved and funded by the 1971 General Assembly. The State-administered plan is designed to make certain an employee receives 60% of his income upon becoming disabled for employment.

ELIGIBILITY

Employees covered by this plan are (1) fulltime permanent employees, paid from State funds, in a State department, agency or institution, and

(2) fulltime permanent employees, paid from State funds, in the public schools, community college system, and universities.

Employees paid from non-State funds (federal grants, private foundations, etc.) may be covered, if the employer agrees to make the required contribution.

An eligible State employee on the payroll at the end of the past pay period prior to July 1, 1972 automatically becomes a member of this plan on July 1.

An employee hired after June 30, 1972 becomes a member of the plan the first day of the month if it is the same as the employment date. If you are hired during the month, membership is not available until the first day of the next month.

Remember that even though you become a member of the plan, you are not eligible for benefits until one year of State service is completed.

Employees on leave without pay become members the first day of the month following their return to active service.

COST OF PLAN

This plan is available to the eligible employee free of charge. The General Assembly appropriated \$3.00 per month for each employee who is paid from State funds and the employing unit will automatically make the necessary contributions for coverage.

DEFINITION OF DISABILITY

In this plan, "total disability" means the following:

(1) For the first six months, total disability is any disability which

prevents you from performing your regular job, as certified by your employer and the attending physician.

(2) Thereafter, total disability means that you must be unable to perform any and every duty of any gainful occupation for which you are reasonably qualified by training, education, or experience.

(3) At any time, you are considered to be totally disabled if you have been medically determined to be disabled under the terms of any retirement system supported wholly or in part by the State.

BENEFITS UNDER THE PLAN

An employee with one year of service is eligible for benefits if a period of disability begins on or after July 1, 1972. Benefits will begin on the 91st day after disability starts.

Benefits will amount to 60% of an employee's monthly salary including the benefits which the employee is eligible to receive from other sources. These sources include: Social Security, Workmen's Compensation, a State retirement system, other plans contributed to by the employer, and wages or other income paid by public or private employers. However, the combined benefits from all sources cannot exceed \$1,000 per month. The monthly salary is defined as one-twelfth of your annual compensation in the twelve months prior to the disability.

An example can best illustrate the above paragraph. Suppose that Sally Smith's monthly salary is \$700 and she becomes disabled. Her total monthly disability benefit would be 60% of \$700 — or \$420.

If Sally is eligible to receive \$150 a month from Social Security disability and \$100 a month from the State Retirement Plan, she would be eligible to draw \$170 from the State Salary Continuation Plan. Her total monthly income then would be shown as follows:

Social Security	\$150
State Retirement Plan	100
State Disability Plan	170
	\$420
	(60% of \$700)

(continued on page 2)

Because of the Equal Employment Opportunity Act of 1972, State government has revised its maternity leave policy for female employees in State service. The new Federal law states that pregnancy is not a valid reason for discrimination in employment practices. It prohibits the establishment of any time period that an employee must take leave of her job because of pregnancy.

Specifically, the State policy says, "In accordance with the State's policy on Equal Employment Opportunity, female employees shall not be penalized in their condition of employment because they require time away from work caused by or contributed to by pregnancy, miscarriage, abortion, childbirth, and recovery."

AGENCY RESPONSIBILITY

Maternity leave shall be granted permanent, probationary, or provisional employees. Normally the time period for such leave should not exceed six months. Leave may be extended to 12 months, based on medical certification. The limitation of employment prior to childbirth is prohibited. Based on the type and nature of work performed, each agency shall be responsible for determining, with the employee and with advice from her doctor, how far into pregnancy she may work. The employee must be reinstated by the agency to the same position or to one of like seniority, status, and pay when she returns to work.

EMPLOYEE RESPONSIBILITY

The employee shall apply in writing to her supervisor for leave. She is obligated to return to work at the end of the designated time. If she finds she cannot, she should notify the employing agency immediately. Failure to do so, unless an extension has been approved, may be considered a resignation.

Coming in Career

Future issues of *Career* are already in the planning stages. Topics to be explained include the State's new overtime policy, the effect of the Intergovernmental Personnel Act on the State of North Carolina, more on the major medical and disability plans, and, hopefully, a catching up on announcing our retirees with twenty-five or more years of service. Past issues have been full and have prevented us from using the retirement list.

Career is designed with the employee in mind. If employees have general questions or desire an explanation of a personnel policy in State government, consideration will be given for publication.

Ideas, suggestions, and criticisms are welcomed. Communicate with the editor. The address is 121 West Jones Street, Raleigh, North Carolina 27603.

USE OF ACCUMULATED LEAVE

Employees are to use *leave without pay* during the time before and after childbirth when no actual disability is present.

When an actual disability is present, employees are allowed to use *sick leave*. This period of disability must be determined by the attending physician and necessary forms should be obtained from the agency personnel or payroll office for the doctor to complete.

Prior to going on leave without pay, annual leave not to exceed thirty days must be exhausted. If the annual leave should overlap the period during which sick leave is used, annual leave is used until sick leave begins. Sick leave is used during the period of temporary disability, and then the balance of annual leave is to be used.

KEEPING BENEFITS

During the period of leave without pay, the employee shall retain all accumulated unused sick leave, retirement status, and time earned toward the next increment. The employee will continue to earn sick and annual leave during the period of paid leave.

An employee's increment eligibility date will be delayed one month for each month she is on leave without pay.

Retired Employees to Get Pension Increase

As provided by the General Assembly, retired State employees, who left State service *before July 1, 1971*, will receive an increase in their checks. The amount of the increase is 3%.

The amount is determined by the change in the Consumer Price Index on a calendar year basis. The 1971 legislature approved the following table to determine the amount of rise in the pension:

Increase to Consumer Price Index	Increase in Pension Allowance
1.00% to 1.49%	1%
1.50% to 2.49%	2%
2.50% to 3.49%	3%
3.50% or more	4%

The index rise in the calendar year was determined to be 3.4%.

CAREER

Published for all State employees by the Department of Administration, Personnel Division, Raleigh, North Carolina.
Telephone: 829-7112

W. L. TURNER Secretary
CLAUDE CALDWELL Director
ELEANOR POOLE Editor

JAMES M. PAIGE has been appointed to the post of Director of the Department of Youth Development. A graduate of Fayetteville State University, Paige was further educated at Newark State College in New Jersey and the F. B. I. Academy.

Prior to joining the State agency, Paige was a Special Agent with F. B. I., a teacher and coach in the New Jersey school system and a counselor with juvenile delinquents. He had also worked with retarded and delinquent youths in the school system.

He is a Methodist, a Mason, and a member of Omega Psi Phi fraternity.

ROBERT SMITH, Director of Food Services at North Carolina Central University, was elected president of the Southeast Region of the National Association of College and University Food Services at its annual convention.

JOHN F. MONTGOMERY, JR., has been appointed to the newly created post of hospital administrator at Cherry Hospital in Goldsboro. He comes to the North Carolina institution from the Murray-Calloway County Hospital at Murray, Kentucky.

Disability

(continued from page 1)

Monthly benefits will be paid until your disability ceases. In other words, this will be a lifetime benefit. The only exceptions are employees disabled after age 60 with less than five years of service. They will be paid benefits under this plan for no more than five years.

APPLICATION FOR BENEFITS

The earliest date for onset of disability under this plan is July 1, 1972. Because of the 90 day waiting period, the earliest date for beginning benefit payments is September 29, 1972. Prior to that date, an employee booklet will be available for distribution through your personnel office.

SOME IMPORTANT HINTS AND REMINDERS

- * If an employee is paid from non-State funds and the employing agency does not agree to make the \$3.00 per month contribution, the employee *cannot* pay the cost and be covered.
- * The State plan is not affected by any disability plan paid for entirely by an employee. In calculating benefits under the State plan, these private sources of income are *not* taken into consideration.
- * Employees must have one year of State service plus 90 days of disability before benefits can begin.
- * This Disability Plan protects you 24 hours a day, on or off the job, with world-wide coverage. The only exclusions are disabilities resulting from malicious or illegal acts on your part.

More Money in Your Pocket in July

Your July paycheck will be an increased one. Because of the appropriations of the 1971 General Assembly, each permanent employee, subject to the State Personnel Act, will receive an increase in his or her salary.

EFFECTS OF THE INCREASE

The new salary schedule provides that an employee's salary shall be adjusted within his present pay grade to the corresponding step in the revised salary plan. As provided by the General Assembly, increases will be based on 5% of the monthly salary rates in effect on June 30, 1971, rounded to conform to the steps of the ranges adopted by the State Personnel Board.

The increase will NOT change an employee's step within his salary grade. For example, if Jim is presently at step 2 of salary grade 58, he is earning \$6,252 per year. The increase will allow him to remain at step 2 of salary grade 58, but his new annual salary will be \$6,552.

Increment anniversary dates will NOT change as a result of this increase. When July automatic or merit increments are given, they will be granted according to the new schedule; that is, the legislative salary

increase will be added to the present salary and the annual increment will be based on the new, higher rate of pay.

PERSONS AFFECTED

The new salary schedule will affect over 49,000 employees subject to the State Personnel Act. The salary increase does not apply to the following:

- (1) employees exempt from the State Personnel Act;
- (2) employees having temporary or less than half-time permanent appointments;
- (3) cooperative education students; and
- (4) employees separated from State service because of resignation, dismissal, reduction in force, death, or retirement whose last workday is prior to July 1, 1972.

Off Campus Graduate Program Exits 24

Twenty-four State and local employees were honored at the first commencement convocation of the "Off Campus" Graduate Program from UNC-Chapel Hill on May 30. The honorees have completed the requirements for the Master's degree in Public Health from the School of Public Health at the University. The program was begun in 1969 to offset the manpower shortage in public health found at the State and local level. Financed through a Health Service Training grant of \$10,000 and a State appropriation of \$3,000, the program was unique in that all residence requirements were waived and the courses were taught in Raleigh, not on the Chapel Hill campus.

Dr. Lenox Baker, Secretary of the Department of Human Resources, gave the convocation address, and Dr. W. L. Turner, Secretary of the Department of Administration, then presented the diplomas. Dr. Jacob Koomen, State Health Director, presided over the ceremony.

The graduates and their employing agencies are as follows:

Alamance County Health Department: Loretta Faulkenberry;
Caswell Center: Frank Badrock;
Mental Health Agency: Ruth K. Re-
 los;
State Board of Health: Martha J. Allen, Charles J. Carstens, Jr., Richard Boyce Cheves, Arthur Hans Danielson, Howard M. Ellis, Jr., Laura Harbison, Margaret Haynes, Rodney Hobbs, Barbara Hughes, Thomas L. Johnson, Amin Abdul Khalil, John Talbert King, Ernest Robert Neely, Larry Eugene Parker, Jerry Cecil Perkins, John Linwood Perkinson, Theodore D. Scurlettis, and Sunny Stewart Vick;
Social Services Agency: Emmett Sellers;
Wake County Health Department: Mary Snyder; and Bessie Pruett, private duty nurse, of Angier.

Exact Amount of Pay Raise Shown

The columns below will help you in determining the annual amount of your salary raise. Find your present yearly salary in the left hand column. The amount in the second column will show you the increase given you by the General Assembly. The third column gives you the new yearly salary which you will be paid on July 1. This amount, divided by 12, is your new monthly salary.

PRESENT ANNUAL SALARY	ANNUAL INCREASE	NEW ANNUAL SALARY
3684	168	3852
3840	180	4020
3996	192	4188
4176	192	4368
4356	204	4560
4548	216	4764
4764	228	4992
4980	240	5220
5208	252	5460
5448	264	5712
5700	276	5976
5964	288	6252
6252	300	6552
6540	312	6852
6852	324	7176
7164	336	7500
7500	348	7848
7848	372	8220
8208	384	8592
8580	408	8988
9000	420	9420
9420	444	9864
9852	468	10320
10332	492	10824
10824	516	11340
11340	540	11880
11868	564	12432
12468	588	13056
13092	624	13716
13728	648	14376
14412	684	15096
15108	720	15828
15876	756	16632
16644	792	17436
17460	828	18288
18336	876	19212
19236	912	20148
20184	960	21144
21192	1008	22200
22236	1056	23292
23340	1116	24456
24516	1164	25680
25716	1224	26940
26988	1284	28272
28332	1344	29676
29760	1416	31176
31248	1488	32736
32820	1560	34380
34464	1644	36108
36180	1728	37908
37992	1812	39804
39888	1896	41784
41892	1992	43884

Two New Members Named to Personnel Board

A Raleigh beverage broker and Alamance County school teacher have been appointed by Governor Robert Scott to terms on the State Personnel Board. James Willis Dixon of the capital city and Elton R. Jeffries of Mebane will both serve until July of 1977. Dixon was also appointed to serve as chairman of the personnel body.

Dixon was educated in the Columbia, S.C. public school system and at Draughan's Business College. He is a member of the American Legion, Elks Club, Wolfpack Club, Raleigh Chamber of Commerce and the North Carolina Motel Association.

Jeffries attended the Alamance County schools and graduated from A & T State University. A veteran of World War II, he is a master Mason and a member of the American Vocational Association and the National Vocational Agriculture Teachers Association. He also serves on the Alamance County Committee on Civic Affairs.

Also reappointed to the board was E. Sharpe Newton of Wilson. His term expires in July of 1977.

IN MEMORIAM FRED ROYSTER

December 31, 1908 - June 3, 1972

For his twenty-three years of faithful and dedicated service as Chairman of the State Personnel Board.

NORTH CAROLINA
STATE PERSONNEL DEPARTMENT

SALARY SCHEDULE

Effective July 1, 1972

Annual and Monthly Salary Rates

Salary Grade	Steps											
	1	2	3	4	5	6	7	8	9	10	11	
47	\$ 3852	321	4020	335	4188	349	4368	364	4560	380	4764	397
48	4020	335	4188	349	4368	364	4560	380	4764	397	4992	416
49	4188	349	4368	364	4560	380	4764	397	4992	416	5220	435
50	4368	364	4560	380	4764	397	4992	416	5220	435	5460	455
51	4560	380	4764	397	4992	416	5220	435	5460	455	5712	476
52	4764	397	4992	416	5220	435	5460	455	5712	476	5976	498
53	4992	416	5220	435	5460	455	5712	476	5976	498	6252	521
54	5220	435	5460	455	5712	476	5976	498	6252	521	6552	546
55	5460	455	5712	476	5976	498	6252	521	6552	546	6852	571
56	5712	476	5976	498	6252	521	6552	546	6852	571	7176	598
57	5976	498	6252	521	6552	546	6852	571	7176	598	7500	625
58	6252	521	6552	546	6852	571	7176	598	7500	625	7848	654
59	6552	546	6852	571	7176	598	7500	625	7848	654	8220	685
60	6852	571	7176	598	7500	625	7848	654	8220	685	8592	716
61	7176	598	7500	625	7848	654	8220	685	8592	716	8988	749
62	7500	625	7848	654	8220	685	8592	716	8988	749	9420	785
63	7848	654	8220	685	8592	716	8988	749	9420	785	9864	822
64	8220	685	8592	716	8988	749	9420	785	9864	822	10320	860
65	8592	716	8988	749	9420	785	9864	822	10320	860	10824	902
66	8988	749	9420	785	9864	822	10320	860	10824	902	11340	945
67	9420	785	9864	822	10320	860	10824	902	11340	945	11880	990
68	9864	822	10320	860	10824	902	11340	945	11880	990	12432	1036
69	10320	860	10824	902	11340	945	11880	990	12432	1036	13056	1088
70	10824	902	11340	945	11880	990	12432	1036	13056	1088	13716	1143
71	11340	945	11880	990	12432	1036	13056	1088	13716	1143	14376	1198
72	11880	990	12432	1036	13056	1088	13716	1143	14376	1198	15096	1258
73	12432	1036	13056	1088	13716	1143	14376	1198	15096	1258	15828	1319
74	13056	1088	13716	1143	14376	1198	15096	1258	15828	1319	16632	1386
75	13716	1143	14376	1198	15096	1258	15828	1319	16632	1386	17436	1453
76	14376	1198	15096	1258	15828	1319	16632	1386	17436	1453	18288	1524
77	15096	1258	15828	1319	16632	1386	17436	1453	18288	1524	19212	1601
78	15828	1319	16632	1386	17436	1453	18288	1524	19212	1601	20148	1679
79	16632	1386	17436	1453	18288	1524	19212	1601	20148	1679	21144	1762
80	17436	1453	18288	1524	19212	1601	20148	1679	21144	1762	22200	1850
81	18288	1524	19212	1601	20148	1679	21144	1762	22200	1850	23292	1941
82	19212	1601	20148	1679	21144	1762	22200	1850	23292	1941	24456	2038
83	20148	1679	21144	1762	22200	1850	23292	1941	24456	2038	25680	2140
84	21144	1762	22200	1850	23292	1941	24456	2038	25680	2140	26940	2245
85	22200	1850	23292	1941	24456	2038	25680	2140	26940	2245	28272	2356
86	23292	1941	24456	2038	25680	2140	26940	2245	28272	2356	29676	2473
87	24456	2038	25680	2140	26940	2245	28272	2356	29676	2473	31176	2598
88	25680	2140	26940	2245	28272	2356	29676	2473	31176	2598	32736	2728
89	26940	2245	28272	2356	29676	2473	31176	2598	32736	2728	34380	2865
90	28272	2356	29676	2473	31176	2598	32736	2728	34380	2865	36108	3009
91	29676	2473	31176	2598	32736	2728	34380	2865	36108	3009	37908	3159
92	31176	2598	32736	2728	34380	2865	36108	3009	37908	3159	39804	3317
93	32736	2728	34380	2865	36108	3009	37908	3159	39804	3317	41784	3482
94	34380	2865	36108	3009	37908	3159	39804	3317	41784	3482	43884	3657

Above is the new salary schedule which has been approved by the Governor and the State Personnel Board. The schedule includes the across-the-board pay increase granted to State employees by the General Assembly.

NORTH CAROLINA STATE UNIVERSITY

OFFICE OF PROVOST.....109 Holladay

April 14, 1972

MEMORANDUM

TO: School Deans
Dean Banks C. Talley
Dean Walter J. Peterson
Dean E. Walton Jones
Dr. I. T. Littleton

FROM: Harry C. Kelly, Provost *HCK*

It is time for the semi-annual updating of our documentation concerning our efforts in recruiting black and female faculty. Please provide us with the following information about your recruitment activities:

1. Efforts at recruiting black faculty and female faculty for the period November 1, 1971 to May 1, 1972.
 - a. Contacts made - names, place of employment or graduate school at that time.
 - b. Interviews - names, dates.
 - c. Offers - names, dates.
 - d. Acceptances - names, dates.
 - e. Refusal of offer. (Include a copy of the letter declining the offer, or if the offer was declined by telephone, include information on date, name, reason, etc.)
2. Any additional black or female faculty committed or being considered for appointment at a later date.
3. NCSU faculty who are teaching or working at primarily black institutions.

Please supply this information by Monday, May 15, 1972.

HCK:CJ:lc

cc: Chancellor Caldwell
Faculty Senate

Dr. Kelly

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF ENGINEERING

OFFICE OF THE DEAN
Box 5518 Zip 27607

March 27, 1972

Dr. Reginald Amory, Dean
School of Engineering
North Carolina Agricultural and Technical
State University
Greensboro, North Carolina 27411

Dear Reg:

This will acknowledge receipt of your letter of March 13, 1972, suggesting various ways in which we can respond to the Board of Higher Education's recommendation to cooperate in an effort to provide advanced engineering academic opportunities for the people of North Carolina. Before responding to your letter, I did consult with John Canada, who is our Assistant Dean for Extension, as well as with Henry Smith, who is our Associate Dean for Research and Graduate Programs. I have also had the benefit of the discussion that you and I had with Dr. Stokes of the Board of Higher Education.

With respect to the three proposals stated in your letter, let me respond as follows.

1. We shall be very pleased to collaborate with you in every effort to provide opportunities for students who receive the master of science in engineering degree from your institution and who wish to pursue doctoral level programs here. To this end, each of our several departments have graduate administrators who I am sure will be willing to offer recommendations concerning programs designed to facilitate the continuation of a post masters' program of graduate studies here. The point of contact here is Dr. Henry Smith. He will be pleased to put a student in contact with the appropriate graduate administrator and also advise him of application procedures.

2. With respect to our master of Industrial Engineering degree program in Greensboro, we would welcome the participation of your school, not only in inviting members of your faculty to enroll in the program but also encouraging the incorporation of appropriate courses available through A&T University's graduate program of course offerings in fulfillment of degree requirements. We would be pleased to have you send us a list of courses that you would recommend as being appropriate for this purpose.

Dr. Reginald Amory

Page 2

March 27, 1972

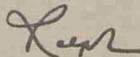
3. If any of your students or faculty should desire to take one or more of our graduate industrial engineering courses in Greensboro, we anticipate no difficulty in making this possible without an exchange of funds provided the numbers of students are not too great. Of an immediate interest might be the fact that Mr. Joe Joseph is expected to teach our IE301 Engineering Economy course in the evenings during the fall 1972 semester. He has indicated his willingness to teach the course on your campus if you so desire.

Be assured that I share with you a concern that every effort should be made to seek to provide encouragement and greater opportunity for our black colleagues to become members in greater numbers of the engineering profession. I am concerned not only with the small numbers in our undergraduate programs but even more so with the smaller number enrolled in postbaccalaureate programs. I am also concerned that we utilize the State's limited resources in the most effective manner possible. In the face of a general decline in engineering enrollments, it is especially important that we do not wastefully duplicate our efforts. For this reason, it is especially important that we coordinate our efforts to ensure that best use is made of them to meet the problem of mutual concern to us.

I enjoyed meeting with you in Raleigh.

With very best regards,

Sincerely,



R. E. Fadum
Dean of Engineering

REF:ah

cc: Dr. Lem Stokes
Dr. Henry Smith
Dr. John Canada
Mr. Joe Joseph

22
March 16, 1972

Dean Walter J. Peterson
Graduate School Office
104 Peete Hall
Campus

Dear Dean Peterson:

In 1967 Chancellor Caldwell, with the support of the Faculty Senate and the Student Senate, appointed a University Good Neighbor Council "to work for the acceptance of persons on the basis of their individual worth without regard to race, religion or national origin." During the years since then the Council has dealt with a wide range of problems.

The philosophy that has guided the Council from its appointment has been that the most effective way to eradicate racism on our campus is for blacks to participate fully in all phases of University life. To accomplish this we have proposed and supported programs designed to get more blacks on our faculty and in administrative positions, more black students in the student body and more blacks in non-traditional jobs such as lab technician and secretarial positions. The University Administration is committed to these goals and although much still remains to be done, progress has been made.

In an effort to find out how we can get more black faculty we have had meetings with the Provost and with Department Heads. It is our thought that the Department Heads are the ones who recruit and hire new faculty and that their commitment to this endeavor is essential. In a meeting we had with them last spring, and in conversations we have had since then, we have repeatedly been told that there just are not very many black Ph.D's available to recruit. In the sciences in particular this certainly seems to be the case.

One way of remedying this would seem to be for this institution and others to recruit black graduate students so that this dearth of black teachers and researchers will not continue. Because of the historical pattern of unequal background and training for blacks we think that a special effort is needed to recruit black graduate students. There may even be a need for special help to enable them to reach the required standards once they are accepted, and we think that this, too, will prove to be worth the effort.

Dean Walter J. Peterson
March 16, 1972

Page 2

It may be that some special efforts in this area are already being made. In any case we would welcome your thoughts on this important subject.

Yours very truly,

Cyrus B. King, Chairman
University Good Neighbor Council

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF PHYSICAL SCIENCES AND APPLIED MATHEMATICS

DEPARTMENT OF PHYSICS
Box 5367, RALEIGH, N. C. 27607

December 16, 1971

MEMORANDUM

TO: Dr. Clauston Jenkins
201 Holladay Hall
Campus

FROM: L. W. Seagondollar *LWS.*

SUBJECT: Predominantly Black Colleges and Universities in U.S.A.

Thanks for sending me this book and it is attached.

I have gone through the information on every school listed and I also ~~crossed~~ ^{checked} further by using the geographical location index on page 89 and comparing to the Directory of Physics and Astronomy Faculties that is put out by the American Institute of Physics. I had hoped to find some information in this matter which might put me on the track of some black Ph.D. in physics who might have interest in the area in which we need additional persons.

I have come acrossed some interesting points that I think ~~are~~ worth the time to pass on to you. I have not double-checked the following information but I believe it is true from going through the above procedure once. In your document, only one school claims to give the Ph.D. degree and that is in several areas at Atlanta University, Atlanta, Georgia. Howard University, Washington, D.C. gives several doctors degrees but not the Ph.D. I note also that one school that is predominantly black of which I am aware in North Carolina is not listed in your document; namely, Kittrell College at Kittrell, North Carolina.

Using the directory of the American Institute of Physics, I come up with two schools listed in your document that the AIP tells me offers the doctor's degree in physics, one of these is Howard University and the other is North Carolina Central University. In your document, neither of these Universities claim to offer the doctor's degree in physics. It is my strong impression that NCCU does not, in actuality, offer the doctor's degree in physics.

Considering that undoubtly ~~that~~ both of these documents depend upon various schools answering questionnaires and also considering the errors that can occur in transcribing, the inconsistencies that I have noted are understandable but they do indicate that neither document is completely trustworthy.

Dr. Clauston Jenkins

-2-

December 16, 1971

Thanks for your help in this matter. If, in coming months, you should become aware of any further place I should inquire about possible black faculty candidates, please do let me know.

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

DIVISION OF STUDENT AFFAIRS

December 6, 1971

OFFICE OF THE DEAN, 101 HOLLADAY HALL
RALEIGH, N. C. 27607

MEMORANDUM

TO: Dr. John T. Caldwell, Chancellor
Dr. Harry Kelly, Provost
Dr. Nash Winstead
Dr. Clauston Jenkins ✓
Mr. Kenneth Raab
Dean Gerald G. Hawkins
Dean W. F. Weston
Mr. Arthur Lee

FROM: Banks C. Talley, Jr., Dean *BCJ*

Attached is the new brochure for Talent Search, our cooperative effort with St. Augustine's. Mr. Donald Armstrong of the Talent Search Project and his staff prepared the brochure explaining the program. At Mr. Armstrong's request we had this printed in our Print Shop. In addition, he asked that we assume the cost of approximately \$200 for this brochure, which we have done as a contribution to the program.

ak
attachment



TALENT SEARCH

Planned Action For Youth

Co-sponsored by
Saint Augustine's College
North Carolina State University
Raleigh, North Carolina

CENTRAL OFFICE

228 South Church Street
Rocky Mount, North Carolina
Telephone (919) 446-1921

EDUCATIONAL TALENT SEARCH PROGRAM

Educational Talent Search co-sponsored by Saint Augustine's College and North Carolina State University (in conjunction with the United States Department of Health, Education and Welfare) offers free services designed to assist socially or economically disadvantaged young people in ten northeastern counties of North Carolina. These counties include Franklin, Halifax, Vance, Warren, Nash, Edgecombe, Northampton, Bertie, Hertford, and Martin.

Educational Talent Search (ETS), through the cooperative efforts of the public schools and the community, seeks to identify talented youth who may have been overlooked by traditional means to achieve their educational goals and have the potential for rewarding careers in trades and professions.

Here are some of the ways ETS can help you:

If you are a high school senior:

- *ETS can assist you in planning your college education, applying for college admission, meeting college requirements and complying with admission procedures.
- *ETS informs you of available scholarships, grants, state and federal loans and other financial aid.
- *ETS refers you to vocational schools, technical institutes and job training programs.

If you are a high school dropout, young adult, veteran, Job Corps returnee:

- *ETS can assist you in completing your high school education.
- *ETS can assist you in entering Educational Institutions, Vocational training or new career programs.
- *ETS assists you in developing career goals.

You may obtain assistance by scheduling a free educational planning interview at one of the Educational Talent Search Offices:

Edgecombe and Nash Counties
228 South Church Street
Rocky Mount, North Carolina
Phone: (919) 446-1921

**Northampton and Hertford Counties*

CADA Multi-Service Center
Rich Square, North Carolina
Phone: (919) 539-2212

Bertie and Martin Counties

CADA Multi-Service Center
Windsor, North Carolina
Phone: (919) 794-3107

Franklin, Vance and Warren Counties

Louisburg, North Carolina
Phone: (919) 496-2314

Halifax County—served by the Representative in the Rich Square or Rocky Mount Office.



Educational Talent Search Client receives assistance with Financial Aid Application from ETS Counselor. Client contacted ETS during spring break concerning financial assistance for her next academic term.

SOME FREQUENT QUESTIONS

Q. What is "post-secondary" education?

A. Post-secondary education is any schooling or training which you may complete beyond high school. Here are some post-secondary institutions you may attend:

Four-Year College and Universities offering programs leading to a bachelor's degree in the arts and sciences.

Junior or Community Colleges

Vocational Schools

Technical Institutes

Apprenticeship Programs

Q. How and when should I prepare for college?

A. The sooner you begin the better. Here's a timetable to assist you.

7th Grade—You and your parents should begin discussing your future education and determine the academic goals necessary to qualify for college. It is important to determine whether you should go into any advanced classes in the 8th grade.

8th Grade—You should carefully evaluate your potential. Keep in mind that your 9th grade courses will begin to affect the type of college to which you can apply.

9th Grade—You should be able at this point to determine your strong subject areas and your weak ones. These should help you decide on your career area.

10th Grade—In this year, your school guidance counselor should be able to help you select the right courses that will qualify you for college. Remember, mathematics, foreign languages, and science courses will be required for college admission.

11th Grade—Start getting ready for the college entrance examination that you will take before the year is over. During this year you will begin

sending for college catalogues, reference books and other materials explaining the tests and college requirements.

12th Grade—More tests are given such as the Scholastic Aptitude Test (SAT). The student should apply for college admission during the fall of his senior year, and should understand the financial resources available to him.

- Q. What can I do if I have low grades in high school and wish to attend college?
- A. Under regular admission, most colleges require a "C" average in a given number of academic subjects. However, there are special admission programs at a number of colleges where a student can be considered for admission even though he does not meet regular requirements. The Educational Talent Search Program (ETS) helps you by providing special tutoring, counseling and financial aid. The College Readiness Program (CRP) is a similar program for students applying to junior colleges.
- Q. Suppose my family cannot afford my "post-secondary" education expenses?
- A. There are many programs designed to help you overcome financial difficulties. Although Educational Talent Search does not give direct financial aid, it can help you obtain assistance from various sources. Here are some of the programs you might qualify for:

*THE EDUCATIONAL OPPORTUNITY GRANTS PROGRAM (EOG)

Designed for students of exceptional need who without assistance would be unable to go to college. Grants from \$200 to \$1,000 a year are available for four years of undergraduate study.

*THE GUARANTEED LOAN PROGRAM

Enables college and vocational students to borrow up to \$1500 from a bank or other financial institution with repayment beginning after completion of the educational program. Information on this program may be obtained from ETS office in your area, the school you wish to attend, or from the College Foundation, 714 Saint Mary's Street, Raleigh, N. C.



Educational Talent Search Office provides interesting information and materials on admission procedures and financial assistance for students seeking post-secondary training or education.

***THE NATIONAL DEFENSE STUDENT LOAN PROGRAM**

Enables you to borrow up to \$1,000 a year; with a maximum total of \$5,000 for four years of college study. Repayment begins nine months after you complete your studies.

***THE COLLEGE WORK-STUDY PROGRAM**

Provides job opportunities at your college, or in a public or private non-profit agency such as a school or hospital. Work is limited to 15 hours a week while school is in session and 40 hours per week during holidays and vacations.

There are many other sources of financial assistance. These include business corporations, foundations, federal and state governments, college alumni associations, parent-teacher organizations, civic associations, church groups and labor unions. Your ETS counselor can help you obtain information about assistance of this type.

Dr. Knuckles
Dr. Jenkins
W

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF TEXTILES

Box 5006 Zip 27607

November 19, 1971

Dr. Joseph L. Knuckles, Chairman
Department of Biological & Physical Sciences
Fayetteville State University
Fayetteville, N. C. 28301

Dear Dr. Knuckles:

I am enclosing copies of brochures which should have been included with my recent letter to you concerning graduate students.

MC

The enclosed brochure describes our "Four-One Program" which is designed specifically to encourage students with a baccalaureate degree from an accredited college or university to enter a one year program in the School of Textiles and complete the requirement for an additional B. S. degree. Details of the program are in the brochure. Many students have used this as a stepping stone in the graduate studies and a good number of students not interested in advanced degrees but wishing to enter the textile industry fully qualify to compete with other textile graduates have used this program and terminated at the B. S. level. Students completing this program have something of an advantage in that they have two baccalaureate degrees in different disciplines. This many times is of specific interest to textile companies to the point that starting salaries could be higher than for those students with only one degree.

I am looking forward to visiting Fayetteville State and discussing these programs with you and any interested students.

Sincerely yours,

Dame S. Hamby
Director
Textiles Extension

DSH:el
cc: Dean D. W. Chaney
Dr. N. N. Winstead

Enclosures

Dr. Jenkins

NORTH CAROLINA STATE UNIVERSITY | AT RALEIGH

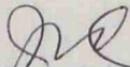
OFFICE OF THE CHANCELLOR
Box 5067 ZIP 27607
TELEPHONE: 919, 755-2191

4 November 1971

Professor Holtzman:

Thank you for the very helpful note on
searching for Black personnel for faculty and dean.

mt


John T. Caldwell
Chancellor

cc: Provost Kelly 

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF LIBERAL ARTS

DEPARTMENT OF POLITICS
Box 5305, ZIP 27607

November 1, 1971

Chancellor John T. Caldwell
Holladay Hall
Campus

Dear Mr. Chancellor:

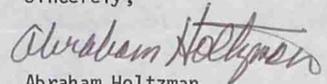
You will recall that during the operations of the now defunct Selection Committee for a Dean of Liberal Arts, I promised you a memo on our search for Black as well as women candidates. W

Attached for your file is a letter from Dean Dolce, a committee member, who undertook to seek out Black candidates. I, too, called a Black political scientist and a Black historian who were recommended to me. Neither was interested in being considered.

Apropos women candidates, I made a special effort at the national A.P.S.A. meeting to solicit names. Only two were brought to my suggestion. One we did not consider because of adverse comments concerning her from a number of people I know. I wrote to the other one, Dr. Jewell Belush, of Hunter College, who was in Europe at the time. She refused to permit her name to be considered.

I should add that other members of the Committee also endeavored, but also without success, to secure the names of Blacks and women for our consideration.

Sincerely,



Abraham Holtzman
Professor and
Former Chairman of
Selection Committee

AH:sam

Atta.

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF EDUCATION

OFFICE OF THE DEAN
Zip 27607

November 10, 1970

Dr. Abraham Holzman, Chairman
Selection Committee
Dean, School of Liberal Arts
102 Harrelson Hall
Campus

Dear Abe:

In attempting to fulfill my assignment from the Selection Committee to seek out qualified black applicants who might be considered for the deanship of the School of Liberal Arts, I telephoned a Dr. Michael Winston, Assistant Dean at Howard University and a Dr. Charles Davis, Professor of English, University of Iowa - both of whom came to me highly recommended. I regret that neither of these gentlemen were interested in submitting their names for consideration.

I have tried on four occasions to contact ^{Dr} Prizzell Robinson, President of Saint Augustine's College. To date he has not returned my calls. In view of the current press of time, I doubt if I will succeed in making contact.

Sincerely,



Carl J. Dolce
Dean

gh

Due to present situations we demand that the following conditions be alleviated. If within three week period if we have not been presented concrete evidence that shows a serious endeavor to alleviate each of the grievances listed below, we will not be responsible for the actions of the desperately dissatisfied Blacks on this campus.

I. Student and Professional Employment

We demand a full scale investigation into the discriminatory hiring practices of students for on-campus employment, specifically in three areas.

- a. Students supply store and snack bar operation and the persons in charge, Mr. Armstrong and Mr. Uzzeil
- b. General student employment and the person in charge, Mrs. Usry
- c. Work study and financial aid programs

The professional area should be investigated as far as recruitment of Blacks from local secretarial schools for secretarial positions and recruitment of Blacks from predominately Black schools with graduate programs for professors and instructor.

II. Admissions

We demand that at least 50 slots be allocated to filled by entering Black freshman that will be admitted by special consideration consisting of Black Students having a high school average at the end of their junior year of at least a B with high recommendations from their counselors and a positive pre-admissions interview. This special consideration is to be applied to students that don't predict a 1.6 and/or have a composite SAT score of 800 and are subject to the approval of the admissions committee. The existing tutorial programs existing in Math, Chemistry, and English must be continued so that these students as well as others can take advantages of them as they deem necessary. We also demand, the hiring of a full-time Black admissions personnel whose primary responsibility is the recruitment and admissions of minority students.

III. Power Distribution

We demand that on all committees and boards as deemed necessary by the Black Students, have a Black representation of 30% minimum which reflects the amount of Black paid taxes used by this school to protect the investments of Black people in this school.

IIII. Academies

We demand more Black instructors in all basic courses and a course in Black contemporary writers. We demand an investigation of the faculty in the history, english, and speech depts. We demand that all Black related courses be taught by Black instructors or professors. We demand that courses be made more comprehensive to include black contributions (ie. History, English, Sociology) or that these course titles be prefaced with the word "white" (ie. White English, White Civilization). We demand a foreign language sequence in one or more languages of African and Asian origin and a Black linguistics course.

V. Physical Plant

Because it is unfair for janitors and maids to be subjected to the task of cleaning undue filth, we demand that house council personnel be required to more strictly enforce regulations against activities that cause undue filth (i.e. water fights, the throwing and dropping of toilet tissue and leaving personal items such as used sanitary napkins and tampons, vomit, and human excrements in undesignated places.

Mr. Bill Davis
Mr. Arthur Lee
Miss Willette Harrison
Miss Cecelia Simmons
Mr. Paul Engram
Miss Gwen Garris
Mr. Eric Lowe
Mr. Ricky Shields
Mr. Evans Taylor
Miss Anita Haynes

Received, October 29, 1971

LACK OF COMM CHAN WITH FILE & ADM.

el

Dr. Kelly
✓

October 14, 1971

Dr. J. E. Legates, Dean
School of Agriculture and Life Sciences
115 Patterson Hall
Campus

ml

WJ

Dear Dr. Legates:

The Chancellor in his address to us at the fall general faculty meeting this year stated that an effort must be made to hire qualified women and members of minority groups as faculty members. At the AIBS meetings in Colorado this year I was favorably impressed by a research report given by a young black woman, Dr. Laverne Gordon Clark. Dr. Clark spoke with lucidity and poise. I talked with her privately for a few minutes after her talk. She received Her Ph.D. from Howard University with Dr. Harold Finley in the Zoology Department. She is now a post-doctoral fellow with Dr. Earl Hanson, Biology Dept., Wesleyan University, Middletown, Connecticut 06457. She would like a teaching position with some opportunity to do research. Besides zoology she feels she is qualified to teach elementary genetics, microbiology, and biochemistry. She had a warm interest in students and their problems.

WJ

I realize that there are no positions open in zoology at this time. However, perhaps Dr. Clark could fit into our Biological Science course or a beginning course in another department. I must emphasize that I know no more about her than I've told you, but if the recruitment of women and blacks for our faculty is being considered, Dr. Clark's qualifications should be examined.

Sincerely,

g

cc: John T. Caldwell

Phyllis C. Bradbury
Assistant Professor of Zoology

21 050 Women
 26 850 total sum 7), 71 78.39

41 female EPA

	1	2	3	4
1 Dec 8	L. A.	3500		
2	Baines B. - 1500			
3	Balik A. 400			
4	Bardley A. 400			
5	Downs V. 400			
6	Rich N. 400			
7	Lybush M. 400			
8 Dec 21	Agui	1000		
9	Riad Ayghkhou - 1000			
10 Dec 27	Student Aff.	2350		
11	Lanni E. 500			
12	Jessup C. 500			
13	Keller A. 500			
14	Itoff D. 500			
15	Usan M. 350			
16 Dec 28	Agui	1400		
17	Stroud L. 400			
18	Therk E. 1000			
19 Dec 28	Library	4400		
20	Housoff. 450			
21	Lineberry. 450			
22	McGalliard 500			
23	Noblin 300			
24	Paule 450			
25	Smith 300			
26	Turner 450			
27	WALTON 500			
28	Ward 500			
29	Zschan 500			
30 Dec 29	Education	1900		
31	Parkmore B. 1000			
32	McCathel K. 200			
33	Roy K. E. 700			
34 Dec 27	Teftics	850		
35	Mansy F. 850			
36 Dec 29	Plans	3300		
37	Manning E. 700			
38	Shaw G. 400			
39	Bundy M. 300			
40	Crawley T. 500			
	Honyart R. 500			

Grant County 100
Patton C. G. 200
Serrick J. W. 200

Dec. 30 L.A. 1850

Morse - 250

Smoot - 300

Thur. 800

Williams 100

Feb. 29 Res. 500

Ray - 100

2100

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40

DIVISION OF STUDENT AFFAIRS

ANNUAL REPORT - 1970-71

In order to be concise, the accomplishments of the Division of Student Affairs are briefly summarized in the opening section of this report, with a concluding section devoted to objectives for 1971-72.

ACCOMPLISHMENTS - 1970-71

ADMISSIONS

1. The use of a University-wide PGA has proved successful.
2. Computer programs have significantly speeded the processing of applications.
3. Policies have been established by which enrollment can be limited, should it be necessary to do so, when the University budget is voted on by the General Assembly in June 1971.
4. Special efforts in black student recruitment continued.

REGISTRATION AND RECORDS

1. All computer programming associated with space utilization studies and facilities inventory has been implemented.
2. The computer systems analysis associated with eliminating the registration packet has been completed. The programming will be completed this summer. This new system of collecting and verifying student data at registration will be instituted this fall. This system will further reduce the time students spend in completing registration and will pave the way for registration-by-mail.
3. The use of Op-Scan equipment has proved effective in handling of Mid-semester Reports of Academic Difficulty.

STUDENT ACTIVITIES

1. The Faculty Appeals Committee for Student Cases has been established to hear appeals from the Student Judicial System.
2. A lawyer has been added to the professional staff.

3. A new social sorority, Alpha Delta Phi, has been established.
4. A chapter of Alpha Lambda Delta, freshman women's scholastic honorary was officially installed.
5. A special orientation program for black students was established in the fall. A special program for prospective black students was held on campus this spring.
6. An orientation session for parents will be held for the first time in June.
7. Special emphasis was given to the development of a program of drug education including the publication of a drug information booklet.
8. Students became more involved in the decision making processes of the University through participation on various committees and commissions.

HOUSING

1. The occupancy loss in the residence halls was cut in half.
2. Housing Department budgetary procedures have been clarified.
3. The first co-educational residence hall was established with considerable success.
4. A long-range maintenance and renovation program has been developed.
5. A major landscaping project has received campus approval.

COUNSELING

1. The availability of psychiatric consultation has been increased from five to twenty hours a week.
2. Self-development groups were begun in a limited way. Much was learned which will permit expansion of this program in the future.
3. A "black" half-time counselor has been added to the staff recognizing the needs and requests of our black students.

FINANCIAL AID

1. We were able to aid all qualified students (2.0 GPA) who applied with the resources available, each in the full amount of his estimated need.

2. We are aiding approximately twenty percent of full-time undergraduates with assistance administered by the University. This could increase to more than twenty-five percent if outside aid is included. The total program exclusive of graduate assistantships, fellowships and athletic grants, amounts to about two million dollars.
3. The conversion of the financial aid procedure to a data processing system has been initiated.
4. Efforts in coordination with the Talent Search Program and the Admissions office to encourage more eligible disadvantaged students to attend this University have been strengthened.
5. A new policy of offering financial aid for all incoming freshmen, who qualify for admission, should assist more students in the disadvantaged category.

CAREER PLANNING AND PLACEMENT

1. A maximum effort was made to seek new employment opportunities to compensate for the declining recruiting activity.
2. The Center has continued to expand its information program through a Career Information Library, participation in the GRAD II System (a trial program of the College Placement Council) and by conducting a special program for those interested in Law School.

STUDENT AFFAIRS RESEARCH

This office has been redesignated as the Office of Student Development and Research with its emphasis to be focused on new student program ideas with short term evaluations, in addition to the regular reporting and research of the past. Report and research projects have been reviewed and carefully restricted so as not to conflict with institution-wide studies by the Provost's office.

MUSIC

1. The construction of the Music Wing of the University Student Center was begun.

2. The music program continued to attract considerable student involvement in an ever-increasing variety of musical experiences.

RELIGIOUS AFFAIRS

1. The Cooperative Ministry involving seven-full-time and twelve part-time chaplains has been strengthened and achieved greater cooperation among the various denominations.
2. The coordinator supervised the publication of a sex information booklet which was well received by the students.

ERDAHL-CLOYD UNION

1. The food service revenue loss was greatly reduced.
2. A good start has been made in the development of a volunteer services program.
3. The Thompson Theatre has had a most successful season with high student participation.

HEALTH SERVICES

1. Increased assistance has been offered in matters relating to sex. There has been improved coordination in this area between the Counseling Center, several of the chaplains, and the services which are available off-campus.
2. A woman physician has been added to the staff.

ROTC

The volunteer participation program in this area continued to operate most effectively. Special attention has been given to assigning more highly educated officers to this program. Enrichment programs have been developed with civilian faculty presenting addresses on topics of international concern.

OBJECTIVES - 1971-72

The problems which we will face in the coming year will, as always, be concerned with the students' environment (the quality of housing, landscaping, traffic and food service). We must expect continuing problems resulting from

the nation-wide redefinition of the students' role (legal relationships, University government, student participation in the determination of academic policy). And finally, we must expect problems which will require us to provide the maximum assistance to the individual student, caught up as he is in a changing system of moral values, a general unrest, and a bewildering variety of life-styles.

These problems must be met while at the same time maintaining a high standard of service and a rich and varied program of cultural enrichment.

These are some of our specific objectives:

1. We will continue to increase our use of the Administrative Computing Center to improve the efficiency of the services offered by Admissions, Registration and Records, and Financial Aids. This will hopefully include the expanded use of Op-Scan.
2. There will be a structural reorganization which will permit increased emphasis on programs of self-development and programs which encourage a student to relate his academic work to the community.
3. Consideration will be given to various means of expanding the orientation program to involve both self-development and career planning.
4. We will seek other ways in which to encourage students to consider their career goals more realistically and earlier in their college program.
5. An effort will be made to develop a more effective system of communication between the student government, publications and the administration.
6. A major effort will be made to reevaluate the student judicial system and to examine the students' legal relationship to the University and the community.
7. Continued efforts will be made to deal with the drug problem.
8. We will occupy the new University Student Center, which will provide us with exceptionally fine facilities for an expanded social and cultural program.

File Equal Oppor Block - Recruitment

January 21, 1972

MEMORANDUM

TO: Mr. William R. Calloway
FROM: N. H. Winstead

WHR

I agree with your comments of January 20, 1972, that there is not sufficient interest on our campus to justify the trip to Florida.

g

By a copy of this memorandum to Dr. Mayo, Dr. Littleton, and Dr. Seagondollar, I am suggesting that if they wish to inquire in writing they should do so.

NNW:st

cc: Dr. Selz C. Mayo
Dr. L. W. Seagondollar
Dr. Issac T. Littleton

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

OFFICE OF BUSINESS AFFAIRS

DIVISION OF PERSONNEL SERVICES
Box 5067 ZIP 27607

January 20, 1972

MEMORANDUM

TO: Dr. N. N. Winstead, Acting Provost

FROM: William R. Calloway, Director of Personnel Services *WRC*

Concerning your memorandum of December 8, 1971, to School Deans, Dean Walton Jones, and Dr. I. T. Littleton, on recruiting at Florida State and Florida A & M Universities "for qualified minority and female employees for the EPA and SPA ranks", I have received three responses thus far.

1. Dr. I. T. Littleton, Director of Libraries, is interested in receiving applications from qualified blacks for both SPA and EPA positions in the Library.
2. Dr. L. W. Seagondollar, Head, Physics Department, is interested in employing a black Physicist.
3. Dr. Selz C. Mayo, Head, Sociology and Anthropology, is interested in employment of blacks in EPA and SPA positions in his department; however, no vacancies are anticipated for the foreseeable future.

Based on the scanty response, I do not feel a recruiting trip to Florida could be justified at this time. What do you think? At any rate, Florida State requests an answer to their invitation by February 1, 1972.

WRC/jnw

cc: Chancellor Caldwell
Mr. J. D. Wright

DR. WINSTEAD:

For information -- so that you will know
what we sent to Washington re black studies.

E.S.

8/21/69

Card returned -----> 8-19-69

Under separate cover with mailing frank, the following were sent on 8/21/69:

Article from The Journal on Black Courses To Be Offered in Three Fields 9/1/69

List of the four courses which have been approved on black studies (copy attached hereto)

A Study of North Carolina Negro Homemakers by Ag.Extension

Black Literature, A Classified Bibliography of Newspapers, Periodicals, and Books By and About the Negro in the D. H. Hill Library, NCSU at Raleigh
--- June 1969 by the D.H.Hill Library

E.H.

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

NAME OF INSTITUTION
RALEIGH, NORTH CAROLINA 27607
ADDRESS (INCLUDE ZIP CODE)

COMMITTEE ON ETHNIC STUDIES
OFFICE OF EDUCATION
BUREAU OF HIGHER EDUCATION

(Office of the Provost, 109 Holladay Hall)

PLEASE REPLY BY SEPTEMBER 1, 1969

PLEASE SEND AN EXPLANATION OF YOUR PROGRAM AND ANY INFORMATION CONCERNING IT:

FOR INFORMATION ONLY (CHECK IF APPLICABLE)

STUDIES IN:

- AFRO-AMERICAN
- AMERICAN INDIAN
- ORIENTAL
- SPANISH SPEAKING
- MEXICAN
- PUERTO RICAN
- OTHERS (SPECIFY)

ESTABLISHED PLANNED

ORGANIZATION

- SEPARATE PROGRAM
- DEGREE
- GRADUATE
- SEPARATE COURSES
- STUDIES INTEGRATED INTO EXISTING CURRICULUM
- SEMINARS
- PROFESSIONAL TRAINING
- ELEMENTARY
- SECONDARY
- COLLEGE

- SEPARATE PROGRAM
- DEGREE
- GRADUATE
- SEPARATE COURSES
- STUDIES INTEGRATED INTO EXISTING CURRICULUM
- SEMINARS
- PROFESSIONAL TRAINING
- ELEMENTARY
- SECONDARY
- COLLEGE

- ANNOUNCEMENTS
- BIBLIOGRAPHIES
- BROCHURES
- CURRICULUM GUIDES
- LIST OF COURSES
- LIST OF STAFF
- PAMPHLETS
- PROGRAMS

Under separate cover

2
WMP

file: H.E.W. file Black Studies

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

OFFICE OF THE PROVOST

P. O. Box 5067, RALEIGH, N. C. 27607

August 19, 1969

LIST OF UNDERGRADUATE COURSES ON AFRO-AMERICAN

ENG-395 BLACK AMERICAN LITERATURE

May Halperin

HI-272 THE AFRO-AMERICAN IN AMERICA

S. Stuart Moblin

PS-403 BLACK AMERICANS IN AMERICAN POLITICS

Thomas Acem

PS-404 BLACK POLITICAL IDEOLOGY

Thomas
Ellis

Furnished to: Department of Health, Education and Welfare

Committee on Ethnic Studies

Att: Dr. Wella B. Pleyer, Chairman

Committee on Ethnic Studies

Bureau of H. Education

U.S. Office of Education

Washington, D.C. 20202



DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE
OFFICE OF EDUCATION
WASHINGTON, D.C. 20202

Proost

Reply to Attn. of: BHE-DCS

Dear Sirs:

The Bureau of Higher Education in the United States Office of Education has established a committee on Ethnic Studies. The committee is now in the process of collecting information about specialists and materials in the field of ethnic studies from elementary and secondary schools, institutions of higher education, continuing education programs, and community organizations.

We will appreciate any information that you can provide concerning your program: programs, brochures, pamphlets, bulletins, bibliographies, curriculum guides, and any other resources. We should like also to have information concerning organization implementation and evaluation of the program.

Enclosed is a self-addressed, pre-stamped questionnaire. Please fill out and return as soon as possible. For your convenience, we have also enclosed a self-addressed, postage paid label to be used to mail your materials.

Sincerely yours,

Willa B. Player

Willa B. Player, Chairman
Committee on Ethnic Studies
Division of College Support
Bureau of Higher Education

Enclosure

Career

A Publication for People
in North Carolina State
Government



Vol. 14, No. 5

Raleigh, North Carolina

September-October, 1972

From the Editor's Desk

The Equal Employment Opportunity Act of 1972

?? CONFUSION?? CLEARINGHOUSE

This issue of *Career* introduces a new column with the above title. It is designed solely for you, the employees subject to the State Personnel Act, and is intended to assist you in "clearing any confusion" you have about policies, procedures, regulations, etc., used in State government.

We encourage you to use this space for your questions. But a few basic guides will assist all of us.

1. Personal gripes and complaints are generally not of interest to all employees. We encourage you to discuss these with your supervisor or personnel officer.

2. All signed letters will be answered, either by personal letter or by publishing in this column. If the volume is large, this means all questions cannot be put in *Career*.

3. All letters must be signed. The name of the employee will not be printed in *Career*. Letters without a proper signature or with such signatures as "an interested employee", "a group of employees", or "clerical staff" will not be answered.

The November-December issue will begin featuring your questions.

To submit questions, simply write and send them to the following address:

CONFUSION CLEARINGHOUSE
c/o *Career* Editor
Office of State Personnel
121 West Jones Street
Raleigh, North Carolina 27603

OCTOBER HOLIDAY: Monday, October 23 will be observed by State government employees as Veterans' Day. Offices will be closed. Personnel in State hospitals and institutions may observe other days because of the nature of their operations.

There is a line on the ocean that you can cross and lose a day. There is one on the highway where you can do even better.

What You Should Know About This Law

In March of 1972, the U. S. Congress passed a law called the Equal Employment Opportunity Act of 1972 which applies to all State and local government employment units, as well as to private employers. This law is actually an extension of Title VII of the Civil Rights Act of 1964. Under the 1964 law though, State and local governments were not covered. So the 1972 statute has added meaning to government employees.

THE LAW

Briefly this action makes it unlawful for an employer to discriminate because of race, color, religion, sex, or national origin in the following employment areas: (1) hiring, (2) firing, (3) compensation, (4) terms, (5) working conditions, and (6) employee privileges. It further states that an employer cannot limit, segregate, or classify employees that would deprive one of employment opportunities or employment status.

EXCEPTIONS

One exception to the policy states that wage discrimination is permitted when based on (1) merit, (2) seniority, and (3) quantity or quality of production.

The broadest exception permits discrimination based on religion, sex, or national origin if there is a "bona fide occupational qualification" which is "reasonably necessary to the normal operation" of the agency. This law does not recognize such an exception based on race or color.

RECRUITING UNDER THE LAW

The Federal statute also expresses other aspects of the personnel process. Listed below are a portion of these:

(1) The law prohibits quota hiring—that is, hiring a definite percentage of employees according to their race, religion, sex, or national origin.

(2) When the makeup of the employer's work force is predominantly white, the employer should use other sources of recruitment other

than "walk-in" applicants or "word-of-mouth" recruiting.

(3) Except in very rare cases, job offers in ads, posters, and the like must not make any requirements in regard to race, color, religion, sex, or national origin.

(4) It is unlawful to fire or not employ minority race members because of a conviction record, unless the employer can show that this conviction would harm the safe and efficient operation of the job.

(5) The U. S. Supreme Court has ruled that employers who require employment tests or high school diplomas must be able to show that these selection devices show "a reasonable measure of performance."

The law also is interpreted to mean that (1) height requirements; (2) appearance and manner of speech; (3) preemployment inquiries concerning race, color, sex, religion, or national origin; and (2) requirement of photograph to accompany an employment application may also be called discriminatory if it prevents certain groups from being hired.

EMPLOYMENT CONDITIONS UNDER THE LAW

In actual conditions of employment, employers are not allowed to discriminate in

(1) opportunities available for training, promotion, transfer, and apprenticeship when persons have similar capabilities.

(2) assignment to minority employees of a large share of the dirtier jobs, less favorable hours, dead-end or low skill jobs, etc.

(3) recreational activities sponsored by the employer. This includes Christmas parties and dances, bowling leagues, baseball teams, bridge clubs, etc.

(4) segregation of such facilities as drinking fountains, locker rooms, infirmaries, employee housing, etc.

(5) firing minority employees because of a number of wage garnishments or bad debts.

(6) grooming standards between various races.

continued

More on the Salary Continuation Plan

EEO LAW

(continued from front)

Some questions have been raised concerning the Disability Salary Continuation Plan effective July 1, 1972, for teachers and State employees of North Carolina. Booklets have been sent to each employing unit for distribution to all members of the Plan. It is suggested that each employee carefully read the booklet and consult his supervisor or Health Benefits Representative (HBR), if there are any questions concerning the Plan. Listed below are questions that have been asked, along with the answers as given by the Health Benefits Division of the Retirement System.

(1) **QUESTION:** Does the ninety day waiting period on the disability salary continuation (DSC) plan begin after annual and sick leave are exhausted? Or, does the waiting period begin on the first day of one's disability?

ANSWER: The 90-day waiting begins on the first day of disability. However, until the leave is exhausted, the salary continuation plan cannot begin.

(2) **QUESTION:** In computing an employee's benefit under the disability salary continuation program, are private disability plans paid for by the employee considered in the State Plan?

ANSWER: Benefits are deductible only under disability plans to which the State or the employing unit contributes. See page 5 of the information booklet.

(3) **QUESTION:** Are the checks for the disability plan issued on a certain day of the month? How long after the waiting period must one wait to receive his first benefit check?

ANSWER: It has not been determined on what day of the month checks will be issued for employees who have become permanently disabled. This will depend upon available time on the computer. However, for employees who have a disability of a temporary nature, it is anticipated that payment will be made within one week after the application for benefits has been received and processed.

(4) **QUESTION:** What happens if an employee is on the salary continuation plan, then returns to work for a week, and has a relapse of the same illness?

ANSWER: If a subsequent disability is due to the same cause as the original disability and begins within 90 days after returning to work, such disability will be considered a continuation of the original disability. Benefits payments shall then be made without regard to the 90-day waiting period required previously. See page 5 of the information booklet.

(5) **QUESTION:** Do employees have to complete forms to be covered by the salary continuation plan—

like they did for the hospitalization plan? If not, how is the coverage verified should they become ill and disabled for over ninety days?

ANSWER: No enrollment of employees is necessary. Employees of an employing unit will be eligible for membership if they are paid from State funds, or if they are paid from non-State funds and are in a group for which the employer makes the required contributions. Coverage is verified by the lists of employees furnished monthly by the employing units to the Retirement System and to the Health Benefits Division.

(6) **QUESTION:** Where is the actual copy of the disability insurance policy? May State employees get a copy? Do State employees get identification cards for the disability coverage?

ANSWER: Copies of the Disability Salary Continuation Plan were sent to the heads of all departments, institutions, agencies, and associations, as well as to all county and city school superintendents. In addition, a copy was sent to the Health Benefits Representative (HBR) in each employing unit, and budget officers (in departments, agencies and institutions) and persons responsible for reports from school systems to the Retirement System.

There is no objection on the part of the Health Benefits Division if an employee wishes to obtain a copy of the Plan from these people. See page 8 of the information booklet. State employees will not get identification cards for this coverage, since such does not appear to be necessary.

(7) **QUESTION:** According to the information booklet on the disability policy, the program does not cover months in which one is on leave without pay. Does this include educational leave, maternity leave, and military leave?

ANSWER: Employees will not be considered members of the Plan when they are on leave of absence without pay for any reason for an entire month. See page 8 of the information booklet.

(8) **QUESTION:** How may an employee file a claim?

ANSWER: The employee should contact his supervisor or the Health Benefits Representative (HBR) of the employing unit. The HBR has the claim forms and instructions as to which forms to use and when to submit them.

(9) **QUESTION:** May an employee pay the monthly contribution for coverage under the Disability Salary Continuation Plan?

ANSWER: No. All contributions under the Plan shall be made by the employing unit.

Heard about the seafood diet? It is the one where you "see food", but you do not touch it.

(7) seniority systems which "lock in" prior racial classification.

OTHER PARTS OF THE LAW

This legislation also discusses sex discrimination and religious discrimination and places limits on what employers can do in these areas of employment.

Sex

(1) Employers cannot classify jobs according to "male" or "female" categories unless they can prove there is a bona fide occupational qualification for that job.

Weight limits, a mandatory number of months for childbirth, certain work hours at night, or a specified number of hours per day or week cannot be used as a bona fide occupational qualification.

(2) Rules which apply to males and not to females are in violation of the law.

(3) Fringe benefits such as hospital, accident, life insurance, profit sharing, retirement benefits must be equally provided to both sexes.

Religion

Employers have the obligation to make reasonable accommodations to the religious needs of their employees.

ENFORCEMENT OF THIS LAW

The five-member Equal Employment Opportunity Commission, better known as the EEOC, has been given the power to administer and enforce this 1972 statute. Prior civil rights law gave this commission virtually no enforcement powers.

Now the EEOC is authorized to initiate court actions against violators. However, before court action is taken, the EEOC will attempt to obtain voluntary compliance with the law through mediation and conciliation.

Employing units will be required to keep records and reports of their hiring and employment practices and to post notices about the new law.

CAREER

Published for all State employees by the Department of Administration, Office of State Personnel, Raleigh, N.C.
Telephone: 829-7112

W. L. TURNER Secretary
CLAUDE CALDWELL Director
ELEANOR POOLE Editor

It isn't the incompetent who destroy an organization. The incompetent never get in a position to destroy it. It is those who have achieved something and want to rest upon their achievements who are forever clogging things up.

Dr. Clanton Jenkins
Provost's Office

October 14, 1970

Miss Elizabeth Tornquist
The North Carolina Anvil
P. O. Box 1148
Durham, North Carolina

Dear Miss Tornquist:

I am replying in some greater detail than you asked for. Also I am endeavoring to give to background information which may be helpful.

You inquired about the number of Black faculty and the number of Black students at North Carolina State University.

In the first place, while it may appear a simple exercise to obtain these data, that is not altogether so.

Let me explain. We have a "head count" enrollment of 13,313 and that figure is meaningful only for a given instant in time. Students are constantly dropping out for a wide variety of reasons; also students could "late" enroll this year up to September 3. We began this fall semester August 25.

Secondly, the enrollment process itself is largely something the individual student does through a number of individual steps--the process. No one sits and counts at some single turnstile--tabulating, categorizing, admitting, denying, and branding each person in an orderly, ever-marching line.

A few years ago the University was required to stop listing racial identification in its admissions-registration records. Now, it's needed again, and to get it the student affairs division included a card this year in the registration (that's a process separate from admission) packet. A total of 12,885 students completed this form, 428 did not or are unaccounted for.

The breakdown of the cards in the registration packet whereby the individual on his own responsibility categorizes himself is as follows:

72 incomplete (there are probably many reasons for this)

28 American Indian
25 American "Oriental"

84 Other American
36 American "Spanish"
625 International
11,803 Caucasian
212 Black American

The 212 Black identification covers both graduate and undergraduate students. To get for you an exact figure on the full-time equivalent Black enrollment in either category would be most difficult. The 212 figure covers all-students--those who enrolled for 3 hours semester credit as well as those who may have enrolled for 20 hours. A full-time equivalent (a measure of academic load) is 12 hours for undergraduate enrollment and 9 hours for graduate enrollment.

Without long hours by analysts it is impossible to get for you data on what might be called "regular" student, of which there is only popular stereotype anyway. The "typical student" the press is constantly reporting is a compound myth of inexact averages; he doesn't exist, and sooner or later it ought to be pointed out.

Undoubtedly we have Black county agents who are enrolled in graduate school for varying hours of credit and who are on campus only intermittently. The same may be true of a number of Black professionals (or others) in the Triangle area who are obtaining graduate credits.

And, as is always true of many students at the undergraduate level, a great number may be employed and pursuing their bachelor's degree on the side, or pursuing their degree on a limited hours basis and working on the side.

The 212 figure may thus not be a precise reflection of the mythical "regular" graduate or undergraduate student. It may look small and it is small, but far more important that either is that it's 212 individuals each with a life story and a life purpose who are participating in the academic life of this campus.

North Carolina State University has sought to increase its Black enrollment. For many years its admissions officers have regularly visited Black high schools in North Carolina. And last year it employed two Black student leaders to visit the identifiable Black high schools. In all they visited about 45 schools to advise them of the programs here. I am advised by these recruiters that recruiting for most of the schools here with their stiff requirements isn't easy. Consider some of them--forest resources, engineering, textiles, physical and mathematical sciences, agriculture and life sciences, architecture and design.

(One of the principal factors is the 800 minimum on the SAT and the predicted grade point average of 1.6. An average of 2.0 is required for graduation.)

A current exchange on the campus is illustrative. A Black student leader had thought N. C. State had been reluctant some years ago to recruit an outstanding Black athlete from Fayetteville, one Jimmy Raye who went on to fame at Michigan State. His allegations were published. The facts made public today (although they have been known somewhat generally for a long time) are that Coach Earle Edwards had wanted the boy, but upon finding he couldn't qualify for admission in the ACC, recommended him to his long-time friend Duffy Daugherty at Michigan State. All-pros Carl Eller and Bobby Bell were also not admissable in the ACC and became famous as players elsewhere.

Now to the question of Black faculty. The data here are much easier to handle: There are six full-time (instructor or above) seven part-time (instructor or above) and five other professionals. The latter are in the library, urban affairs, student affairs, and economic research.

I should point out that North Carolina State University has and is making concerted effort to employ Black faculty. The problem, however, is illustrated by plant pathology where only one Black Ph.D. is known in the country. I understand none are known in forestry. The same obtains for many of the other fields at State.

black (N. C. State has always been proud of the fact that it also has 126 Agricultural Extension Specialists, 112 of them County Agents at the county level, among its professionals.)

I hope this has been of help to you.

Most cordially yours,

Hardy D. Barry, Director
Information Services

HDB/ra

NORTH CAROLINA STATE UNIVERSITY Raleigh, N. C.

OFFICE OF PROVOST
HOLLADAY HALL

12/20/71 Date

TO: Chancellor Caldwell

ACTION REQUESTED ON ATTACHED:

- Note and Return
- For your information (need not return)
- Please handle
- Please answer; furnish me copy
- Please draft reply for my signature (return attachments)
- Please give me your comments (return attachments)
- Requires your approval

I suggest Dr Odell
Byzell - Sociology -
I have not asked him
if he would or could attend

FROM: W. W.

NORTH CAROLINA STATE UNIVERSITY
AT RALEIGH

CHANCELLOR'S OFFICE

12/20/71

TO: Provost Winstead

W

Should we be represented? Your recommendation,
please.

W

Attached: Invitation from Univ. of Texas at Austin
for delegate from NCSU to First Nat'l
Congress of Black Professions in Higher
Ed.

Suggested Dr Odell Byzell
12/20/71

W

ACTION REQUESTED ON ATTACHED

- NOTE AND RETURN
- NEED NOT RETURN
- PLEASE HANDLE
- PLEASE ADVISE ME/FURNISH DATA
- PLEASE ANSWER AND FURNISH ME COPY
- PLEASE DRAFT REPLY FOR MY SIGNATURE
- REQUIRES YOUR APPROVAL
- PLEASE CALL ME ON THIS

Equal Opportunity



THE UNIVERSITY OF TEXAS AT AUSTIN
COLLEGE OF EDUCATION
AUSTIN, TEXAS 78712

*sent original
back to chancellor*

*Center for the Improvement
of Intergroup Relations
Sutton Hall 311*

December 10, 1971

Mr. John T. Caldwell, Chancellor
North Carolina State University, Raleigh Main Campus
Raleigh, North Carolina 27607

Dear Mr. Caldwell:

Your help will be invaluable as we plan for The First National Congress of Black Professionals in Higher Education to be held on The University of Texas at Austin campus on April 5-7, 1972. No comparable interdisciplinary approach to the solutions of problems in higher education as related to Blacks has ever been made.

We rely upon the input from you and others to help us make this Congress the first of a successful series. Hopefully, such a series would be short, for we look forward to the day when we refer to simply a Congress of Professionals in Higher Education. However, concerns in higher education mandate the Congress from which may emerge programmatic activities designed to attack those problems related specifically to Black professors and Black students. Since physicians should not try to heal themselves, we are seeking input from Mexican-Americans, Indians and interested whites.

Because of the urgency of the time schedule and the fact that the Congress is only a few months away, we need to develop as soon as possible a list of nominees. If you have Black faculty we would solicit your assistance in getting to us the name of your most outstanding person or persons. If you have no Black faculty, we would appreciate your sending the names of the Mexican-Americans or whites you would recommend and indicating your feeling regarding the type of contribution that your nominee might make. A total of 250 participants will be selected from the list of nominees sent to us from across the country.

Funds have been provided to cover expenses of the Congress itself, however, each individual institution should be prepared

Mr. John T. Caldwell

-2-

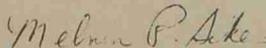
December 10, 1971

to pay the costs for the delegate, including travel and conference expenses which we estimate at approximately \$100. This \$100 will cover the costs of lodging for three nights, all meals, special events and incidentals. In addition, the institution will receive free a copy of the "Proceedings" of the Congress.

The enclosed material gives you details about the Congress. If interested, please get in touch immediately as follows:

Dr. Melvin P. Sikes
Department of Educational Psychology
Sutton Hall 311
The University of Texas
Austin, Texas 78712
512/471-4373

Sincerely yours,



Melvin P. Sikes, Ph.D.
Professor of Educational
Psychology and Chairman
of the Congress of Black
Professionals in Higher
Education

MPS:ec
enclosure

Black -
Equal Opp

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF AGRICULTURE AND LIFE SCIENCES

DEPARTMENT OF ECONOMICS
Box 5368 Zip 27607

August 16, 1971

Mr. John Wright
Administrator for Financial
and Business Affairs
Holladay Hall
CAMPUS

Dear Mr. Wright:

As you know, the University Good Neighbor Council, through its committee on institutional racism, has been studying the degree of racism mixture in traditionally black and white job categories on this campus. The study is now nearing completion. Although it has not yet been reviewed by the total Good Neighbor Council, it seems clear that it will indicate that the University has made measurable progress in reducing the degree of job bifurcation by race which existed 5-10 years ago. It is also likely that the report will urge continued progress in this direction and will suggest particular targets of opportunity. Among these targets will be the accounting and accounting clerk positions. As you recognize, in order to increase the number of blacks in positions as accountants and accounting clerks, we must have a channel which will provide the University with competent persons. It so happens that a friend of mine who is an accountant in Durham has developed such a channel with North Carolina College. Her experience with their "products" has been quite satisfactory. In view of our interests in increasing the number of blacks in nontraditional positions, she would be willing to help institute a new recruitment channel by informing them of our interests. Thus, we could be assured of competent black accountants and accounting clerks when positions are open. I have already informed Mr. Swiger and Mr. Callaway of this potentiality. Both they and Dr. Nash Winstead suggested that this matter would also be of interest to you.

WHS
g

I hope the new channel helps us with our problem.

Yours very truly,

Robert M. Fearn
Associate Professor of Economics

cc: Cyrus King, Chairman, Good Neighbor Council
Patrick Weis, Chairman, Institutional Racism Committee, GNC
✓ Provost Kelly
Chancellor Caldwell

RMF:rj

NORTH CAROLINA STATE UNIVERSITY

Raleigh, N. C.

OFFICE OF PROVOST

HOLLADAY HALL

Head, Dept. of Economics

7/27/71

Date

Head, Dept. of English

TO: ~~Head, Dept. of Mathematics~~

ACTION REQUESTED ON ATTACHED:

Note and Return

Please draft reply for my signature
(return attachments)

For your information
(need not return)

Please give me your comments
(return attachments)

Please handle

Please answer; furnish me copy

Requires your approval

Please draw the attention of the enclosed

letter to your retired faculty.

FROM: HCK

To:

Devils

Even

English

Maths.

Please draw the attention of
the enclosed letter to your retired
faculty
W

BLACK - STUDENT EQUITY OFFICE, etc.
W. N. Kelly

MOREHOUSE COLLEGE
ATLANTA, GEORGIA

OFFICE OF THE PRESIDENT

July 21, 1971

President
North Carolina State
Raleigh
Raleigh, North Carolina 27607

Dear Mr. President:

At this college we have a small grant which will enable us to employ a retired professor in each of the following academic fields for the academic year 1971-72:

Economics
English
Mathematics

Salaries for these teachers, who must be 65 or above and have earned doctorates and successful teaching experience, will range from \$12,000 to \$15,000 for nine months. The teachers will have to make arrangements for their own housing, but we can assist in their efforts to find accommodations in the city. We have one or two small apartments available for rent on the campus.

As you probably know; Morehouse is one of the outstanding predominantly Negro colleges. Morehouse leads all Negro colleges in the percentage of faculty members holding academic doctorates and also in the percentage of graduating seniors going on to graduate and professional schools. Morehouse also leads all black colleges in the production of M.D.'s, D.D.S.'s, LL.B.'s, and M.B.A.'s. Morehouse is the Alma Mater of Mordecai Johnson, Howard Thurman, John W. Davis, Lerone Bennett, Martin Luther King Jr, Julian Bond, Maynard Jackson, and many other distinguished black Americans. Neither race nor religion is a barrier to appointment as a member of the Faculty, which is interracial and international in its composition.

I would be grateful if you would notify your qualified retired professors who are in the above-listed fields and who are able to serve efficiently as college teachers concerning our vacancies and also ask interested persons to write to me for further information and application forms.

Best wishes and sincerest thanks for your cooperation.

Sincerely yours,

Hugh M. Gloster

Hugh M. Gloster
President

HMG:ejd



*Negro -
employment*

April 18, 1968 *mw*

Professor George Hyatt
Agricultural Extension Service
102 Ricks Hall
Campus

Dear George:

Thank you for your thoughtful and helpful letter of April 16 regarding Negro staff members. I agree with your recommendations, and you will find sympathy here in your efforts to consider academic rank for the people you mentioned.

We are in the process of considering promotions throughout the University. Dr. McNeill seems to have the qualifications for at least an assistant professorship. If you are willing and can move fast enough, we will be willing to consider him with the batch of overall University promotions presently being considered.

Sincerely yours,

Harry C. Kelly
Provost

HCK:p

cc: Chancellor John T. Caldwell

AGRICULTURAL EXTENSION SERVICE
NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF AGRICULTURE AND LIFE SCIENCES

OFFICE OF THE DIRECTOR
Box 5157 ZIP 27607

April 16, 1968

Dr. Harry C. Kelly
Provost, N. C. State University
109 Holladay Hall
Campus

Dear Dr. Kelly:

Following our conversation in the Chancellor's office on Wednesday, April 10, I thought perhaps it would be well for me to indicate to you our situation with respect to Negro staff members who are now associated with academic departments as Extension Specialists and who, in my opinion, are eligible for professorial rank.

Dr. H. M. McNeill is one of our District Supervisors and he also does some teaching in the Department of Sociology and Anthropology. Dr. McNeill holds a PhD degree from the University of Wisconsin in Extension Administration and at the present time he holds professorial rank as an instructor in the above department. I think it would be wise for us to give consideration to improving his rank at the appropriate time during the coming year. agree
hr

In the Department of Crop Science Mr. S. J. Hodges is an Agronomy Extension Specialist and he has had many years of service with our organization in this capacity. However, at the present time, he is classified as an Extension Specialist without professorial rank. with

Mr. P. P. Thompson is doing an outstanding job as an Extension Community Development Specialist in the Department of Sociology and Anthropology. Mr. Thompson has proven to be a real asset to our total Community Development efforts and we believe he qualifies for professorial rank in his department.

Mr. R. L. Wynn is an Extension Dairy Husbandry Specialist. He has many years of service with our organization and has performed at a high level in his present capacity. Although his program responsibilities are an important part of the total Extension efforts in the Animal Science Department, he does not hold any professorial rank. I believe his experience and his present level of competency would qualify him for consideration.



Dr. Harry C. Kelly

April 16, 1968

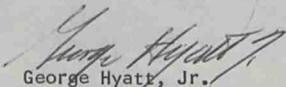
In the Department of Horticultural Science Mr. T. M. Flowers has been operating as an Extension Specialist for about 20 years and we would also recommend him as a candidate for professorial rank.

Messrs. Hodges, Thompson, Wynn and Flowers have all received their Master's degree and each have completed credit work toward their PhD degree.

Mrs. Minnie M. Brown is now serving in our Extension Administration as a program evaluation person carrying the title of State Leader of Home Economics. Mrs. Brown is one of the most competent individuals in our entire organization. She has just returned to us after two years of advanced study at the University of Chicago where she was working toward completion of her PhD degree. We would expect Mrs. Brown to finish the degree requirements in the near future and we would hope to recommend her for professorial rank in the Department of Adult Education. mf

We are thoroughly convinced that we should move to get these individuals who are associated with academic departments extension professorial rank consistent with their training and competence. I am sure that we can justify this request through the normal channels established for obtaining professorial rank and we would suggest that we initiate the proper action to bring this about at the designated time. Your reaction and guidance would be helpful to me in this matter.

Very truly yours,


George Hyatt, Jr.
Director

GH:gah

*Registers,
Employment*

mt

April 25, 1968

MEMORANDUM TO: Dr. Kelly

WHP

Mr. Littleton recently inquired about the attached, and we sent him a copy since he was about to hire SPA personnel. Perhaps Kevin Jones might also need to be aware of this.

See attached draft.

N. W.
N. N. Winstead

*fine
M*

NNW:p
attachments

*Peggy mailed
a copy to
Dr. Kevin Jones
ES.
4-26-68*

D R A F T

*Sent to K. Jones
on "huck dig"
4-26-68*

MEMORANDUM TO: Dr. Kevin Jones

Attached is a copy of a memorandum to the Administrative Council for your information.

Harry C. Kelly
Provost

HCK:p

Attachment

*Approved
(Handwritten)
2/2/68*

*Sch. of Agric. & Life Sci
(original)*

AGRICULTURAL EXTENSION SERVICE
NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF AGRICULTURE AND LIFE SCIENCES

AGRICULTURAL EXTENSION SERVICE
OFFICE OF THE DIRECTOR
ZIP 27607

February 1, 1968

Dr. Harry C. Kelly
Holladay Hall
Campus

Dear Dr. Kelly:

ml

I thought you would be interested in the enclosed documents. The study Extension conducted was the first of its kind involving Negro families in the United States. It has and is serving as a base for E.O.A. work throughout the country.

kr

The mimeographed talk by Mrs. Brown, State Agent for Home Economics and a Ph.D. from the University of Chicago, points out the way the Extension Service works with welfare.

The major efforts in poverty education in North Carolina are being made through the N. C. Fund and the Agricultural Extension Service.

I hope these documents are of interest to you.

Very truly yours,

George Hyatt Jr.
George Hyatt, Jr.
Director

GH:gah

Encl.



SOME RESOURCES OF THE AGRICULTURAL EXTENSION SERVICE
AVAILABLE TO PUBLIC WELFARE HOMEMAKERS AND SUPERVISORS*

It is a real pleasure to talk to you this morning about some of the resources of the North Carolina Agricultural Extension Service available to your group. But before doing so, I wish to commend my good friend, Mrs. Jane Norwood, and all others of you for the fine work you are doing with indigent individuals and families across the State. Certainly, these people are enjoying fuller lives because of your wonderful efforts.

In preparing this assignment, I thought that it would be appropriate to first give you some background of the Agricultural Extension Service and what it attempts to do. Sometimes I have erroneously assumed that everyone knows what the Extension Service is all about, when, in fact, they did not. So at this time, I wish to point up some of the background of our organization because it will help you better understand and appreciate the available resources which will be discussed later.

WHAT EXTENSION IS

Extension is an out of school program for individuals and families aimed toward raising their level of living. It started in 1914 - relatively young in comparison to the public school system. Extension is part of the Land Grant College System. In the Legislative Act (Smith Lever) establishing Extension is stated: "to disseminate useful and practical information in agriculture and home economics and related subjects..." The Extension Service is financially supported by the County, State, and Federal governments.

*Talk presented by Minnie Miller Brown at the Workshop for Public Welfare Homemakers and Supervisors, Sir Walter Hotel, Raleigh, N. C., December 8, 1967.

Historically our clientele was rural, but through the years, as our farm population declined, we have had parallel shifts with the people served. That is, we have increasingly worked with rural non-farm and urban individuals and families. Of course, our primary responsibility is still with **rural** people, and they still constitute our key clientele. Theoretically, however, our clientele includes all of North Carolina's 4,822,568 people.

What is the Scope of Extension in North Carolina

From the standpoint of **geography**, we have Extension Agents in each of the 100 counties in our State. Speaking of personnel, in addition to having agents on the county level, we also have specialists, district agents, and administrators on the district and state levels.

From the standpoint of programs, we have always tried to base them on the needs of the people as they may relate to social and economic problems. For example, after World War II, you will recall the numerous social and economic changes which rapidly took place in our society, and amazingly enough, they have continued. In recognizing this situation, a program framework at the national level was developed whereby the respective States could adapt their own Extension programs. New challenges and adjustments have resulted. Our state program framework constitutes these broad areas: family living; leadership development; community resource development; management in home and farm; farm marketing efficiency; conservation and development of natural resources; public affairs; youth development; and efficiency in agricultural production.

Distinguishing Features of Extension

There are several aspects of our Extension programs which we feel are unique, and I would like to mention a few.

- (1) Flexibility in programs. We recognize that there will be continual

changes affecting the lives of North Carolinians, and that if we in Extension expect to stimulate change in people, we must change. Therefore, our programs are developed so as to help people solve unexpected problems and to take advantage of unforeseen opportunities.

- (2) The people we serve take part in program planning in helping to decide what is good for them.
- (3) Non-compulsion - Our work is voluntary, i.e., people are not compelled to participate. They take part because they want to - some on their own volition, others as a result of conscientious motivation either on part of the agents or participants. Therefore, it becomes extremely important to continually plan and carry out programs which are enticing, i.e., programs in which the people can see how they themselves can derive benefit.

Resources Available

The foregoing background was given in an effort to help you better understand and appreciate the resources available to you in Extension. Historically, we in Extension have cooperated with other agencies in solving problems of local, state, and national concern. We know that many problems need to be tackled in a coordinated manner. For example, we all know that in recent years, problems of poverty and welfare have been brought into the national spotlight. In view of your present concern of poverty-stricken people, I want to give you some specific examples of our resources and programs which are available to you:

1. ^{One} ~~Our~~ of our key audiences in home economics extension is low-income families. This would be expected in that one-third of North Carolina families have incomes below the accepted minimum standards for adequate family living. In this regard, as an

4.

educational arm of the University, we view our primary role here as that of consultant or teacher or trainer of sub-professionals and low-income groups, rather than rendering service to individual families. Our work with low-income families is directed toward all stages of the family life cycle, but special emphasis is placed on young families with children, the aging and employed homemakers who work because of necessity. We have educational programs in these five areas of family living: nutrition, clothing; housing and house furnishings; family relations; and home management.

2. In the role of teacher or trainer of low-income groups, our specialists conduct workshops of various kinds in such areas as house furnishings, nutrition, child care, management of resources, housing, clothing construction, food conservation, etc. An example of a very popular workshop conducted with indigent groups which has made state-wide headlines is that of mattress making. Another has been that of effective preparation and utilization of surplus food commodities.
3. Serving in the role of consultant, our specialists and agents give counsel to professional and sub-professional leaders in program planning. In this connection, considerable advice has been given in helping people to become more conscious of their own problems. Assistance has also been given in use of effective teaching materials and methods. In commenting on the help that one of our specialists provided in the role of consultant, a professional in charge of a certain poverty program made this comment in a special report: "The specialist provided training in family relations for the professional

staff, and definite gaps were filled in the training of aides and sub-professionals..."

4. Extension workers have also served as interpreters of research with groups such as yours in pointing up implications for developing programs. When the "war on poverty" began, lawmakers, university professors, and people in many public and private agencies on all levels generally agreed that neither research nor education on their present basis was adequate enough to effectively serve the underprivileged. Both were viewed as being in dire need of expansion. Here, I want to emphasize the importance of research. Did you know that many of our efforts have been wasted unknowingly simply because of the absence of research which could point up the direction in which we should have been moving in our various programs and endeavors? There has been too much guess work. The whole foundation for an educational program of any sort should be research - not what you or I think it should be, but based on sound factual information whether we like it or not. We know that research has played an essential role in bringing about progress ⁱⁿ agricultural ^{more than} production. For example, a farmer today can feed ²⁵ plus his family as compared to only 5 some years back. Research was behind this great phenomenon.

Even though there was limited research on the disadvantaged when the "war on poverty" began, quite a bit has been done in the past few years. Fortunately the North Carolina Agricultural Extension Service recognized such a need long before President Johnson declared "war on poverty." Because of our concern in providing realistic programs for the different sectors of our clientele, the North Carolina Extension Service conducted

a major study of disadvantaged families early in the 60's and its findings have been widely circulated and used in many states. This particular study has been of tremendous value in helping us get to the grassroots' problems of these people. I am happy to say that our present long-term state-wide program calls for engaging in more problem-solving research. We think this is good because Extension workers are in unique position to show how broad research findings can be applied at the local level.

Since research and education are inseparably related, with one losing a good part of its effect without the other, I believe that one of the most valuable resources which the Extension Service could offer you might be that of sharing and interpreting the results of the research which we have that is directly related to the problems you are dealing with. You could benefit from these studies in planning your programs. The concept of making progress or advancement through research and its application has become much more dominant, and it provides for Innovation and incentive rather than compliance. Therefore, we must look to research in the performance of our roles and functions if we expect maximum results.

In summary, the resources of the North Carolina Agricultural Extension Service available to you are largely related to the specific roles which Extension personnel perform with groups such as yours. These roles include those of consultants, teachers, trainers, and interpreters. It is my sincere hope that the background which was presented in the beginning has been of some value in helping you to better understand and appreciate the resources indicated.

NORTH CAROLINA STATE UNIVERSITY

Provost Kelly
ms
AT RALEIGH
Negro College Graduates

OFFICE OF THE CHANCELLOR
Box 5067 ZIP 27607

29 March 1968

To: Administrative Council

Subject: Employment of Negro College Graduates

ms
HH
18
-

It has long been our expressed policy and desire for this campus that we would make every effort, genuinely and effectively, to open employment opportunities to qualified citizens of the Negro race without any discrimination whatever. This is the subject of this memorandum and my present earnest request to you.

The State Department of Personnel will be visiting college campuses including the predominantly Negro campuses within the next few days or weeks to recruit personnel for State Government. It is essential that the Department have from us a list of positions which are now open or which will likely become vacant in the normal course of events within the next six to twelve months for which college graduates would normally qualify. I am speaking of SPA personnel. The State is prepared to underwrite to a limited degree positions which are not now vacant but which will become vacant to permit the present offer of employment and which might even result in a temporary overstaffing pending turnover and/or allocation of new positions.

It is of the utmost importance, therefore, that each administrative unit on the campus (schools, departments, divisions, laboratories, etc.) take a careful inventory of the potential turnover or vacancies in the present or foreseeable next twelve months which are (a) SPA, and (b) attractive to college trained persons. These are to be certified through your channels to the Personnel Office on campus, addressed to Mr. James R. Swiger, Director of that office.

I wish to emphasize that no consideration of inconvenience or prejudice on the part of any member of this Administration, Faculty, or Staff is to enter in the slightest degree in your certifying the availability of these potential positions. Not only will preference be given to Negro appointees, but in the present case the advance underwriting of these positions will be confined to Negro personnel.

It is my hope that we will be able to certify with confidence somewhere between ten and twenty positions to the State Department of Personnel and therefore give them an opportunity to recruit from the Negro college population promptly. I am sure I do not have to underscore further the importance of our position and action on this front. I am fully confident, too, that the extra effort, even compensatory effort, we make in this regard will bless the University. Please try to make your certifications by April 10.

John T. Caldwell
John T. Caldwell, Chancellor

Sent to Mr. Swiger

Technician

Volume LII, Number 43

Friday, January 14, 1972

Student Affairs responds to blacks

A progress report was released today by the Division of Student Affairs to all black students at State in response to a charge by the Society of Afro-American Culture (SAAC) of unfair practices and discrimination at the University.

Since October, Dean of Student Development and Residence Life Bill Weston and other administration

officials have investigated the charges and demands by the black students. The latest report attempts to clarify points and detail significant progress to which a Nov. 22 letter from SAAC spoke.

The four-page report covered five areas: employment, admissions, black representation on committees, aca-

demics and residence hall custodial load.

Employment was divided into two categories, student and University personnel. Two black students have been hired by the Students Supply Store, the report noted, and one student, who impressed an SSS interviewer, could not be contacted about a job.

Mrs. Bessie, a black, has transferred from the State Personnel Department as a personnel interviewer with the Division of Personnel Services, replacing Mrs. Delores Riddick, a black, who resigned Dec. 15.

Student Affairs announced in the report that Miss Patricia Harris, a black, has accepted a position with the division, pending final University approval, and plans to begin work Feb. 21.

The report noted that emphasis will be placed on admissions until the number of black students at the University increases to allow for a full-time black professional to work in career planning.

(See 'Black's desire,' Page 4)

New admission standards

Policy changed

Based on results of a black validity study, a new policy affecting admission of disadvantaged students has been approved by Chancellor John T. Caldwell for immediate implementation.

The policy was included in a four-page progress report released to all black students at State from the Division of Student Affairs today.

A study to determine the validity of SAT scores and high school rank in predicting the scholastic performance of black students at State has been completed and the results were considered by the Admissions Committee and Chancellor Caldwell.

An explanation of the results is available from Dr. Thomas Stafford, Director of Student Affairs Research.

Admissions Policy

The following admissions policy was implemented:

"The Admissions Committee will review applicants who predict something less than 1.6 on the current University formula and will admit those who appear to have come from disadvantaged backgrounds and who present evidence not now included in the formula which shows potential for

academic success at State.

"This evidence would include such items as significant academic improvement in the junior-senior years of high school, strong recommendations from high school professional personnel and/or other agencies working with disadvantaged grounds and post-high school work performance and learning, civilian or military."

GPA of 1.6 Needed

Applicants whose Predicted Grade Average (PGA) on the University formula is 1.6 or greater will not be held to the 800 minimum SAT score for admissions purposes, the report said. This policy was implemented on a trial basis for students entering in the fall of 1970 and will continue to be implemented on an indefinite basis.

A program similar to State's is in its second year at UNC-Chapel Hill for admitting disadvantaged students, the report pointed out.

"In the Chapel Hill program, 41 white and 94 black students were offered admissions and of these, 12 white and 30 black students actually enrolled. After the first year, their academic performance was as high as regularly admitted students."

Student grade records distribution considered

Editor's Note: This is the second in a series on the A, B, C, no-credit grading system proposed by the Faculty Senate Academic Policy Committee for use at State. The first appeared on Wednesday.

Today's report deals with the section of the recommendations concerning general student records and their availability to persons outside the University, in particular the recording of "no-credits" on official University transcripts.

by Hilton Smith
Associate Editor

"We were mainly concerned with the educational desirability of grades and not overly concerned with their alleged usefulness to administrators, graduate schools or employers. Still, the University obviously did not wish to harm legitimate career aspirations of its students—to the contrary, we must meet those needs."

This was one of the big questions the Faculty Senate Academic Policy Committee had to contend with in formulating their proposal for major changes in State's current grading system. They made this clear in their final report.

The entire grading proposal of the

Committee has been released in order to receive reaction from the University community before it is presented to the full Faculty Senate and to the administration.

Aid at Graduation

"Where would we draw the line if there were real conflicts among our intentions to create a better system of grading achievement, to decrease student anxiety over failure, and our desire to aid our students at graduation. This question was omnipresent whenever such things as the placing of 'F's' or 'no-credits' on the official transcript were discussed," stated the report on the Committee's deliberations.

The final decision of the Committee was to leave the "no-credits" as well as the grade point average off the official transcript. However the student would have the option of releasing his academic record, including a record of "no-credits," with his written permission.

"We believe this to be in keeping with the spirit of the reform proposal and will be quite satisfactory to prospective employers and graduate schools," stated the Committee.

(See 'Transcripts,' Page 4)

Chancellor reverses stand on senate plan

by John Hester
Staff Writer

In a move reversing his previous stand, Chancellor John T. Caldwell stated that he no longer believes a unicameral, university wide senate could function as a proper governing body for this campus.

In a letter sent Dec. 13 to the University Governance Commission members, Caldwell wrote, "I have allowed myself several times to refer to the Senate Council of the University of Arkansas as a kind of model with which I was familiar. I have now concluded in my thinking that this model is not a sound one at all for our present needs at N.C. State University. So I am now dismissing that model from my mind."

The proposed councils would include academic, community services, personnel, student life, extension and public service, athletics and ways and means councils. Every area of campus activity would be under a particular council. Council memberships would be divided between faculty, staff, students and administrators.



Buying books is one of the major expenditures encountered by students this time of year. One major difference this Spring is the existence of two stores from which to make selections. (photo by Cain)



THEY USED TO BE A NICKEL, then it was six cents, and later went to a dime, leaving nothing over for a candy bar or penny bubble-gum. Fifteen cents was soon to follow, leaving just enough for nabs, but today its 20 cents or you do without. (photo by Cain)

Canned drink prices raised due to costs

by Hilton Smith
Associate Editor

Residence hall students had a big surprise waiting for them when they got back from vacation, and it wasn't a late Christmas present.

The canned soft drinks in the campus' numerous vending machines were increased in price from 15 cents to 20 cents over the Christmas break.

According to Student Supply Store Manager Mark H. Wheless, whose organization contracts for all campus vending, the price was increased by the Capital Vending Company.

Capital Vending is the retailer of the canned vending products and is the owner of the machines.

"This was their decision and not the University's. The University could only make the decision of keeping the machines at 20 cents or requesting their removal," stated Wheless.

He explained that at the selling price of 20 cents, the retail selling price of a case of soft drinks is \$4.80. After the company deducts the wholesale cost, sales tax and expenses of furnishing equipment, servicing and collections, the University receives 90 cents out of every case.

At the 15 cent price the cost per case was \$3.60 and the University received a 50 cent cut.

"In most educational institutions the 20 cent price took effect in 1970. We tried to hold it off here as long as we could. The price change was supposed to be effective in this campus on August 16, 1971. Then the President spoke that Sunday night and froze wages and prices," he said.

Capital Vending waited until it

could raise the prices under the federal Phase II price and wage guidelines.

"We checked to be sure we were in compliance before we raised the prices. This comes within the 2.5 per cent overall raise on our volume that is permitted under Phase II," state Luke Allen, a representative from Capital Coca-Cola Bottling Company which is the parent company of Capital Vending.

"We couldn't survive at 15 cents. Then we would have to go to bottles. Costs have risen sharply. Everything west of Raleigh is already 20 cents."

Wheless explained there had been several attempts to avoid the price rise.

"The Capital Vending Company would not permit the machines to remain on campus even if the University had forgone the 50 cents because they said that the \$3.60 a case would not pay for the machines," stated Wheless.

Asked if there were contemplated moves to raise any other snack items, Wheless had a feeling that some attempt might be made to raise snack bar sandwich prices.

Sandwich Price Rise?

"I would not say that there has been anything else, but there is a sense that there is something in the making here. I have a feeling there is something in the works."

According to Wheless sales of sandwiches have continued to decline since ARA Slater took over the operation almost two years ago. ARA, at present, is known not to be making a consistent profit on the operation.

(See 'Prices,' Page 4)

Athletics commission fumbles ball

In a December 14 address to the Faculty Senate, Chancellor John T. Caldwell noted that an Athletics Council exists at N.C. State for maintaining control and oversight of its athletic program.

In the November Chancellor's Liaison Committee meeting, Student Body President Gus Gusler raised questions about the relevancy and ever-increasing cost of intercollegiate athletics, the use of Supply Store profits for athletic grants-in-aid, and special parking privileges for large Wolfpack Club contributors. Caldwell replied that the Athletic Council assumes the existence of an athletic program and has the responsibility of making the program as successful as possible and that he "felt it out of kilter" to expect the Council to undertake an objective study of the role. That makes sense.

So, Gusler appointed, and rather sensibly—with the Student Senate's endorsement—an Athletics Commission to study the role of intercollegiate athletics.

But Caldwell isn't exactly certain of what his or the faculty relationship to this newly-formed commission ought to be.

The relationship of Caldwell *et al* ought to be that the Commission has an extremely viable, pertinent and important mission: to determine of what importance athletics is to the University, in relation to other facets of University life, which by the way, are also increasing in cost. And since the Council is incapable of doing an objective study of its own role, it only stands to reason the Commission is the only answer.

But since the Chancellor is hesitant to commit himself to a study commission

on athletics, faculty support for the idea has been anything but overwhelming. Since its formation over two months ago, only three faculty members of numerous ones appointed have volunteered their services. Members of the Athletic Department—who, it would appear, would be more than ideal representatives for inclusion on such a research and evaluation body, have declined every invitation. Granted they would be inclined to be less than completely objective representatives of the body directly affected by any study but they should by all means be included.

The faculty and members of the Athletic Department themselves are not

solely to blame. The students have also dropped the ball. In two-and-a-half months, they should have quickly realized support from the faculty quadrant of the community was not forthcoming and taken corrective action: including more students, less faculty.

Also, the commission has yet to meet. A list of objectives, a timetable or a formal charge has yet to be printed. With the expectant date of mid-March, the Commission is far in arrears in its research and study. Evaluation under the circumstances, especially a creditable, objective evaluation is going to be extremely difficult.

EDITORIALS

A paper that is entirely the product of the student body becomes at once the official organ through which the thoughts, the activity, and in fact the very life of the campus, is registered. It is the mouthpiece through which the students themselves talk. College life without its journal is blank. Technician, vol. 1, no. 1, February 1, 1920.

Amnesty now

One of the most tragic consequences of the extension of the Vietnam War is the continual alienation of a large portion of the population from the rest of society. The alienated are the draft dodgers and deserters who have fled to Canada, Sweden and elsewhere rather than fight in Southeast Asia.

Given the alternatives to a young man who faced the prospect of fighting in a war he considered morally wrong, or to a soldier who also discovered he was participating in the mass murder of a culture, the choice was not a bad one. One could participate in the mass murder, go to jail or flee the country. As many as 75,000 are believed to have taken the later choice.

Now that public sentiment is shifting to the side of the exiles, i.e., that the war is wrong, a problem arises as to what to do with those who first had the courage to say that the United States was making a mistake. Amnesty for the dodgers, the deserters and those in jail sounds appealing, but administering it would set off another set of problems. The most serious is that of equity: is it fair to those who did fight and sometimes die or become maimed for life, for those who refused to go to get off free?

Ohio Senator Robert Taft, an otherwise conservative Republican, has come up with possibly the best solution to date. Sen. Taft has offered a bill proposing amnesty for the exiles provided they agree to perform three years of public service, such as hospital work, the Peace Corps or VISTA. Some, among them Presidential candidate George McGovern, have expressed favor for unconditional amnesty.

In any event, we cannot just forget about the exiles and hope they do not ever bother us. They are real people, real problems, and they will not just fade away. Sen. Taft's proposal is worthy of consideration, for it may be the fairest way to deal with the dodgers and deserters, provided they do want to come back to the United States. Unfortunately, many of them do not want to come back, which must say something to the tender "love it or leave it" attitude of establishment America. According to a recent *Newsweek* report, many Canadian

dwellers would stay there rather than come back to a country which refuses to admit a mistake or make any changes.

Realizing that Vietnam was a mistake and then doing something about it is the ultimate solution. The current administration has refused to do that thus far, as the presence of U.S. troops in Indochina and the continued bombings there indicate. Only after we admit to our mistakes can we begin to change our course. And our outcast portion of society will remain estranged until we do just that.

Action needed quickly

Will parking problem be solved?

The campus transit system the University Parking and Traffic Committee recommended Monday may be a sign the Committee is finally coming to grips with its responsibilities.

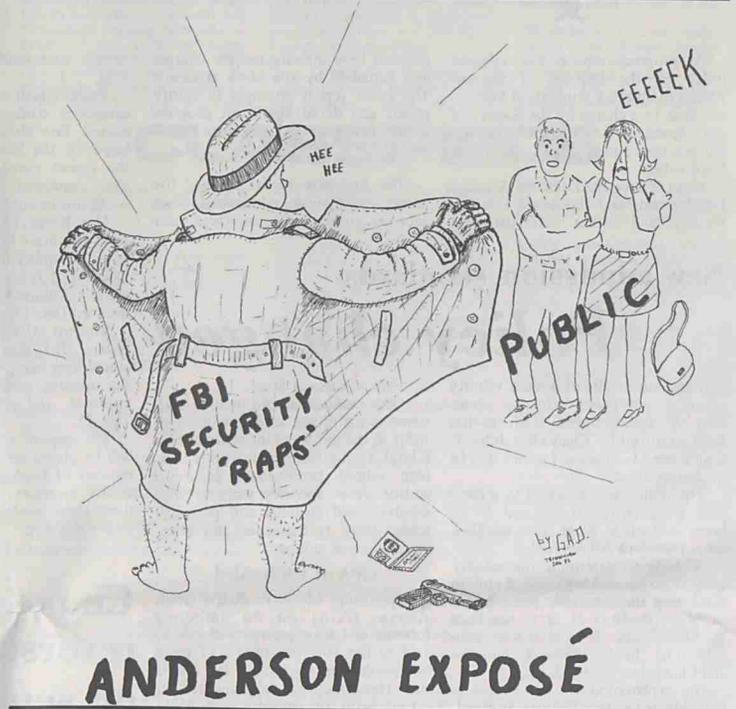
While the parking situation here has gradually worsened over the past several years, the Committee has shown little indication of solving it.

In the fall of 1965 the group, then composed of five students and 10 faculty members, raised auto registration fees 75 per cent and hired a national consultant for about \$15,000. The alternatives the Committee was considering at that time included parking areas away from campus but within a reasonable walking distance; facilities within the physical plant such as parking decks; and allocation of every on-campus space based on priority.

The report of the national consultant, Harland Bartholomew and Associates of Memphis, arrived in March of 1967 and recommended three levels of parking and included a series of decks. The total cost of all phases was projected at \$16.5 million and projections of needs were made to a 20,000 student enrollment.

The Parking and Traffic Committee took the report, considered it and set it aside for all intents and purposes. Meanwhile, the parking and traffic situation became worse and there was a call for action from students and faculty.

Partly because of the Committee's inaction and its reluctance to make any major decisions a new campus parking commission was formed by Chancellor John T. Caldwell. Dubbed the Parking Facilities Commission, this group went over the ground covered by Bartholomew and



Associates as well as trying to relate the results to the campus and the funds available for parking expansion.

The resulting recommendations including higher fees to pay for North Campus traffic control gates and several parking decks and a bus system from Fraternity Court and McKimmon Village and prohibiting cars from those areas from coming on the main campus.

As the result of Parking and Traffic Committee action—with Chancellor Caldwell's approval—the revised fee structure and the parking gates were implemented...and everyone waited for the first parking deck. This attitude was encouraged—even by the Chancellor.

Pedestrian Campus Sought

"The above actions are the first fresh steps toward implementing plans for greater adequacy, certainty, and convenience for both current and future parking. I look forward to the day when convenient peripheral parking decks can permit us to enjoy a pedestrian campus completely free of automobiles," he stated on August 19, 1969.

The first deck never came and before the next two years were out the Parking and Traffic Committee announced \$25,000 for yet another outside study—this time by Wilbur Smith and Associates. Their study was completed at the end of the summer. Their recommendations included parking decks and a transit system in two different plans.

This past semester the Committee struggled with the recommendations, most of the time in weekly meetings. Nevertheless, action has been slow in coming, and if related back to 1966, it

could be called dismal.

Only Monday did the Committee come out with an adequate recommendation on a transit system which they feel the Chancellor will accept. This can and should be only a temporary solution and the Committee now must grapple with the larger question of parking decks for the State campus. An authorization to build a deck, with borrowed funds, is available until December of next year.

Whatever the Committee decides, it should decide it quickly. They have wasted enough time.

Technician

Editor Richard Curtis
Associate Editor Hilton Smith
Senior Editor George Panton
Consulting Editor Jack Cozort
Managing Editor Henry White
Production Manager Fritz Herman
News Editor Cash Roberts
Sports Editor John Walston
Features Editor Sewall Hoff
Photo Editor Allen Cain
Advertising Manager Jimmy Wright
Circulation Manager Joe Harris

Founded February 1, 1920, with M.F. Trice as the first editor, the *Technician* is published Monday, Wednesday and Friday by the students of North Carolina State University except during holidays and exam periods. The opinions expressed do not necessarily represent the views of the University of the student body.

Represented by National Advertising Service, Inc., agent for national advertising, with offices located in the basement of the King Building, Yarbrough Drive, Campus and mailing address at P.O. Box 5698, Raleigh, N.C. 27607 the *Technician* pays Second Class Postage at Raleigh, North Carolina 27601. Subscriptions are \$5.00 per academic semester. Printed at the North Carolina University Print Shop, Raleigh, North Carolina.

LETTERS

The *Technician* welcomes reader comment on public affairs. Letters must be typewritten, triple-spaced, signed, and include the author's complete address, telephone number, class and major. Letters may not exceed 300 words in length; all are subject to condensation. Generally, only one letter each month will be published from the same writer. Neither libelous statements nor those which go beyond the bounds of simple good taste will be published.

Demands, demands

To the Editor:

Regarding your article on minority student demands, I learnt recently that an English student also has demands.

He demands that all classes in English language, literature and history should be taught by Englishmen (or women) of whom there are at least three on the faculty—in the departments of Mathematics, Chemical Engineering and Nuclear Engineering.

Further, to be fair, he demands that any course in European language, literature or history should be taught by the respective nationals. He appreciates that some difficulty may arise over "dead" countries. In the event that the Soviet language, literature or history is dealt with, it may be necessary to request President Nixon to guarantee the issuance of the necessary visas.

Being in even more of a minority than are the black people here, this student feels that his demands are of more importance and he demands their implementation immediately.

R.F. Saxe
Professor, Nuclear Engineering

Basic economics

To the Editor:

In George Orwell's *1984*, the government's propaganda machine goes around chanting such anti-concepts as "war is peace" and "freedom is slavery." The object is to get people to accept war and slavery as a way of life. (How can they prefer peace and freedom if they don't realize there is a difference between war and peace and between freedom and slavery?)

Although *1984* is fiction, the anti-concepts of "war is peace" and "freedom is slavery" are quite widespread. The Conservatives' insistence on turning the USA into a garrison state is based

on the belief that "war is peace." Similarly, the liberals' desire to turn the USA into a socialist paradise is based on the belief that "freedom is slavery."

Another, perhaps less obvious, anti-concept is that of "consumers' rights." This anti-concept boldly asserts that people have rights that derive directly from their status as consumers, without regard to their status as producers. That is, it asserts that a person has a "right" to consume without producing.

This assertion quickly leads to absurdity since it is impossible for everyone to consume without producing. In fact, it is impossible for even one person to consume without someone producing. This is a basic fact of life that advocates of "consumer rights" conveniently ignore.

Why is the anti-concept of "consumers' rights" being pushed so hard then? The answer is simple: To destroy the legitimate concept of "producers' rights." To destroy the idea that a person has a right to the fruits of his labor—that a person has a right to exist for himself.

Once it has been established that a person has no right to exist for himself, the next step is to then assert that he exists for the state (or "God"). Totalitarianism then follows.

Micheal Stadelmaier
Grad., Math

Police farce

To the Editor:

Your most recent article dealing with Campus Security seems only to reinforce my image of them as a happy-go-lucky bunch of middle-age men. They are not a police force, they are not a security force, perhaps at best they are only a tool of the Parking and Traffic Committee to insure adequate funding of that organization.

I would be ill-founded if I did not provide evidence to support my claim to their inefficiency. In Gardner Hall, the biology lab was broken into and several aquariums and other pieces of lab apparatus were stolen. Agents of the Security Force made their appearance, filled out their forms in triplicate and end of investigation. In Dabney Hall this year calculators, typewriters—even sound equipment—have been stolen and yet other than the form filling procedure nothing has been

done. These thefts cost me money. The equipment stolen must be replaced either with state funds or University money. Either way students lose—from taxes or student fees.

However, perhaps I have been overly critical, after all the Campus Security Force has accomplished some things.

They have one full-time officer to patrol the parking lots. I would like to say he protects cars from "rip-off" artists but after the rash of robberies involving tape players, batteries and spare tires in McKimmon Village I cannot. Alas—no, he gives parking tickets and has enough time to watch stop signs in the Village from his camouflaged position on the experimental farm. With this increased effort to safeguard students I have forgotten the Force's newest tool. Apparently, the \$1.00 parking fine

isn't enough so the boys have gone to bigger and better things. So now as you roar around campus beware of the "man" and his new toy "radar."

All joking aside either the Campus Security Force should be renamed the N.C. State University Highway Patrol or they should be reminded hopefully what their mission is. Their ineptness in crime prevention or reduction should cause a redirection in priorities but it seems the lucrative business of traffic violations holds sway. Perhaps one day someone will realize that the profit made on tickets doesn't go to cover the losses in equipment and teacher time.

W. Ed Whitaker
Jr., NRRM

UPBEAT

with LeRoy Doggett

Peter Wolf will give a harpsichord recital this Sunday in the Union ballroom at 8 p.m.

Wolf has entitled this program "Polyglot Bach." We usually think of Bach as the epitome of eighteenth century German music. What then is polyglot about Bach?

Bach inherited a strong tradition of German music. This tradition was typified by the hymns of the Protestant Church and a style of organ music that combined virtuosity and rigorous counterpoint. (We may define counterpoint as the art of playing two or more melodies simultaneously—and making it sound good.)

There were other traditions prevalent at this time, however. In Italy, a style of music developed that emphasized expressive melody and dramatic contrast. From this tradition arose the sonata, concerto, oratorio and opera.

Meanwhile, the French court of Louis XIII and Louis XIV fostered elegant dance music. Composers formed collections of dance pieces (minuet, courante, gigue, etc.) to create dance suites. Melodies were profusely ornamented, and rhythms were often very complex.

The national styles were quite dissimilar. An Italian musician, for example, by training and temperament, might have been quite lost trying

to play French music.

German composers, on the other hand, were very interested in the French and Italian styles. Many Germans traveled to Italy and France to study music, and foreign musicians were induced to work in Germany.

Though Bach never left Germany, he intensively studied the music of the Italian and French masters. He absorbed the foreign styles into his own musical vocabulary. Thus when Bach wrote in the French or Italian manner, the result was not a cheap, Leipzig imitation of Couperin or Corelli. The music was the real stuff—and pure Johann Sebastian Bach.

In this recital, Wolf will perform the French Overture, BWV 831; the Toccata in F-sharp Minor, BWV 910; the Toccata in D Major, BWV 912; and the Italian Concerto, BWV 971. ("BWV," or "S" stands for "Bach Werke Verzeichnis"—the catalogue of Bach's music compiled by Wolfgang Schmieder). To see how these pieces fit into the scheme, come to the concert and read Wolf's enlightened program notes.

This recital will be free to the public, and should be worth far more than the price of admission. Is there any better way to end Superbowl Sunday?

BY GEORGE PANTON

30—State wins one from Carolina

With all of the talk about the cost of a college education, most students overlook one expensive item: the cost of books. The single hardbound text for a course has been replaced in many reading courses by series of paperbacks. By using paperbacks the professor is able to give new dimensions to courses which were once confined to a single book. Yet some professors have gone to the extreme in the number of texts used in their courses.

According to the Student Supply Store's

Course and Book List for the Fall, 1971 semester, MLR 303 (Russian Literature), with 19 paperback texts at a cost of \$29.85, had the largest number of texts last semester. All of these books may not have been required of all students, but the large number of required texts is indicative of the trend towards more books required.

An analysis of the Book list shows that most of the multiple text courses are to be found in the School of Liberal Arts. The very nature of

the Liberal Arts courses lends itself to multiple texts; however, even though paperbacks are considerably cheaper than hardbound texts, the price a student has to pay for his books can add up rapidly by the addition of several \$5 paperbacks. Professors should take into consideration the cost of the texts before requiring their students to buy large numbers of paperbacks. Five courses with \$25 in paperbacks and other texts would provide quite a financial burden on any student.

Sponsors of N.C. State basketball games must think State fans like their beer. While the radio broadcast was sponsored by one beer company, the telecast of the Duke game was sponsored by another brew. The game also had the distinction of being brought to TV fans by a hot dog chili. Television fans got to see the broadcaster smiling high above Reynolds Coliseum holding up a can of chili. Everett Case probably turned over in his grave.

Dr. Joe Mastro, one of the outstanding professors on campus, read to his PS391 class a letter from his department head. Written in the style of "Mission Impossible," the letter said that in the event of unfavorable editorials in the *Technician*, student unrest, or being drummed out of class, the department would disavow all knowledge of the course and Mastro. The letter also included a pill, purported to be cyanide, to be taken in class when all else failed and he was cornered. Right on.

At the college amateur contest at a local go-go club Wednesday night, one of the throng who paid \$2.50 to see the contest said it was "definitely amateur," as only one girl took the challenge to dance for \$100. State won the "battle of the boobs" as the Carolina participant refused to take the stage. At least in this intercollegiate sport the Wolfpack came through over Carolina.

DOC'S BAG

Address letters to Dr. Arnold Werner, Box 974, East Lansing, Mi. 48823

I can't seem to stop yawning. As soon as I complete one yawn, I feel the need to yawn again. There is no accompanying feeling of fatigue, and I generally get at least seven hours of sleep. What is most annoying are the yawns that I can't quite "complete." Is this a psychological problem or is it possible that my circulatory system is receiving an insufficient supply of oxygen? I do not smoke.

I had a great deal of difficulty answering your letter. Each time I would read it I would begin to yawn and eventually begin to be preoccupied with my own deep breathing. I then read your letter to several colleagues, and noticed that they began to yawn, became uninterested, and were of absolutely no help to me in unraveling your problem. The usual textbooks of medicine and physiology do not even discuss the topic. I can reassure you that yawning is not related to an insufficient supply of oxygen. Respiratory rhythm is primarily under neurologic control and the most dramatic changes are brought about by volitional efforts or are associated with exercise.

The phenomenon you describe is recognized by most people from personal experience. Exactly what produces the sensation that a yawn is "complete" is unclear, but the pleasant

sensation that occurs with full expansion of the chest is unmistakable. Respiratory rhythm and rate is quite influenced by emotional factors. Most likely, the inability to stop yawning with a sense of incomplete yawns is the result of some complex interaction between you, your environment, and your lungs. I suspect that the more attention you pay to it the more persistent it will be and it hardly seems worth all that fuss. As to what to do about it, cover your mouth.

My husband's penis has developed a skin irritation in the last couple of months. It is reddened and sore and every few days pieces of dry, flakey skin can be peeled off. First aid cream does not help much and I wonder what could cause this condition?

Do not panic; I have read of only one or two cases of a penis falling off. More than likely, a fungal infection or other type of skin disorder is present. I would advise against using first aid cream, but rather have your husband check with his regular physician or contact a dermatologist. Warm weather or too many clothes in cold weather can produce heavy perspiration which creates a fine environment for a variety of skin difficulties.

MOVIES

The Union Films Board opens its 1972 season with two war comedies. "The Best of Enemies" will be shown at 7 and 9 p.m. on Friday in the Union Theatre. With a completely different style of comedy, "Kelley's Heroes" will be shown in Nelson Auditorium at 7 and 9:30 p.m. on Saturday and Sunday nights.

"The Best of Enemies," starring David Niven, is a witty, exciting film with a new approach in off-beat war comedy. Niven plays a very proper Britisher: Alberto Sordi, a non-professional soldier, who commands an Italian patrol. Meticulous and every inch the British officer even in the extremely trying circumstances of desert warfare, Niven is contemptuous of the informal, slovenly but resourceful Italian citizen soldier.

Niven and Sordi are cut off from their headquarters and lost in the desert. Each in turn become the prisoner of the other as the fortunes of war change. But along with the changing face of the war, the two men slowly develop a

respect and liking for each other and become "The Best of Enemies."

"Kelley's Heroes" is a fast-paced war film starring Clint Eastwood, Telly Savalas, Don Rickles and Donald Sutherland. Proving in a fantasy-tinged film that war can be fun, casual slow-talking Eastwood and tough sergeant Savalas lead a group of U.S. soldiers 30 miles behind enemy lines. Their aim is to rob a gold bullion bank. En route they kill off a fantastic number of Germans—suffering very few casualties themselves—before they attempt the heist.

Sutherland is a renegade tank commander and Rickles is a fast-talking black market con-man with a biting tongue. The verbal jokes are barracks-type humor, the action rousing, the suspense well-built. Brian Hutton directed this all-male far-fetched adventure that aptly combines fun, exhilarating action and drama.

—Chuck Hardin

TONITE... SOUTHEASTERN RADIO'S



MONIGHT Sale

6-10 P.M.

WALL TO WALL
4-HOUR clearance

Save Big Every Minute • DISPLAY MODELS • TRADE-INS • NEW & USED • ONE-OF-A-KIND • ALL PRICED TO MOVE TONIGHT!

All Merchandise Sale-Tagged

60-MIN. BLANK CASSETTES **57¢**
No Limit

NORELCO Portable CASSETTE TAPE RECORDER
Regularly \$54.95
AC & Battery **\$29.88**

1 Only Trade-In
SCOTT
65-Watt FM-STEREO RECEIVER
Model 340-B
Orig. \$349.95 **\$159**

30 Ft. TELEPHONE EXTENSION CORDS
Ready to use!
\$7.50

FM • AM • FM-STEREO • 8-TRACK TAPE SYSTEM
Includes 2 Matching Speakers
Was \$109.95 **\$79.95**

\$2.95-\$10.00 List 8-Track and Cassette TAPE CADDIES
50% OFF

CAR STEREO
8-TRACK PLAYERS
Famous Name Compact
Were \$69.95
\$39

Shop Early for Best Selection!

Nationally Advertised "QUAD" 4-Channel 8-TRACK TAPE SYSTEM
With Four Matching Speakers \$279.95 List
Also Plays Present 8-Trk. Tapes
\$169.95

AM CASSETTE RADIO
Was \$6.95 **\$2.88**

AMPEX 275'3" Reel BLANK TAPE
Reg. 99¢ ea.
3 FOR \$1
Plastic Mailing Case

All New Ringing Extension TELEPHONES
Regularly \$27.95
\$19.95
White, Moss, Ebony

90-MIN. BLANK CASSETTES **77¢**

Reg. \$22.95 Nordmende STEREO/MONO HEADPHONES
With Volume Control
\$14.95

Save \$60! "QUAD" CAR TAPE PLAYER
Including 4 Speakers
Reg. \$189.90
\$129.90

STEREO RECEIVERS • "QUAD" CAR STEREO • TAPE RECORDERS MIKES • RECORD CHANGERS STEREOPHONES • SPEAKERS TAPE • KITS • WALKIE-TALKIES PHONO CARTRIDGES • MANY OTHERS

Newest Models of Famous **KOSS HEADPHONES**
Reg. \$60.00 PRO 4-AA Professional Stereophones **\$39.95**
Reg. \$34.95 KO-727B Wide Range Stereophones **19.95**
Reg. \$19.95 SP3X-C Stereophones **9.95**
Limited Stock

- JUST A FEW EXAMPLES:
- Reg. \$300.00 VOICE OF MUSIC 722 Stereo Tape Recorder (1 Only, Trade-In) **\$150**
 - Reg. \$59.95 PANASONIC 8-Track Stereo Tape Deck **\$49**
 - Reg. \$45.00 Pair CALRAD Volumetric 2-Way Speaker Systems **\$29**
 - Reg. \$79.95 SONY TC-222 3-Inch Reel Tape Recorder (1 Only, Trade-In) **\$25**
 - Reg. \$139.90 Pair HARMAN-KARDON Omnidirectional Speaker Systems (1 Pair Only) **\$49**
 - Reg. \$15.75 SHURE M3D (Diamond Stylus) Reconditioned Magnetic Stereo Cartridge **\$4.88**
 - Reg. \$79.95 GARRARD Model 210 Stereo Record Changer (1 Only, Trade-In) **\$10**
 - Reg. \$59.95 STANDARD FM-Stereo Car Radio Converters **\$49**
 - Reg. \$79.95 FAMOUS NAME 23-Channel CB Radio (2 Only, Trade-In) **\$35**
 - Reg. \$79.95 HAMMARLUND AM/FM/Marine/Weather Radio **\$36**
 - Reg. \$69.95 BRAND NAME 3-Watt, 6-Channel Walkie-Talkie (1 Only, Trade-In) **\$25**
 - Reg. \$359.95 AKAI M-8 Recorder w/Cross-Field Head (1 Only, Trade-In) **\$150**
 - Reg. \$79.95 MALLORY Crime Alert **\$49**
 - Reg. \$199.95 SANSUI QS-1 4-Channel Synthesizer-Decoder (1 Only) **\$140**
 - Reg. \$1.25 TDK Cassette Head Cleaner (Guar. not to harm heads) **85¢**
 - Reg. \$99.95 PANASONIC Stereo-FM Radio Headphones (1 Only) **\$75**
 - Reg. \$189.95 TELEX-VIKING 8-Track Record/Play Deck (6 Only) **\$96**
 - Reg. \$47.95 BOWMAN 3-Channel, 3-Sided Color Organ **\$29**
 - Reg. \$149.95 NORDMENDE FM/AM-FM-Stereo Receiver (5 Only) **\$89**
 - Reg. \$49.95 FAMOUS NAME AM/FM/SW Walnut Table Radio **\$32**
 - Reg. \$89.95 NORDMENDE 30-Watt IHF AM/FM-Stereo Receiver **\$64**
 - Reg. \$79.95 NORDMENDE FM/AM-FM-Stereo System w/spks **\$52**
 - Reg. \$500.00 Pair AR-3A 3-Way Speaker Systems, Oiled Walnut **\$390**
 - Reg. \$126.00 Pair AR-4 2-Way Speaker Systems, Oiled Walnut **\$110**

SALE TAGS ON ALL CHOICE BRAND NAME ELECTRONICS!
• TEAC • SENNHEISER • SONY • SANSUI • STANDARD • NORDMENDE • GARRARD • NORELCO • PANASONIC • AR • HARMAN-KARDON • WXL • BSR

SOUTHEASTERN RADIO ELECTRONICS
Over 30 Years in Electronics

Sorry, No Phone Orders This Sale! All Sales Final!
Off-Street Parking In Rear
414 HILLSBOROUGH ST.

Battle of boobs - a bust says wide-eyed observer

by Ted Vish
Staff Writer

While State's Wolfpack was chewing up the Duke Blue Devils Wednesday night, a similar "battle of the boobs" was taking place at Jack Korn's night club on Hillsborough Street.

A hundred dollars was offered to the college coed who could "do the best dance." "We don't have any rules," the MC instructed, "but the Raleigh vice squad does."

The club's regular dancers entertained the crowd until

10:30, when the amateur contest was scheduled to start. But it was 11 p.m. before the MC could persuade a girl to come up on stage.

"Try it, you'll like it," the MC offered. A young coed named Margaret was the first dancer. After three songs from JK's "billion dollar juke box," Margaret had unveiled her talents and battled her best.

The competition apparently felt outclassed after Margaret's performance, as no other girl could be persuaded to follow her act. The MC was going to

cancel the contest and carry the hundred dollars over to another contest for next Wednesday, but Margaret's good sportsmanship appealed to the crowd's higher sense of values, and everyone shouted until the MC agreed to give her the hundred dollars.

Fee pays for bus system

by Hilton Smith
Associate Editor

The University Parking and Traffic Committee voted five to three Monday to raise registration fees in order to provide the campus with a comprehensive transit system beginning next fall.

The recommendation to Chancellor John T. Caldwell also included a provision to require a compulsory \$10 transit fee from students, faculty and staff members who do not register their cars on campus.

Blacks desire full-time counselor

(continued from Page 1)

The report noted that emphasis will be placed on admissions until the number of black students at the University increases to allow for a full-time black professional to work in career planning.

The black students felt there should be a full-time counselor for both admissions and career placement, but the report stated "at present the administration believes that one full-time black counselor can work effectively in both Department of Admissions and the Department of Career Planning and Placement."

On Dec. 17, Liberal Arts Dean Robert O. Tilman, Dean Weston and two black students visited UNC-Charlotte and were "favorably impressed with the progress being made in the area of black studies." Dean Tilman plans to pursue many of the ideas gained from the visit, the report said.

Tilman agreed, the report continued, that his office would be flexible in approving students' requests for inter-institutional courses at Shaw University and St. Augustine's College.

A sub-committee, which had done preliminary work, presented routes, headways, and stops to the Committee. These were approved.

The revised fee structure which was passed by the Committee included raising student decals on South Campus from \$25 to \$35, North Campus decals from \$40 to \$50 and South Campus staff decals from \$25 to \$40.

Student Affairs felt a request for "30 per cent voting power" on 20 University committees and boards is unreasonable in that "University programs are not aimed at either black or white students but at all students and the community."

A complaints procedure for any custodian who encounters a trash or debris problem above the normal custodian responsibility was outlined in the report.

A memorandum has also been sent to the housing staff, the report said, requesting their assistance in solving problems of excessive trash.

The Committee felt that a graduated fee scale according to convenience should be implemented so they raised South Campus staff parking to \$40.

Using the same principle a new category was created to include the distant locations of the West Lot, Fraternity Court, McKimmon Village, and the unpaved portion of the Sullivan Lot. Registration cost here was reduced to \$20.

Transcripts discussed

(continued from Page 1)

"At the same time the University ought not, indeed probably cannot, fail to report to anyone, to whom the student desires to designate, a complete academic record which would include a record of all courses attempted."

In its report the Committee gave several examples of the opinions expressed during its deliberations on the issue.

and available to all persons entitled to see the transcript of a student's university record," stated one committee member.

He continued that leaving "no-credits" off would lessen the worth of the document and diminish the benefit of listing items with a positive connotation.

"I favor a complete record policy for transcripts and believe that 'no-credit' enrollments should be recorded

Nevertheless, the Committee did come to an agreement and Chairman John M. Riddle said the members are satisfied with the decision here as well as with the proposal.

Price hike lawful

(continued from Page 1)

"Milkshakes have been on the borderline. We don't know exactly what we are going to do here," he said.

In general Wheelless declared that the Student Supply Store has tried to comply 100 per cent with the federal wage-price guidelines. Under the guidelines prices are only allowed to rise to a specified level.

government order as being a help to control prices. With information signs in each facility we are also including base price lists that are readily available. We list the top 40 items in each department," he explained.

"We have had some questions come up and I would say that every question that has come up has been satisfactorily answered."

The transit system, if implemented, would include all campus areas. One bus route would follow Avert Ferry Road from Fraternity Court and then come back to the campus and make several stops on the campus perimeters.

The other route would come from McKimmon Village, the West lot and then stop at several locations around campus. Neither route would include busses traveling through the interior of the North Campus. Both would utilize Hillsborough Street.

Buses would travel at 10 to 15 minute intervals. About six to eight busses would be initially required.

Because the transit fee would be prepaid, anyone from the University community would be able to ride just by getting on the bus. No tokens or passes would be required.

Brothers of the *Eta Omicron* chapter of
Alpha Phi Alpha wish you to remember
the birthday of brother
Martin Luther King
Saturday, January 15.

Will study female discrimination

'Problems of Women' course offered

by Julie Harding
Staff Writer

Has the woman in your life been discriminated against recently? A new course, *Problems in Women*, will be offered by the Psychology department for the spring semester.

Dr. Joan Joesting, one of only a few women psychologists in the South, will teach the course which begins January 12 and will continue to meet each Wednesday from 4-7 p.m. With this schedule more outside speakers, such as high school counselors, will be available.

In outlining the motives of the course, Dr. Joesting commented, "We're trying to help the students get a more realistic view of the sexes. We'll take up women's studies, women's problems, the elimination of stereotyped sex roles, and what school does to cause discrimination among the young people."

"Then we'll go into marriage, abortion, and motherhood—to be or not to be, one should have the right to decide."

"I'm trying to make the course creative," Dr. Joesting continued. "Provided they come, there will be a variety of audio-visual aids such as films, slides, and tapes from famous feminists. We plan to have sev-

eral lectures throughout the semester including some 'Women's Libbers' from Chapel Hill."

Stylishly dressed in a blue tweed suit, Dr. Joesting emphasized, "I am not a militant," in casting aside the image of the barefoot and bell-bottomed feminist. "I'm currently not even in Women's Lib," she added. "I believe in equality for all."

"I think more women should go into the traditionally male fields such as engineering, medicine, law, forestry, and college teaching. An intelligent woman would make just as good an engineer as an intelligent man. The only four jobs that a woman can take without being subject to much discussion are those of secretary, nurse, teacher, and dental hygienist."

"I don't know what causes discrimination on campus unless it's a carry-over from the high schools. But sexual discrimination definitely exists, or we'd have female administrators and male secretaries."

Dr. Joesting stated that she had experienced no discrimination before applying for her Ph.D. "It's alright for a woman to get a B.A. or M.A. It's alright for a woman to become a public instructor. At the University of Georgia I was even

told I had to be twice as good as a man in order to complete my requirements for a degree."

After facing such discrimination in her chosen field of study, Dr. Joesting became active in the women's movement. "This was only after I saw the inequality and unfairness that I had been through."

"But young women must realize that they're second class citizens; the older women do. Wherever there's good pay, you'll find male dominance in the profession. Employers always say that not enough qualified women apply for the jobs. But you know," Dr.

Joesting slyly grinned, "they never can quite define 'qualified.'"

Dr. Joesting also holds strong views on women in politics. "A female politician can understand the problems which all women face. I think more women should be encouraged to run for public office. They think, 'Who would vote for a woman?' But the figures show that there are more women than men registered to vote. We're just a majority treated as a minority."

Dr. Joesting summed up her ideas on domestic life by saying, "Motherhood is wonder-

ful, but I don't think being a mother is the basic happiness of women. A married man has everything done for him. The stereotype role of woman has her pictured washing clothes or as a sex object."

"I promise not to discriminate against males in grading. There's no excuse for discrimination in grading. And even though I'm a Southern lady, I don't mind Northerners who hate the South. After all, they're paying out of state tuition," Dr. Joesting said with a gleam in her eye.

Problems in Women, which carries three hours of credit,

will be conducted according to the contract grading system. Dr. Joesting pointed out that paperbacks will be used in teaching the course, one of which is *Voices from Women's Liberation* which is currently being used in a group of studies at UNC-CH.

This may be the last opportunity for students to take this course because Dr. Joesting's contract will end this spring. The psychologist commented, "I heard about the job at NCSU through a friend, so I applied. I was then offered the job. But now they tell me I'm not needed any more."

Unlimited Seconds
BREAKFAST - \$1.85 LUNCH - \$1.25 DINNER - \$1.65

SATURDAY - Jan. 15 Lunch Cheeseburger on Bun French Toast and Bacon Roast Pork with Dressing and Gravy	SUNDAY - Jan. 16 Lunch Southern Fried Chicken Baked Fish Fillet Meat Loaf
Dinner Veal Cutlet Esc. Beef, Macaroni and Tomatoes Roast Canadian Bacon	Dinner Barbeque on Bun Turkey Sandwich Pork Choppette

Harris Dining Club

**SAVE 30 - 50 %
ON DIAMONDS**

Come Up To The 5th Floor
TO
Benjamin Jewelers

505 BB&T BLDG. 834-4329
333 Fayetteville St.

SPECIAL LOW RATES TO STUDENTS



SUMMER JOBS
CAMP TRITON ON LAKE GASTON, N.C. NEEDS MEN AND WOMEN COUNSELORS. UNUSUAL OPPORTUNITY TO HELP A NEW CAMP (1969) DEVELOP ITS IDEALS AND TRADITIONS. WE EMPHASIZE SAILING, SWIMMING, HORSEBACK RIDING AND OVERNIGHT CAMPING. CONTACT: Paul Welles 3227 Birnamwood Rd. Raleigh, N.C. 27607 Telephone 787-4063

King Size Set only 39⁰⁰

Includes mattress, insulating pad, algacide.

King frame set sale 22⁵⁰
(WITH PURCHASE OF MATTRESS SET)

N.C. Waterbeds Park Ave. 833-2339
THREE BLOCKS SOUTH OF PANCAKE HOUSE

SPACED OUT PRICES

BUDGET

TAPES & RECORDS

ALBUMS \$2.99 ALL LABELS
REG. 4.98 Where law doesn't prohibit

TAPES 8-Track & Cassette \$4.99
REG. 6.98 Where law doesn't prohibit

SPECIALS ALL WEEK EVERY WEEK

CONSTANT EVERYDAY PRICES

SPECIALIZING IN HEAVY ROCK

OPEN ... NOON to NINE

SPECIAL FOR THE WEEK BEGINNING
January 17 thru January 22

All our regularly priced 2⁹⁹ albums will be 2⁶⁹
All our regularly priced 3⁹⁹ albums will be 3⁶⁹
and
All our regularly priced 4⁹⁹ 8 track tapes will be 4⁶⁹

2904 HILLSBOROUGH STREET



State defenders tie up Duke's Gary Melchioni (25) as the Wolfpack downed the Blue Devils, 85-58. The Pack's unique 1-3-1 zone baffled the visiting Blue Devils. (photo by Dunning)

Wolfpack wins

As Sloan's 'mystery' defense baffles Blue Devils, 85-58

by John Walston
Sports Editor

State basketball coach Norman Sloan termed it a "mystery," but whatever made the Pack's 1-3-1 zone defense work completely baffled the Duke Blue Devils as State obliterated the visiting forces, 85-58, in Reynolds Coliseum Wednesday night.

Sloan, bubbling with exuberance over his Wolfpack's performance, had plenty of praise for the newly implemented defense.

"Our defense was finally something we could get excited

about," he commented. "And again, I think everyone will agree Tommy (Burluson) is doing great."

Duke never solved Sloan's "mystery" defense and the head Pack mentor declined to divulge its successful secret. "We've been running it (the 1-3-1 zone) in practice, but we were not satisfied with it," he said. "Then somebody told us something about it..." and when the Wolfpack put it in—it worked.

"Other coaches always seem to have something special that they won't reveal. This is the first time it's ever happened to me, and it is a good feeling."

"I'm sure we'll run into trouble with it," he continued, "but you'll see us using it a lot."

A big key to the Wolfpack's victory was the ever-impressive contributions of center Tommy Burluson. The 7-4 sophomore, averaging 21.5 points and 13.5 rebounds a game, dropped in 30 points, shooting 72.2 per cent and grabbed 12 of State's 30 rebounds.

First ACC Win

Burluson received all the assistance he needed, as the Pack captured its first ACC win, from teammates Steve Nuce, Rick Holdt, and Bob Heuts, who added 16, 14, and 10 points respectively.

State survived a couple of

first half scares from coach Buck Waters' Blue Devils to lead at the half, 43-31. Both clubs compiled impressive first half shooting percentages with State hitting for 66.7 per cent and Duke 60.0 per cent.

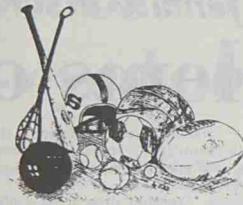
In the second half the Wolfpack gradually pulled away from the Blue Devils beating the visitors zone press consistently. At the same time, the Pack was forcing Duke into 24 turnovers—14 of which came in the last half.

State assured themselves of the victory with a particular strong defensive surge as they kept Duke scoreless from the floor for 11 consecutive minutes. The Blue Devils' Gary Melchioni broke the spell with 2:47 remaining in the game.

The inspired play of Bob Heuts in the first half got the Wolfpack going early before he retired to the bench with three quick personals. But Burluson more than took up the slack, and when any other offensive strength was needed, Steve Nuce and Rick Holdt seemed to put in the long one at the right time.

Commenting on the victory Sloan said, "We needed a good win, and we needed it over a good opponent such as Duke was."

State is now 7-5 overall and 1-2 in Atlantic Coast Conference play. The Pack returns to action Monday night in Reynolds Coliseum as they host the surprising Clemson Tigers.



BALLS

by John Walston
Sports Editor

Atlantic Coast Conference coaches are always setting new records, making the ACC one of the most exciting basketball leagues in the country. But this season it seems they are out to take over a new category—technical fouls.

State coach Norman Sloan helped set the pace in the Big Four Tournament in Greensboro prior to Christmas. He picked up two during the Carolina finals. His opponent Dean Smith couldn't stand to be outdone and ranted and raved his way to a technical to keep up his team's morale.

But the "Year of the Technical" was just beginning. While State was visiting Maryland, they managed to pick up a couple extra to maintain the lead. Meanwhile, "Lefty" Driesell, who is immune to such calls in Cole Fieldhouse, shouted to his Terrapins from his standing position throughout the game—a direct violation upon which a technical is supposed to be levied.

Virginia coach Bill Gibson got his "token" technical when his 9th ranked Cavaliers visited Reynolds Coliseum last Saturday night.

But Wednesday night the ACC coaches really got into the act, delighting all the spectators with the number of "T"-shaped signals the referees gave.

At State Sloan outdueled Duke coach Bucky Waters with a score of 2-1, while in Clemson, South Carolina, Carolina's Dean Smith completely outclassed Clemson coach Tates Locke when he grabbed two technical fouls and was ejected from the game.

The unusual rash of unsportsmanlike calls are attributed to a lot of things, and the old standby is poor officiating. But ACC coaches are known for picking up technicals to spark their team's play.

The refereeing in the ACC is far from being considered completely desirable. And the quality of the refs seems to be declining, but they have had a lot of practice giving technicals, and its a sure bet they'll continue.

It will be only a matter of time before the technical foul average becomes a regular part of the ACC statistics, and it may become a more vital stat than scoring averages.

Frosh survive scare, but still reach 100

by Ken Lloyd
Staff Writer

Thanks to the heroics of reserve guard Danny McGaugan Wednesday evening, State's high-scoring freshman basketball team was saved from the embarrassment of not scoring 100 points in a game. With only three seconds remaining in the game, the Raeford native rescued his teammates calmly as he sank one free throw to give the Wolflets their 100 points against Louisburg College's 74. The win, incidentally, was State's fifth this season without a loss.

State's lack of scoring against Louisburg was not entirely their fault, but was due to the tenacious defense presented by the visitors. "Louisburg did a tremendous job on us defensively on a

half-court basis," said freshman coach Art Musselman. "This was the first time we had run up against a zone played that well."

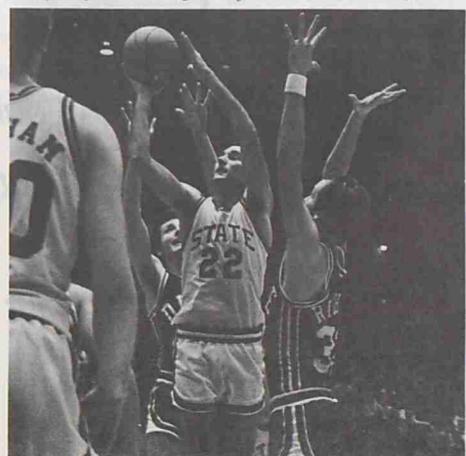
But he was well aware that his charges did not help their situation at the outset of the game. "It took us a long time to get started defensively and this got us started off slowly overall. Also," Musselman offered, "we were using the 'get-rich-quick' philosophy on offense: one pass and shoot it." The Wolflets led by only seven points at halftime, but their improved defense in the second half opened the game up.

Thompson Stars Again

The stars of the evening for State, in addition to McGaugan, were David Thompson and Tim Stoddard. Thompson, called by Musselman "the most complete player I have ever seen," had what might be considered a mediocre night for him. He shot nearly 60 per cent from the floor while scoring 31 points, which was 10 points below his average. He also had 9 rebounds and dished off 3 assists.

The Wolflets had three other players scoring in double figures. Monte Towe had 14 points in addition to five assists. Leo Campbell, who had 30 points against Virginia last Saturday, scored 11 points, while Mark Moeller contributed 10.

The Wolflets' next game is Monday evening against the team from Fort Jackson. The game may prove to be the most physical test of the year for the freshmen.



Rick Holdt (22) goes up for two of his 14 points as two Duke players attempt to defend. (photo by Dunning)

TERMPAPERS UNLIMITED

"we give results"

295 HUNTINGTON AVE.

BOSTON, MASS. 02115

(617) 287-3000

MOBLEY'S

"Raleigh Art Center, Inc."
113 SOUTH SALISBURY STREET
RALEIGH, N. C. - 27601



Last 2 days

Grand Opening Sale

at

Crown Electronics

up to 35% off on stereo

MANY FAMOUS BRANDS

OPEN TIL 9:00 FRIDAY

CROWN ELECTRONICS, 1914 HILLSBOROUGH ST.

Near Zig-Zag Boutique, Darryl's,

and The Wolves Den

Swimmers topple Gamecocks, 83-30

by Ken Lloyd
Staff Writer

Take heart those of you who think athletes are over-worked, the State swimmers are going to get a Sunday off. Head coach Don Easterling admitted he has "really pushed the kids" and made them swim "the greatest amount of mileage I have ever made a team swim." But he was so pleased after his squad's 83-30 conquest of the South Carolina Gamecocks Tuesday night he proclaimed "I am giving them Superbowl Sunday off, their first in a long while."

The coach had high praise for the performance of his tired but conditioned swimmers. "I am surprised at times," he said. "They never cease to amaze me."

Records Broken

The Wolfpack's victory, their fifth of the season against no losses, was highlighted by record-shattering performances by All-American Tom Evans and diver Mike deGruy. Evans set a new Atlantic Coast Conference mark in the 200-yard backstroke with a time of

158.4. The old record of 159.0 was set in 1964 by Thompson Mann of Carolina. "Tom was superb and had a great day," said Easterling. "He is well deserving and is going to finish the season with a bang."

DeGruy also set a conference record with his score of 351.1 on the three-meter board. "In eight years," said diving coach John Candler, "I have not heard of that score being beaten. It may even be an all-time NCAA record. Mike was just fantastic. He even qualified for the NCAA finals without his last dive."

Dave Rosar, another diver, also qualified for the national finals on the three-meter board with a score of 320. If it had not been for deGruy, Rosar would have the new conference record.

Divers Excel

In the one-meter diving competition, Randy Horton won with his best score ever for 11 dives with a score of 509 points. His previous high was the 505 he scored in the national finals, in which he placed fifth.

Freshman Tony Corliss was State's only double winner of the evening. He took the 500-yard freestyle and the 200-yard individual medley, in addition to anchoring the winning 400-yard medley team. "Tony swam a good meet," said Easterling. "His 200 individual medley was particularly good."

Other individual winners for the Wolfpack were Tom Duke in the 200-yard freestyle, Mark Elliott in the 100-yard freestyle, Mike Holt in the 200-yard breaststroke, and Ed

Foulke in the 1000-yard freestyle. "Duke is coming along real good, and Elliott is coming into his own as a sprinter," offered Easterling. "And Holt has made good improvement in the breaststroke."

Prior to the win over USC, the Pack swimmers went on the road and emerged with three wins that helped the confidence of the squad immensely.

Tops Penn, Villanova

The Wolfpack ventured to Philadelphia before the Christmas break, meeting Eastern champion Pennsylvania. The invaders shocked the Quakers with a stunning 72-41 victory. Less than 24 hours later and still in the City of Brotherly Love, State swam past the Villanova Wildcats 72-43. This past Saturday the State tankers did the job again, this time handing East Carolina an 84-31 defeat in Greenville.

Easterling and his squad travel to Charlottesville tomorrow to take on Virginia in their new swimming stadium. "Virginia is not as strong as last year," said the swimming mentor, "but they have some good swimmers."

The State swimmers cannot be faulted if they look past the weaker Cavaliers. On four consecutive Saturdays, beginning January 29, they swim against what Easterling calls the "Big Four" of their schedule—Florida, Carolina, Maryland, and Texas. "We've got a rough road ahead," laments Easterling.



MIKE CALDWELL, former State baseball pitcher, receives the ACC Player of the Year award in baseball from ACC representative Marvin Francis. Caldwell broke three ACC records during his career at State including most wins at 32, most completed games at 32 and most shutouts at 10. Mike, now with the San Diego Padres, went 9-0 last spring to capture the ACC's highest baseball honor. (photo by Dunning)

Fencers visit Navy, Terps

by Jeff Watkins
Staff Writer

The State fencing squad heads north this weekend to do battle with a strong Navy team and a Maryland group that is a real question mark.

Coach Ron Weaver had nothing but praise for the Annapolis fencers. "They're going to be the toughest team we'll face all year," he said. "They are the fourth ranked team in the United States."

However, Coach Weaver is taking a positive attitude toward the contest. "I'm optimistic about the match. We're going to give them a good battle, I can promise that," he added. "We've played them once before and they beat us 20-7. But I can guarantee that it won't be as bad this time." But there was a note of con-

cern in his voice when comparing the relative strength of the two teams. "They have one of the top foil men in the country," Weaver noted, "so it's going to be tough from that aspect." He also acknowledged their power in epee. But his greatest worry was the sabre match-up. "In the class I thought we had the best chance in, we're going to be hurting because we lost our top sabre man due to grades. But we switched our best foil man, Ron Whitehead over to sabre to help out. But it's always tough to fence Navy, especially at Navy."

On the University of Maryland, Weaver could draw no definite conclusions. "I don't know a thing about Maryland because this is their first year of competition. If they bring in

some ringers we could be in trouble, but if they get their team out of the classes we should beat them fairly easy."

Coach Weaver expressed joy about the Terrapins' entry into the conference. "I'm glad that Maryland is in the ACC competition. They'll come up with something because I know Maryland. They'll be tough."

The Wolfpack is currently undefeated in competition so far with a 1-0 record. State was scheduled to meet the fencers from Tennessee early last month, but the Volunteer squad never materialized in Raleigh. State's victory came at the expense of St. Augustine.

Ron Weaver would like to return to State after this weekend with a spotless 3-0 slate, but he realizes he will be facing an uphill fight at Navy and a mystery at Maryland.

I AM CURIOUS..... FRATERNITY

We the brothers of Sigma Alpha Mu, have noticed a declining interest in the fraternity system, primarily due to student unawareness. Please feel free to call or visit any of the fraternities listed below:

- Fraternities on the row**
 Kappa Alpha - 828-3809
 Kappa Sigma - 755-9592
 Lambda Chi Alpha - 832-7708
 Phi Kappa Tau - 828-7625
 Pi Kappa Alpha - 828-7641
 Pi Kappa Phi - 755-9515
 Sigma Alpha Epsilon - 834-6974
 Sigma Alpha Mu - 828-8153
 Sigma Chi - 833-7811
 Sigma Nu - 832-1172
 Sigma Phi Epsilon - 755-9871
 Tau Kappa Epsilon - 833-6926

- Fraternities off the row**
 Alpha Gamma Rho - 833-1203
 Delta Sigma Phi - 772-9986
 Farmhouse - 755-9887
 Sigma Pi - 833-5116
 Theta Chi - 832-4521

This advertisement paid for by Sigma Alpha Mu.

THE BLACK HOLE
 Raleigh's best free experience
 10 A.M. - 9 P.M. MON. - THURS.
 10 A.M. - 11 P.M. FRI. & SAT.
Emory Custom Waterbeds
 1201 hillhouse st.
 Raleigh, N.C. 27604
 (919) 834-9838

If you are having trouble finding that **USED TEXTBOOK** at the lowest possible price, you haven't been to **College News Center**
Across from the library
open 7 days a week til 9:45 each evening

Fastest Service In Town
 STOP BY THE SHOP ON YOUR WAY TO THE BEACH
 and PICK UP YOUR FAVORITE CASE BEVERAGE

CAR SHOP

CHECK THESE FEATURES
 COMPLETE SELECTION
 - BEER*CHAMPAGNE*ICE*CUPS*SNACK
 KEG - CASE OR SIX PACK
 SPEEDY DRIVE-IN SERVICE
 SHOP RIGHT FROM YOUR CAR
 DELIVERY SERVICE TO PARTIES
 ALL BEVERAGES ICE COLD

DISCOUNT GAS PRICES
 Open Every Night til 12 phone 828-3359
 For ALL Your Party Needs
SHOP

CAR-SHOP
 706 W. Peace Street

70,000 troops out by May 1

WASHINGTON (UPI)—President Nixon personally announced Thursday he is withdrawing another 70,000 combat troops from South Vietnam, reducing U.S. forces there to 69,000 by May 1.

Nixon also told newsmen at the White House that he will

announce a further troop withdrawal before the May 1 target date.

In response to questions, however, Defense Secretary Melvin Laird, who attended the news briefing, said the United States will not remove all forces from South Vietnam

"until the POW situation is resolved."

Nixon said in his brief announcement, the additional units to be withdrawn over three months will mean a ceiling of troops in Vietnam of 69,000 by May 1.

Wake County Tutoring Program

WANTED: tutors

"The present teachers aren't going to like their hairstyles or their clothing and they're going to be jealous of the prerogatives they have, and the infringement they represent of the child's loyalty to them," said Tony Adams, coordinator of the Wake County Tutoring Program about prospective college-age tutors he hopes will soon join the program.

"But it should be a very rewarding experience for the tutors," he continued, "working with the school administra-

tion and seeing the child develop from his efforts will be very beneficial.

"But we're getting desperate for volunteers," he said. "The program starts January 31 and we still need a lot of tutors in reading and mathematics."

Beginning in September all schools in the Wake County System will be under the umbrella of the Wake County Tutoring Program. This program will be an intensive program within the schools themselves.

"This program is vital to the well-being of the underprivileged children in our schools today," Adams said. "With an effective auxiliary education program in our schools perhaps we can realize the full potential of our educational structure."

Students interested in tutoring under this program are urged to contact Adams at 834-4062 or 772-6702, or Union Program Director Richard Shackleford at 755-2551.

Campus Crier

REGISTRATION at the Craft Shop will be held on Thursday, Jan. 13 and Friday, Jan. 14 from 2-10 p.m. Classes will be offered in woodworking, pottery, mold-cast ceramics, copper enameling, weaving, batik-dyeing, textile flowers, photography (black and white, color printing) and offset lithography.

PHYSICAL FITNESS and agility class, male students only. Non-credit, Mon.-Fri., 4:30-6 p.m. Contact Mr. Bunch or Mr. Kirk at 755-2111, 755-2114 or 755-2115.

THE MRS. N.C. State University Contest will be held at 7 p.m. Tuesday, Jan. 18, in the Erdahl-Cloyd Union ballroom. Peggy Mann of Channel 11 will be mistress of ceremonies.

THE STUDENT Government-sponsored Blue Cross-Blue Shield student health and accident insurance will be open for enrollment through Jan. 31. After Jan. 31 no further enrollments will be accepted (mailing postmarks to govern). Spring enrollment covers student until August 20, 1972. Information and applications are available at the student government office in the Union, at 202 Peele

Hall and the Infirmary. Cost for single student is \$18. for student/dependent \$3.50. for student/family \$71 payable in three installments.

ENTRIES are now being accepted for Intramural Open Bowling. Teams may be entered at 210 Carmichael Gym until Thursday, Jan. 20.

MATHEMATICS Education and Science Education majors who plan to student teach during the fall semester, 1972, must attend a planning session at 4 p.m. Wednesday, Jan. 19 OR at 4 p.m., Jan. 20 in room 320, Poe Hall.

ALL PERSONS interested in being volunteer reading tutors for 6, 7 and 8th grade students should go to an introductory meeting on either Sunday or Monday Jan. 16 or 17 at Millbrook Middle School at 3 p.m. For further information contact Richard Shackleford in the Union programs office at 755-2451. Transportation necessary.

THE FRESHMAN Technical Society will meet Monday in room 242 Riddick. Slides and DCI

project will be shown.

1971-72 ADVISERS Handbooks are available for general student use in the Reserve room, D.H. Hill Library.

THE INDUSTRIAL Arts Club will meet Jan. 20 at 7:30 p.m. in room 120, Poe Hall.

PEACE CORPS - VISTA Representatives will be on campus Jan. 19-21 at the Placement Office in Daniels Hall. Summer placements for math, science and agriculture and education graduates.

THE NCSU Recreation and Parks Assoc. will meet Jan. 19 at Biltmore Hall in room 2010. Program will include elections of officers and a guest speaker. A very important meeting!

THE CRAFT Shop Woodshop will be open from 2-6:30 p.m. Jan. 17, 18 and 20. The woodshop will operate as usual on Jan. 19 and 21.

MR. William E. Cox, with the Institute for Parapsychology in Durham, will talk on "Religion and the Paranormal" Sunday at 8 p.m. at the Church of the Good Shepherd. Admission is free.

CLASSIFIEDS

WANTED: mechanic to work on a corvair engine. Call Larry at 834-5509.

STUDENTS! Get your taxes done at Hancock's Tax Service, 706 Glenwood Ave. 833-6947. For students, by students.

FOR SALE: Desk, chest of drawers and 2 night stands. Call Carole at 851-2849 or 755-3291.

FOR SALE: 1966 VW bus-camper. Clean, good condition. Call 772-4091.

UNITED FREIGHT Sales stereos: (3) brand new stereo component systems, Garrard turntable, AM-FM stereo radio, powerful solid state amplifier, four speaker audio system, jacks for extra speakers, tape input and output, and dust cover. To be sold at \$119.95 each. They may be inspected at United Freight Sales,

1005 E. Whitaker Mill Rd., Raleigh, 9-9 Mon. through Fri. 9-5 Sat.

STEREO COMPONENTS: Solid state three-piece AM/AM-FM stereo component system with fully automatic Garrard turntable. 120-watt solid state amplifier and six-speaker floating omni circle of sound type speakers. Our low price special at \$139.95. United Freight Sales, 1005 E. Whitaker Mill Road, Raleigh, 9-9 Mon. through Fri. 9-5 Sat.

"LAW SCHOOL—Will I like it? Can I make it?" A new book by a recent law graduate for prospective law students. Send \$2.95. Kroos Press, Box 3709A Milwaukee, Wis. 53217.

OFFICE SPACE or rental space opposite campus. Utilities included in Rent. Parking. Convenient to State campus. A captured market. Call Bailey-Commercial Assoc. 832-3997.

SELLING: 1968 Plymouth Station Wagon, air conditioning, power steering, \$1450. 1964 Dodge convertible, air conditioning, \$425. 828-1805

SELLING: Furniture, air conditioners, fans, drapes, carpeting, washing machine, lamps, and miscellaneous, also kitchen and household appliance. 828-1805.

LOST: State ring in Harelson. White gold. Call Ty Corbin at 834-5357. Generous reward.

MEN's contraceptives, imported and best American brands. Details free. Samples and catalog, \$1. POP-SERVE, Box 1205-X, Chapel Hill, N.C. 27514.

SUMMER CAMP Counselor openings: Camp Sea Gull and Camp Seafarer, North Carolina's nationally recognized coastal boys' and girls' camps on Pamlico Sound near Atlantic Beach and New Bern. 25th year. Camps feature sailing, motorboating and seamanship plus all usual camping activities. Opportunities for students (college men and women, coaches and teachers who are LOOKING FOR MORE than "just another summer job. Openings for NURSES (RN), June 7-Aug. 18. We seek highly qualified (ability to instruct in one phase of camp's program), dedicated and enthusiastic staff members with exemplary character and offer in return good salaries, board and lodging, plus the opportunity of sharing in a meaningful and purposeful experience. Quick answer upon receipt of application. Apply to Wyatt Taylor, Director, Camp Sea Gull/Seafarer, P.O. Box 1096, North Carolina, 27605.

CHILD CARE: (ages 2-5) in private home. Cardinal Hills area. 851-4827 (after 5 p.m.).

FOR SALE: Remington standard typewriter, elite type, good condition. Ask for George or Hal. 828-9715.

TEACHING POSITIONS available overseas for graduating math and science majors. Contact Peace Corps representatives, Placement Office, Daniels Hall Jan. 19-21.

ARCHITECTS—Do you realize architecture fights poverty? See VISTA recruiter, Placement Office, Daniels Hall, Jan 19-21.

RIDING LESSONS

Triton Stables - Hunt, seat, equitation, good facilities, experienced horses, qualified instructors. Telephone 787-4063 or 782-2014

Schneider-Merl Theaters

COLONY 6th week!!!!

"THE STEWARDESSES" in 3D (x)

1:26, 3:00, 4:35, 6:08, 7:45, 9:25

VALLEY I

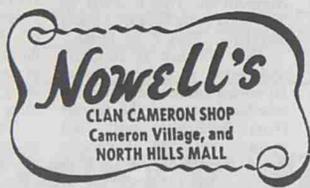
2nd week!!!! "LONG AGO TOMORROW"

Malcolm McDowell Nanette Newman

VALLEY II

"CRY UNCLE" Alan Garfield

2:25, 4:15, 6:05, 7:55, 9:45



SUITS & SPORTCOATS

20% TO 50% OFF!

LARGE SELECTION

DESIGNER SHIRTS

1/2 PRICE!

ENTIRE STOCK OF LAMBSWOOL & ALPACA

SWEATERS

1/3 OFF!

SPECIAL GROUP FAMOUS BRAND

RAINCOATS 50% OFF

GOOD SELECTION

TOP COATS 20-50% OFF!

VERY NICE GROUP

SLACKS 20-50% OFF!

FASHION SHIRTS KNIT SHIRTS HATS & GLOVES

20% OFF!

NOWELL'S ANNUAL WINTER CLEARANCE

- HELP WANTED -

BELL HOP - 5 DAYS PER WEEK HOURS 4 - 10 p.m.

Contact: George Elam at the College Inn

828-5711



USED PARTS

We Buy Wrecks

RALEIGH AUTO PARTS US 70 EAST 772-0566

- HELP WANTED -

CONVENIENCE STORE CLERK

MALE 21 or OLDER

Part time hours arranged

Call: 828-3359

Budweiser KING OF BEERS®

HARRIS WHOLESALE INCORPORATED

Office space or Retail space opposite campus

Utilities included in rent Parking

Convenient to State Campus

- a captured market -

call Bailey - Commercial Assocs.

832-3997



TOUCHE

January, 1972

Technician magazine supplement

In the shadow of magnificent oaks gracing the state Capitol's lawn in the City of Raleigh, North Carolina, spreads a festering eyesore. Stretching southward from the Capitol in a moon-shaped crescent, Raleigh's ghetto is indeed an open wound in the side of an otherwise prosperous and progressive city.

Southside—synonym for unpaved city streets, ramshackle condemned housing, dirty ill-clothed children playing in desolate street-playgrounds—is known by local inhabitants as something they wish would go away.

The now-alien smell of a wood fire warming a shack in the midst of plenty, the nostril-clogging coal dust pouring from hand-laid stone chimneys, and the far-away malnourished look in a black man's eyes as he buys day-old bread, are all reminders that North Hills—five miles on the other side of town—is the place to build a new home. Out of sight, out of mind.

In ever-increasing efforts to become more relevant to the outside world which supports them, the state's universities are bringing their resources to bear not only on the problem of a city's Southside, but problems of poor and hungry throughout the state.

This month's *Touche* deals with

problems of the poor—not just Raleigh's Southside poor—but disadvantaged minorities everywhere and this University's attempts to address itself to those problems.

Problems as varied as any encountered in classroom situations, textbook problems, or professional lectures, are addressed by seemingly obscure groups within the University community. The majority of their work goes without notice—exposure to the public's eye is limited to small notices buried on inside news pages.

Professors, teachers, staff members and students involved in these projects were all of a similar opinion: there are problems "out there in the real world" to be solved, problems which are not only meaningful as a public service, but indivisible from a total learning experience. The groups' undertakings are more than just important to benefactors and recipients, they are indeed vital to the future of the state and nation.

The responsibility of success lies with us all.

Staff this issue: Lane Atkins, Paul Tanck, Henry White, Hilton Smith, Willie Bolick, Ollie Wright, Cash Roberts, John Walston, Richard Curtis.

Caldwell: elements for service

State Chancellor John T. Caldwell, while acknowledging the work of departments and schools, said the greatest service to the local community by the University comes from the individual participation of its members.

"This is the greatest service this University can perform in the Raleigh community. We defend the right of every employee to speak out as an expert in his field and as an individual. They are a group of free individuals who don't have their jobs threatened when they speak out," he said.

"They are a group of free individuals and experts who enrich the citizens of a community as nothing else can. I believe the new 18-year-old vote will make this just as true for students as it is for faculty and staff."

About a year ago a prominent Raleigh citizen who had been attacked by a School of Design instructor for alleged environmental abuses phoned Chancellor Caldwell and asked him what he was going to do about the professor.

"I told him the instructor had every right as an expert in his field and as an individual to attack what he thought was wrong. I would not even think of calling him or taking any action against him," stated the Chancellor.

"I think most of the political involvement of the University should be among individuals. Otherwise, the University would presume to act for sovereign individuals."

He said that the hundreds of individual students engaged in volunteer efforts in Southside and other areas are an important measure of the University's effectiveness in the Raleigh community.

The voluntary efforts of the some 3,000 employees in local and civic affairs, neighborhood meetings and in policy-making boards were also cited by Caldwell as a major University contribution to its community.

In contrast to individual involvement, Caldwell views the University's institutional role in local community affairs as limited.

"Of course we are a part of this community. Our resources are far more than just a community role, but for all of North Carolina. Our resources are mainly geared to serving our students and faculty.

"We do have a real obligation on a self-serving basis to make Raleigh as good a community as we can. Going beyond this we should in every appropriate way within the limits of our capabilities contribute to the alleviation of problems and the betterment of our community," he said.

Citing the University's resources as physical facilities, money, people and expertise Caldwell pointed to the knowledge base and expertise as the most important contribution of the University, as an organized entity can make.

"Because we have this it ought to be used by public officials, government agencies, entrepreneurs, and individual citizens. We encourage this. Time and resources are not unlimited but we have to make a place for raising the standard and outlook of human beings in Raleigh."

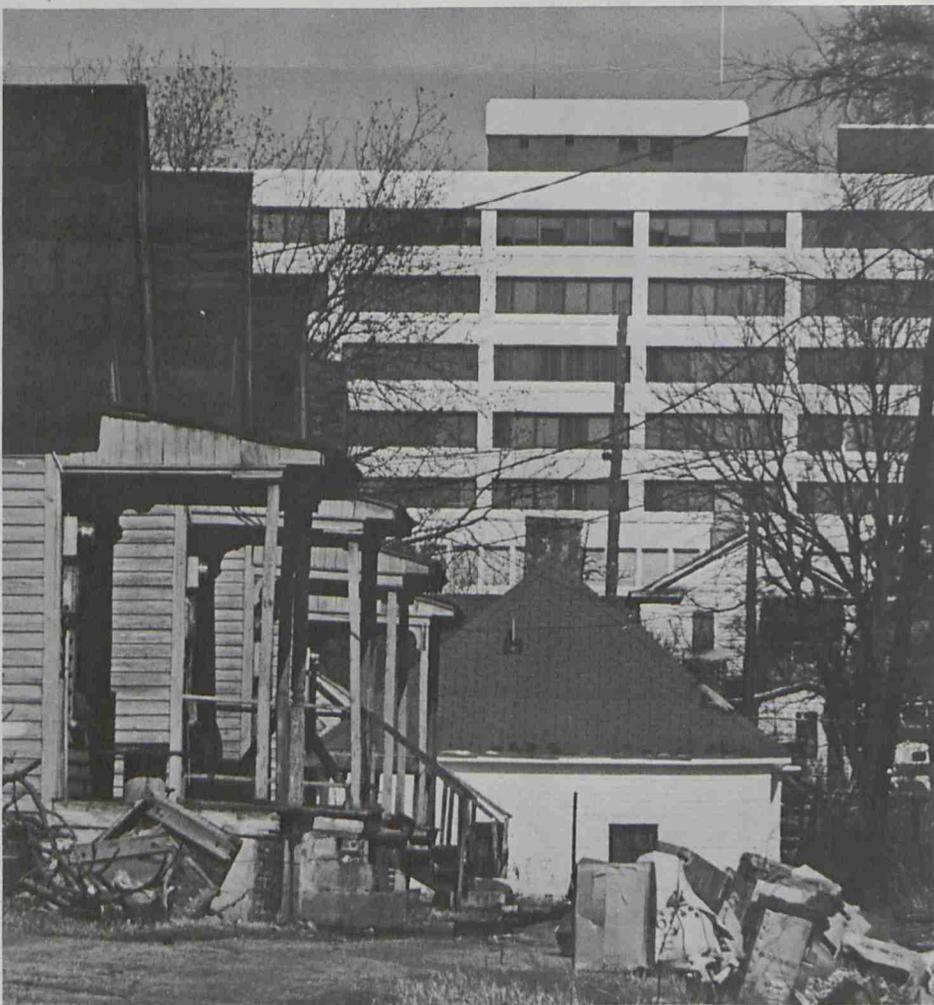
Examples pointed to by Caldwell included the Urban Services Center for working with city and housing officials, semi-volunteer activities of members of the School of Design and the Cooperative Extension Service that is working to raise nutrition standards, especially in low-income poverty areas.

Caldwell was asked specifically what role the University has in the Southside housing area, one of Raleigh's worst slums.

"I don't think there is an official role there. There are so many official agencies working there already. That is talking about the University as a corporate entity. We do have a role in the work that is going on by various campus groups there such as Circle K and others."

One problem the University has wrestled with is the use of campus facilities by underprivileged groups. This is particularly true of Carmichael Gymnasium.

"The facilities of the University can be used for only officially-sponsored educational purposes. If some University group wants to sponsor some type of activity and they make the proper arrangements, this can be done," stated Caldwell.



Speaking their language

Helping combat hunger and nutritional deficiencies in 9,000 families totaling over 47,000 people, N.C. State's Expanded Nutrition Program has utilized its University resources extensively to help what it has termed as "the hard-core poor" in North Carolina.

"The program's purpose is to improve the nutritional status," said Minnie Brown, state home economics agent who helps supervise the program, "and to increase the participation in food assistance programs."

"We have drawn on our own resources extensively. We have utilized the Sociology and Anthropology departments," she commented. Other areas frequently called upon include Adult Education and Food Science departments.

"Dr. Selz Mayo (head of Sociology and Anthropology) has a great deal of interest in the program. He has emphasized social action processes.

"The idea is to identify with these people. There are leaders in the indigent population. The object is to get in touch with them to find out their problems. It's all on a one-to-one basis.

"Mayo emphasizes to use the leadership that is already there," continued Mrs. Brown.

The program operates with aides, people who go into underprivileged homes. These aides, normally from economic backgrounds similar to the people they are assisting, teach and demonstrate nutritional practices.

"We've done a pretty good job of recruiting aides. The turnover is very low. There have been only two cases concerning poor judgment in hiring aides."

Aides are also trained to refer things as mental retardation, alcoholism, and disease to the proper departments in order to help the underprivileged get the proper treatment.

"Part of the aide's training is how to work with the disadvantaged people. The important thing is talking in their language," explained Mrs. Brown. "Part of the training also is equipping professionals and aides to relate to and identify with poor families."

Operating on the level of the underprivileged and undereducated requires aides to be people in the same basic situation. This enables the poor to help themselves out of their own dilemmas.

"I've really been impressed with the development of our own aides. Some have gone back and taken high school proficiency tests, taken technical courses and some have returned to high school. Their education ranges from the eighth grade to two years of college," commented the black supervisor.

"In one of the southern counties (New Hanover) one of our aides had been a welfare recipient. The program gave her a chance and now she is independent. We don't assume the welfare people can't learn. We believe they can learn to be teachers."

Continuing on the role the University plays in helping the hard-core poor, Mrs. Brown talked about the role of Adult Education. "We use Dr. Edgar Boone (head of Adult Education). He focuses on teaching and learning of



undereducated adults. His work is supervising agents. The agents in turn teach the aides and the aides get it to the poor."

Expanded Nutrition Program, part of the North Carolina Agricultural Extension Service at State, helps the mother in the family, but aims some education programs at the children.

"There are more than 12,000 low-income youth in the program," she added. "We feel if you educate the children on nutrition you can make a greater impact on the mother.

"While teaching a mother, the kids watch. She (the aide) helps direct the importance of food to the kids."

"From the national level they provide us with literature for this poorer level. Such things as a recipe book using few words but a lot of pictures demonstrating utensils and methods. We are also using cartoons to teach children the nutritional concepts."

The program reaches all parts of the state in its fight against poor nutrition affecting over 47,000 people in 95 counties and the Cherokee Reservation. Sixty three percent of its participants are blacks, 34 percent are whites and the rest are primarily Indians.

"When this program was started in 1969," said Mrs. Brown, "Congress said this would be a program of nutrition for the hard-core poor. This gave us a lot of room to take in a lot of areas, such as food preparation, food consumption, food storage, and food buying.

"We teach the basic principals of nutrition. We put a lot of emphasis on sanitation. It's hard to go into someone's kitchen and try to teach them how to make a casserole if there are roaches running around.

"We hired a specialist in entomology for teaching aides on getting rid of roaches, etc. He has his Ph.D. in entomology and we really use him.

"We have a nutrition specialist," she continued, "and we have a home management department which concerns finances. In other words 'making the best of what you have.'"

The program now has a work force of 265 aides scattered throughout the 95 counties.

"We don't force counties to participate in the program," she commented. "But people are generally receptive to it. We started in 11 counties in '69, more on a pilot basis. Before three months passed it spread to all the other districts. The program sold itself."

In an effort to constantly update the program, the Expanded Nutrition Program agents hope to bring even more resources from University departments into the scene.

"We hope to seek out help from the psychology department on a project of motivation," revealed Mrs. Brown. "Dr. Howard Miller, head of the department, would like some of his students to work with us. We hope to pursue this further with emphasis on motivation... motivating the poor to want to help themselves."

Considering what would happen if this program were separate from the University, she shook her head, "We'd have to recruit and pay all these people. There's no way—at least not on the same scale."

"Last year? Last year, there were 313 blacks at this University. This year there are 191 and 40 of those are graduate students. Where did they all go? I don't know. I do know, however, they didn't all flunk out."

Bill Davis, a black student hired by the Admissions Office to help in recruitment of black students to N.C. State, spoke convincingly and knowingly of the black enrollment problem at this University. He leaned back in his chair and continued about the future for blacks at State:

"I think the black enrollment will increase here next year. Right now, there are only 83 black applications for this fall semester. But last year, there were 211. How do I explain this? Well, one thing for instance is the \$100 deposit required here when you file for admission and most students wait until the last minute to pay it. But perhaps black students are going elsewhere. It's hard otherwise to explain the drop from last year's enrollment."

"Last year, Eric Moore and I worked pretty hard at visiting high schools throughout the state and trying to recruit more blacks. We tried to visit 50 schools, I think. Eric got 26 and I got 23. We almost got all of them."

"When black high school students ask me how many blacks are at State, I say around 200. It isn't much of a dent in 13,000 is it?"

"I have encountered some very biased situations in visits to schools. Some counselors which we contact—they're almost always white—set up meetings for us with groups of students in their schools. Usually the groups are predominantly white."

"I went to Charlotte recently. And to Greensboro. I try to visit two schools on each trip, because we don't take many trips, the funds are kind of limited. Charlotte is the farthest west in the state we've been; and Raleigh, right here, the farthest east," he said with a chuckle. "That isn't very far east."

"On the trip to Charlotte I had told the counselor at that high school I wanted to speak to black kids. When I got there, the group consisted of whites. After asking a couple of times I finally got two or three blacks, but then I didn't get to speak to them for very long. Maybe I picked a bad time to go to Charlotte. It was when they were having all the busing trouble."

Davis said he didn't think integration, especially in primary education, was hurting blacks academically, but psychologically there were some problems.

"A lot of blacks aren't making it in integrated schools because of psychological reasons rather than academic ones. If, for instance, a black had to go to the principal's office, he'd probably just leave school altogether rather than go and face a white principal who didn't or wouldn't attempt to understand his problems."

"And most of the time, the

principals are all white. Especially in the situation where a black school has just been integrated with a white one. In those cases, the white principal becomes the principal of the integrated school and the black principal the assistant principal. Fair? Who knows. But I can say the white principals usually don't understand the black problems."

"At State the Student Affairs branch is very sensitive to the black dilemma," Davis said. "Very sensitive. Some of the other departments though are not quite sensitive enough but that may be due to the really heavy load they all have."

"As for a black studies program, one wouldn't be necessary if the present courses presented a true picture of the facts. Particularly history courses. Some call history a science, but that just isn't quite true. For instance, if you mention the date 1492 to a lot of people, most of them will say it's when Columbus discovered America. But I say it's the date Columbus got here and found out he wasn't the first one."

"I think the administration is making a conscientious effort to recruit more black professors but they're using the grapevine method. If you're using a white grapevine you aren't going to find many black grapes."

A Student Affairs Research study entitled "Admission and Enrollment of Black Students at NCSU" led to the adoption of a new University policy for admission of disadvantaged students to State.

The study examined enrollment statistics and the validity of the SAT as a reliable means of predicting the grade point average for black freshmen.

In conducting the study, Student Affairs Research used the academic performance of 135 black freshmen from 1965 to 1970; the grade point averages of these students were used to determine the relationship of Scholastic Aptitude Test (SAT) scores and high school rank of black students to the formula for the University Predicted Grade Average (UPGA).

Student Affairs researchers derived a separate formula for determining a black applicant's GPA and compared it to the UPGA then applied to all students who applied for admission to the University. The black equation turned out to be a slightly better prediction formula in determining an applicant's PGA, according to Director Dr. Thomas Stafford.

"After we looked at this, we discovered that the UPGA equation was overpredicting for blacks at the upper end of the scale, and, at the lower end, the equation was underpredicting," Stafford pointed out.

This meant that marginal black students were predicting under the minimum 1.6 requirement for admission, but by using the black equation, their PGAs would have been 1.6 or higher.

"About seven per cent of the completed (rejected) black applications would have been admitted if the black equation had been used," Stafford said.

The study findings later led to the adoption of the new admissions policy for admitting disadvantaged students, but the overall problem regarding admission is the small number of students who actually apply to this campus.

The major conclusions from the study were as follows:

—Black enrollment at NCSU is very low in terms of the actual numbers and proportion of the total enrollment.

—The low level of black enrollment is the result of three factors combined: a very low show-rate of applications from blacks; the denial of proportionately more black than white applicants; and a lower show-rate for black than for white students. The major constraint, however, is the first factor.

—The UPGA prediction equation is very slightly biased against marginal black students.

N.C. State apparently is lagging, as are other colleges in the southeastern United States, in black student enrollment a Student Affairs Research study showed.

In the fall of 1971, 191 black students enrolled at State, constituting only 1.6 percent of the total enrollment. In 1970, the University total was 202 black students.

The report termed the enrollment "embarrassingly low" concerning the reported rise in black enrollments at predominantly white state universities and land-grant colleges across the country.

But State's situation may be misleading, for the figure is only slightly more than 3 percent for the nation and slightly lower than 2.4 percent in the southeast.

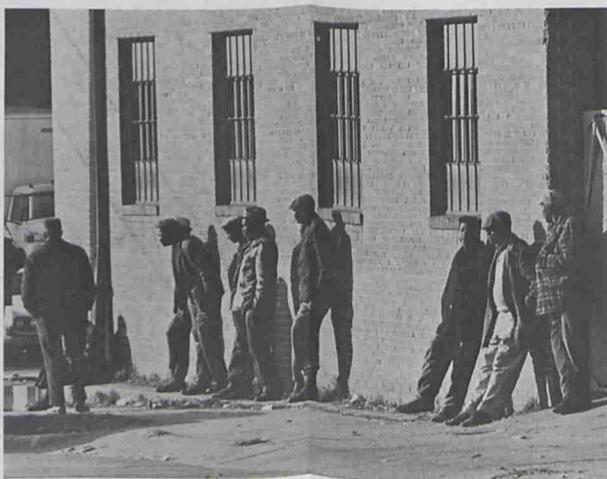
In North Carolina, only 1.9 percent of the undergraduate enrollment is black at state senior institutions. Public community colleges, with 9.0 percent lead the state in black enrollments.

At the graduate level, however, State is doing slightly better; 2.1 percent of its graduate students are black, compared to a 2.7 percent average for the nation.

A school-by-school breakdown for fall 1971 showed Liberal Arts led all degree granting schools at the University with 44 undergraduate students. Engineering followed with 30; PAMS, 26; Ag and Life, 20; Education and Textiles, 8; Ag Institute, 5; and Design and Forest Resources, 3.

The graduate school breakdown was as follows: Education 23; Ag and Life 7; PAMS 5; Liberal Arts 2; Design, Textiles and Engineering 1; and Forest Resources none.

On a state-wide basis, blacks from ages 18-24 (college age) make up 23.4 percent of the population in that age category but make up only 16.0 percent of the total enrollment at all institutions of higher learning.



State's Head of Admissions Kenneth Raab and his office will be largely responsible for implementing the new University policy for admitting students who come from disadvantaged backgrounds.

The new policy was established this semester after a thorough review by the Admissions Committee and Chancellor John T. Caldwell of a validity study conducted by Student Affairs Research.

Although the new policy states specifically that it will consider applicants who appear to come from "disadvantaged backgrounds," it is generally believed the policy is aimed toward black students. The hope expressed by several University officials concerning the new policy is it will increase the enrollment of black students.

"This doesn't open the doors for all students," Raab cautioned, "but it does open the door for people the Admissions Committee feels disadvantaged." The Admissions director added he doesn't know how often the new policy will be implemented this year, because it was established so late in 1971. He does estimate, however, between 40 and 50 applicants will be affected by the new policy in 1973.

But the new admissions policy is only a facet of the enlightened concern by the Administration toward enrollment of black students. What is actually plaguing officials is the low number of blacks who apply to State. "They have better opportunities for scholarships at other schools," commented Raab on the competition by predominantly white state supported universities for black students "and I couldn't blame them for going there," he added of black applicants to State who have enrolled elsewhere.

"All schools are trying to find more blacks," he cautioned. They regard a qualified black student as a "diamond in the rough," he noted.

Though the admissions office is actively recruiting black seniors at high schools throughout the state, the Administration feels black students currently enrolled at the University could provide the largest role in recruitment programs.

"We sent Eric Moore and Bill Davis to 35 to 40 high schools to talk with students," Raab said. Although the recruitment efforts of Moore and Davis produced no jump in enrollment, "at least we held our own in the number that came in," he observed.

Raab also mentioned a project known as Talent Search, headquartered in Rocky Mount, which is conducting a recruitment campaign for black students to enter St. Augustine's College and State.

The project operating in a 10-county area, identified 38 students who expressed a desire to attend N.C. State. Of these, 19 applied and 18 were accepted, Raab said, but in the end, only six actually enrolled.

"We wrote the other 19 who did not apply, but they had made other

plans or went somewhere else," Raab said.

Speaking on past recruitment programs, the director commented, "We've always accepted invitations from black high schools since 1956." But in recent years, the Admissions Office has traveled to black high schools without first waiting for an invitation.

Raab stated that he felt the very nature of the University has limited the enrollment of blacks. "They still look at it as an agricultural and engineering school," he said.

He went on to say that many of the programs at State do not appeal to blacks. Those areas that do, such as sociology, psychology and social work, are also available at 40 to 50 other institutions.

Raab also brought out the issue of a new law, passed by the General Assembly, which requires all new students at state institutions to pay a \$100 deposit "within three weeks of the mailing by the institution of their notices of acceptance."

This may hurt disadvantaged students by forcing them to limit their selection of schools from which to apply. They can defer payment upon request, Raab said, adding that such a request is often a criterion for determining disadvantaged students.

The validity of the Scholastic Aptitude Test (SAT) and the predicted grade point average (PGA) are not the only factors that determine whether or not an applicant will be accepted, the director stressed.

Under the new admissions policy, the Admissions office will be looking closer into the other information appearing on applications. They will also consider recommendations from outside such as counseling professionals that will hopefully increase borderline applicants' chances for admission to State.

"You'd be surprised to see how much it's used," concluded Raab, on various sources of information included in applications.



"I've seen very little progress since I've been here," said Arthur Lee, chairman of the Society of Afro-American Culture at State. "For me personally, it's been less out-and-out discrimination in my later years here. As a freshman, I had a white roommate. For about 12 hours, I walked in the door and put my things down and said 'hi,' and 12 hours later he was gone," he chuckled again.

"I lived in Tucker my first semester here," he continued. "And my roommate and I had some girls in during an open house. Someone kept coming down the hall and kicking our door open. And after we'd closed it, they came and did it again."

"Other things used to happen there also. Someone would tear things off our doors, and we reported the incidents to the floor assistant, but no one ever did anything about it," Lee said.

"After that I lived in a suite and the guys were pretty good, liberal you know," he laughed.

"I think they got to know me better because of the suite but some of them got worse, probably because they did get to know me better," he laughed again.

"The history courses they teach here aren't relevant to black students," Lee said. "Africa isn't included in Western Civ, for instance. And in English, you talk about very few black writers. Why should you eliminate the black writers from the preliminary courses?" he asked.

"Why should the black student have to take an elective English course to study a black writer that isn't being taught in English 111 or 112?"

"I know the black history course isn't very relevant—it's taught by a white man and how can a white man teach a black man about black history?" Lee asked again.

"The administration says it's looking for a good black instructor, but they're looking for a good black dude that's so dynamite that 50 other colleges are looking for him too."

"To increase the black population on this campus it's going to have to undergo a big change," Lee continued. "There's going to have to be a big change in recruiting—letting black people program for themselves—and a change in the funding of programs."

"To increase the number of blacks they're going to have to give special consideration to them because of the disadvantage they have in education in secondary schools."

"They're going to have to start looking at blacks as men rather than someone who should be out picking cotton. When that black student is on the basketball court or football field he's everyone's hero, but when he comes off the field he's just another black man."

"The black students on this campus are getting tired of being 'your good nigger.'"

Citizens are viable solution

"It's sort of like the drug thing. No one paid much attention until it hit home—for instance, the kid next door or your own son or daughter. That's when people start caring. What better way is there to begin to get involved. The problem isn't across town, it's in your own home," said Betty Wiser of the Department of Sociology and Anthropology and director of the Volunteer Training Project at NCSU.

In cooperation with the State Division of Law and Order, the project is aimed at training effective leadership for volunteer programs in criminal justice and in disseminating information on other successful programs.

"Statistics indicate that some 75 percent to 95 percent of our future felonies will be committed by those who first commit a juvenile offense or misdemeanor such as the possession of alcoholic beverages and drugs, fighting or shoplifting."

Nationwide, an estimated 40 percent of all courts use the services of volunteer helpers, with the greatest number utilized by juvenile courts. In North Carolina, there are only about a dozen courts which currently utilize volunteer help.

Professional probation officers in the State's criminal justice system may average from 100-110 probationers. They must keep in touch with each one—counsel and guide him.

"This is obviously an impossible situation, which can be greatly alleviated by volunteers on a man-to-man commitment," Mrs. Wiser asserted.

"There's a lot of documentation now which shows the one-to-one relationship works," Mrs. Wiser said. "It really works! All that is needed is for someone to care."

"But there are many problems in just attracting the volunteers and many of those within the system itself," she continued. "The judges are overloaded. The courts are crowded to overflowing. And the people have got to be committed. That's the hard thing—Commitment."

"The District Courts have exclusive jurisdiction over the trial of misdemeanor and juvenile cases. These are the so-called 'lesser' crimes, falling short of the more serious felonies such as murder, rape, armed robbery, etc. We must meet the challenge at the District Court level of finding the proper disposition in every case to prevent the offender from committing another crime."

Mrs. Wiser points to the impact of volunteer work in criminal justice, which brings the private citizen into active participation with individuals, court officials, probation officers and law enforcement agencies.



Past experience has shown that the delinquent, parolee or prisoner who is assigned a volunteer tends to become less socially hostile, less likely to have his probation revoked and less likely to commit a subsequent crime.

Citizen volunteers can provide the assistance, but volunteers must be trained to be effective and trained leadership must be provided for management of volunteer programs.

"When a person is drowning, it is not a good time to teach him to swim, or to ask questions or to criticize his performance. It is time to help."

The North Carolina program began when a judge had just finished sentencing a young boy and put him on probation. Realizing the plight of the probation officers and their already overworked schedules, the judge called a personal friend and asked him to help the young boy along and the friend consented. The judge's plan worked so well, other citizen volunteers were drawn in and the program expanded successfully.

"With the things I hear now about the situation the institutions (prisons) are in now. Wow! I just don't know... the situation is serious," said Mrs. Wiser. "The problem is going to have to be solved by the people."

"Citizen involvement is a step towards eliminating these problems," she continued. "At least, a temporary solution is the cooperation between the professional counselors and citizens in helping rehabilitate offenders."

She points out that there is not only a vital role for the volunteer in the criminal justice system, but also a large reservoir of both trained and untrained citizens who are looking for the opportunity to help others.

"The problem is we do not have, nor will we ever have, sufficient fulltime paid professional staff to effectively reach juvenile offenders in a meaningful manner."

She stresses the importance of training. "The trained volunteer, who understands the problems and the solutions, can provide the right kind of help," she says.

"Citizens can be a valuable contribution to an offender's rehabilitation," contends Mrs. Wiser. "They benefit from the experience almost as much as the offender."

The opportunities for citizen volunteers in criminal justice begin with the prevention of delinquency in youth, but range over a wide spectrum of activities. These might include tutoring in academic, vocational or social skills; providing services such as transportation, babysitting or temporary foster homes; assisting the courts with pre-sentence investigations or checking enforcement of court orders; raising funds and locating resources for various improvement programs; or assisting on a person-to-person basis.

Southern court system: 'it's all white . . . all of it'

"In looking at the court system overall, blacks consistently fare worse than whites in prosecuted cases," said Dr. J. Oliver Williams, professor of political science.

"Throughout the judicial process, elites formulate and apply policies which result in varying degrees of harshness on the average black," Williams said in a paper in which he studied the judicial processes of the South.

"I began the study about two years ago," he said. "The study was around how much discrimination one could find in the non-celebrated cases—speeding, drunken driving, non-support, et cetera—throughout the Southern judicial process with regard to blacks and whites."

"It isn't hard to find discrimination in the courts in the celebrated cases," he continued, "but in the misdemeanor cases the evidence is harder to find. The study involves a large number of cases involving blacks in the Southern court system."

Williams and fellow researcher Dr. Richard J. Richardson of the University of North Carolina at Chapel Hill, reported the pre-trial dealings with prosecutors as one of the reasons why blacks, and poor whites, get harsher treatment than middle and upper class whites. "Often intimidated by the bargaining processes, unfamiliar with rights and advantages they can seek, and often without competent counsel, blacks and many poor whites are unable to operate in alien court settings and succumb to the complexities and subtleties of the law," they said.

Williams pointed out the study showed that middle and upper class whites fared much better in the court systems than did middle and upper class blacks. "It wasn't a surprising revelation," Williams said. Lower class whites ranked behind middle class blacks and lower class blacks suffered the most injustice from the Southern court systems. "I would say there was a greater disparity between middle class whites and middle class blacks on that scale than between middle and lower class blacks."

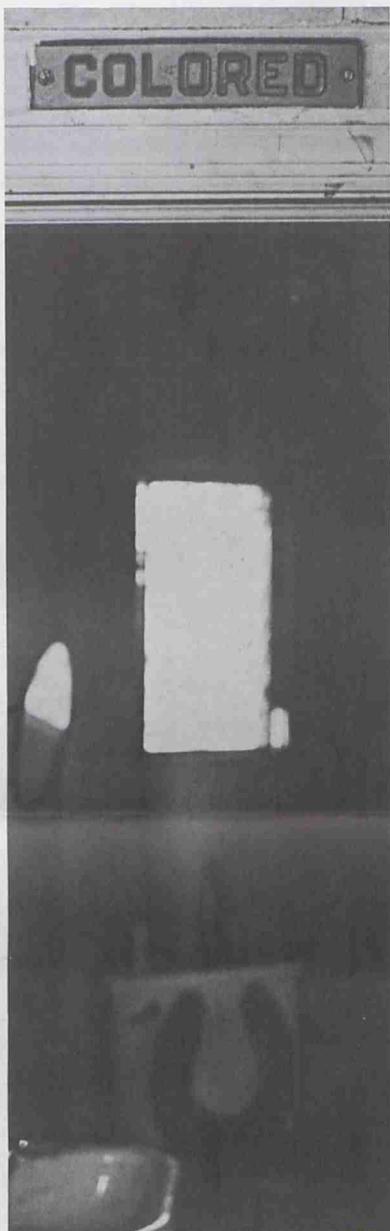
Williams and Richardson based their conclusions on a study of 5,722 cases in 20 North Carolina district court systems.

Williams said that while the study "focuses on the Southern court, the same kind of differential treatment occurs in other sections of the nation."

"There has been a central theme of social scientists of the behavioral revolution—in the last 15 years—and in political science the theme has been the roles of minorities."

"There is more than just the overt discrimination in the Southern courts," Williams said. "Many blacks receive unequal justice because the court system in which they are tried is almost entirely white and courts which don't understand the blacks' problems, their customs and mores."

"There are only about 100 black lawyers in North Carolina," Williams continued. "And only four of them are outside the eight urban counties



of this state. The Southern court system is almost entirely white right down to the defense attorneys. What we need is more black lawyers in this state.

"We only have one black (state) Supreme Court judge who was just recently appointed by Governor Scott," Williams said. "I would say there aren't many—if any—lower court black judges. They're elected by the people."

Williams' study found that the courts dealt lightly with blacks who commit crimes in their own neighborhood against members of their own race. But, he said, the courts "have responded with harsh punishment" when blacks were convicted of crimes in which whites were victimized.

"One interesting fact," Williams said, "is that 60 percent of the court load in this state are cases involving blacks. That proportion far exceeds the proportion of the black population."

Much of the discrimination in the courts comes in the non-celebrated cases, Williams said. Results of such cases as drunken driving, vagrancy law violations and non-support cases prove out this theory, he said.

"Back in the '40's the courts were used to recruit labor," Williams said. "Blacks were picked up for violating vagrancy laws and given the choice of working or going to jail. Most went to work in the fields. After the harvesting season ended, most vagrancy laws weren't enforced quite as strictly."

"Rather than a neutral umpire upholding the law above racial and social conflict, the legal policies have legitimized some criminal behavior as black subculture crime. In other cases, the ruling elites have responded with harsh punishment—in ways which if not responsive to white values are supportive of them," Williams said.

"A double standard of moral expectations of the black community results in an extensive amount of lenient or paternalistic treatment in non-social crime so long as it is contained in the black community," he added.

"Even with the most conscious and deliberate efforts to distribute justice impartially," his report said, "legal elites may find that laws fall with sharpest impact on the black community because social and economic conditions are such that blacks are more frequently susceptible to violation of the law than whites."

"Social and educational inequality puts the average black at a disadvantage compared to whites," Williams said.

"I've talked to attorneys and prosecutors about the inequality of justice in the courts, and they've said 'No, no, inequality doesn't exist,' but I believe the facts bear me out," Williams said. "We all have this idea, or conception, of how the courts operate—an image—and of how the courts are so just; but people, and young people in particular, are beginning to question that image."

He spoke with an understanding of the adolescent mind that denied his youth.

"John doesn't mix with the guys in the suite much. I think he's a bit afraid of white kids.

"But he's grown a lot bigger and more masculine since I've known him. And he's really hyperactive."

'Big Brother' Paul Revell thought back over the three years that he has worked with his 'Little Brother' John Henderson. John, a fifth-grader at Fred Olds Elementary School, had been paired with Paul through the campus Big Brother Program and the Wake County Mental Health Center.

Originating with some residents of Bragaw Dorm several years ago, the Big Brother Program has enabled many students to participate in socially significant projects in Raleigh while in school. Coeds involved in the Program serve as 'Big Sisters.'

Men and women interested in working with underprivileged or emotionally disturbed children as friends and companions are matched with youngsters through the Wake County Mental Health Clinic.

"The kids we work with are referred to the Clinic by schools, courts, truant officers and sometimes by parents," Revell noted. "The staff asks the kids if they'd like to have a Big Brother, and then see how receptive they are."

"The Big Brother or Big Sister works with the kid for about a month to see how they get along. If they don't hit it off, another Big Brother is paired with the child," he added.

Revell emphasized that more Big Brothers and Big Sisters are needed especially those who are black. The group of youngsters in the program now is equally divided between blacks and whites.

"There are about 55 to 60 students at State working with these kids, and about 15 or 16 of these are coeds. We have a few Big Brothers at Shaw, a couple at St. Augustine, and several high school students and adults in Raleigh involved in this project," the senior in Forest Management added.

"John is the only Little Brother I've had, but we just seemed to hit it off from the beginning. He's still very shy around strangers, though," Revell said.

"Most of the things we do with our Little Brothers is on a one-to-one relationship, though," Revell pointed out. "For example, John and I play putt-putt, tennis, ping-pong, go to movies and play basketball."

"Sometimes John walks over here after school, and often I go to pick him up. I help him with homework, and I really think he talks to me more than he talks to his mother, and he doesn't have a father to talk to."

Revell spoke with evident pride when he told of getting John transferred from a special education class for "slow learners" to a regular class. John's Big Brother was also responsible for having the Southside youngster moved from his previous elementary school.

"Everyone thought John wouldn't do well in a regular class, but he makes some of the best grades in there," Revell grinned, glowing like a proud father.



Syme dorm becomes coed in fall '72

by Sara Sneed
Staff Writer

In the fall of 1972, North Campus will be invaded by 96 co-eds when Syme Hall becomes the second coeducational dorm on campus.

One Syme resident summed up the feelings of many when he remarked, "This is the greatest thing that has happened to this side of campus."

The additional on-campus housing is needed for women students because there are presently about 100 women on the waiting list whereas there are

over 100 vacancies in the men's dorms.

Director of Housing Pat Weis added that the University also wishes to decentralize the women's residential living pattern on campus and to continue the coeducational concept. Also, Syme was already due to have extensive renovations next summer.

In Syme, the oldest dorm in use on campus, women will occupy the south end of the first floor and all of the second floor. It is built on a hall rather than a suite set-up and there are

several different sizes of rooms.

The dorm's location will be especially advantageous to women students in Design, Education and English. Facilities include foosball, a television room and an outlet of the Student Supply Store snack bar chain.

This summer present lounge facilities will be improved and a launderette and kitchen on the ground floor are proposed. Corridor doors on either side of the main lobby areas and at the north end of the ground floor will be built.

Also, shower stalls and john doors will be added. Housing will also evaluate outside lighting in the Syme area to insure it is sufficient.

With the addition of women, security must be insured, although plans are still tentative. Weis said that women will have keys to unlock doors to their halls on a pilot basis or some type of card system will be used.

A night receptionist will not be employed, but callers may use an unlisted phone system in the lobby.

Residents being displaced by women residents next year will have priority over vacant rooms in the male sections of the dorm. The Syme Residence Council has established a priority system.

Weis feels that there will be enough room for all present residents of Syme to live there next year if they so desire because of students dropping out of school, graduating, and moving into other housing. Women in education and the School of Design will be given

(see 'Private phones,' Page 6)



This all-terrain tractor, now removed from Lee Field, must have provided quite a joy ride for some student this weekend. (photo by Cain)

Coder-Heuts hearing gets 4th continuance

Preliminary hearings for basketball players Paul Coder and Bob Heuts in Wake County District Court were continued for the fourth time last Friday.

The fourth continuance was granted by the State because the two police officers involved in the cases are due for vacations Nov. 24, the day the hearing was originally scheduled to take place.

The case, rescheduled for last Monday, was continued a third time after defense attorney George Anderson said he had not received his fee from the defendants.

Last Friday, assistant solicitor Zoro Guice learned that Anderson would be in Lee County this week, working on a case in Superior Court there.

Guice said he learned of the conflict after Anderson had appeared

before District Court Judge George Bason.

The hearings have now been set for Dec. 1, the same night State opens its season against Atlantic Christian College in Reynolds Coliseum.

Guice told Anderson if the cases were continued again the preliminary hearings would be denied and they would be sent on to a grand jury Nov. 29.

The grand jury, which seldom meets in North Carolina, serves the same function as a preliminary hearing by deciding whether evidence in a particular case warrants trial in superior court.

City police charged Coder and Heuts, who were arrested Sept. 20 in Pullen Park, with felonious possession of five ounces of marijuana. A felony must be tried by Superior Court.

Parade has POW float

by Ted Vish
Staff Writer

The annual Merchant's Bureau Christmas Parade on Hillsborough Street Saturday launched the yuletide shopping season in Raleigh.

Fifty-six bands, floats and drill teams followed each other down the two-mile parade route, which began at the corner of Hillsborough and St. Mary's streets and dispersed at Memorial Auditorium.

A float sponsored by the State chapter of Veterans for Peace caused a large amount of staring and whispering.

The float consisted of two bamboo cages on a straw-covered flatbed truck. One cage held an American POW and the other a captured Viet Cong.

The Vets had planned to distribute pamphlets during the 1½-hour parade, but they were informed by city police that such action was in violation of a Raleigh ordinance.

Earl Beshears, spokesman for the

group, explained that the float was built to keep the War in Vietnam in the minds of the people.

"We wanted to remind everyone that there is still a war going on, and that there are going to be a lot of servicemen spending Christmas in a bamboo cage."

"Christmas is a traditional holiday to spread the feeling of peace around, and that feeling is the only thing that will bring the POW's home," Beshears said.

He said the idea of a POW is a situation anyone can relate to, "no matter what their political convictions are. We just wanted to make the people realize that despite the pretty floats, beauty queens and big bands, people are still suffering."

Beshears was pleased with how the 100,000-plus crowd along the parade route reacted, mentioning that several times during the procession a burst of applause or a flurry of peace signs arose from spectators.

Technician

Volume LII, Number 37

Monday, November 22, 1971

Agricultural Extension sued for discrimination

The North Carolina Agricultural Extension Service, operated by State, was charged Thursday with racial discrimination in hiring, pay rates and promotion practices in a suit filed in U.S. Eastern District Court.

The class-action suit was brought by a group of 72 black people, mostly employees of the Agricultural Extension Service and including farmers, members of Home Demonstration Clubs and parents of 4-H Club members.

Defendants in the suit include U.S. Secretary of Agriculture Clifford Hardin, UNC President William C. Friday, Director of the N.C. Agricultural Extension Service George Hyatt Jr., State Chancellor John T. Caldwell, the UNC Board of Trustees, and Administrator of the Federal Extension Service Gene Lear.

"Black employees of the service are discriminated against in the terms and conditions of their employment," the suit charges.

Salaries Discriminatory

"White employees who hold the same position as black employees receive higher salaries than blacks for

the same work even when the blacks are equally or better qualified."

The suit also accuses the extension service of discriminating in assignment of black farm agents by geographic areas, permitting vacancies left by black employees to remain vacant or be filled by whites and of not providing the same services to blacks as to whites.

The service is accused of not providing the same inservice training to blacks as to whites, discriminating in assignments to administrative positions and denying positions as directors of 4-H Club camps because of race.

Suit Requests

The suit asks the court to halt the service's hiring and promotion on the basis of race, to require integration of all Extension and Homemaker Clubs and 4-H Clubs, to provide equal services to all races, to assure bi-racial judging panels and competition and to initiate a program of hiring blacks for at least 50 per cent of the occurring vacancies until the percentage is roughly equivalent to the black population of the state

Hyatt, director of the State Agricultural Extension Service and one of the defendants, said Friday he had no comment because his office had not received official notification of the suit.

The case is similar to one that was recently ruled on by the U.S. Middle District Court of Alabama involving the Alabama Co-operative Extension Service.

The Court handed down a decree that, among other things, would require Auburn University to fill half of all vacancies that occur in ACES staff and clerical positions with blacks "until the percentage of Negroes on the composite county staff is substantially equal to the percentage of Negroes in the total population in the state."

Plaintiffs in that case also included officials of the U.S. Department of Agriculture, but the complaints against them were dismissed when the U.S., through the Attorney General, sought and was granted "intervention" as a public plaintiff because the case was of "great public importance."

'Here comes Santa Claus ...'

The wind was biting cold in the shade Saturday morning as crowds gathered to watch Raleigh's annual Christmas parade.

An old man and his wife shuffled slowly up Hillsborough Street looking for an opening in the masses along the curb. Clad in an aged, dirty brown far-below-the-knees coat with a bright new shiny imitation leather cap jauntily perched atop his head, the old man clasped his wife's hand tightly and pulled her toward the opening he had just spied.

She wore a very ragged coat—the kind popular three decades ago—and her wispy, greying hair was bound up in one of those cheap, imitation silk

scarves. Her socks were dark, mottled green with big, gaping holes in the heel. She walked on battered, run-down penny loafers.

Her tiny hand was nestled tightly in his, the other stuffed deep in the pocket of her coat. An old handbag hung emptily from her arm. Their skin had the crusty, flaky-grey look of ever-present cold and meager diets.

The old man and his wife finally wrestled into the opening just as the first parade units passed. Their faces brightened considerably as kids marched by, pulling dogs on leashes—or being pulled by St. Bernards thrice their size. The crowd guffawed at the sight and the old

couple's eyes merrily twinkled.

Band after band came high-stepping past, blasting the cold, sunlit air with trumpet and drum. Fancy routines by the Pershing Rifles brought "oohs" and "aahs" from the happy crowd. Beauty princesses rode by on rear seats of clean, new convertibles, smiling and waving at a faceless mass. Everyone smiled and laughed and waved.

Children danced in the street and rode on top of father's shoulders to get a better view. One middle-aged father picked up his cute little daughter, put her squealing and kicking on top of his shoulders where she soon quieted and stepped thoughtlessly in front of the old couple, blocking their view.

The old couple stepped wistfully back onto the sidewalk. The man bent and said something quietly to his wife.

The yelling of the children told everyone that Santa Claus was coming down Hillsborough now. Strens screamed shrilly as the red-suited figure approached behind eight tiny plastic reindeer. The masses surged forward as his sleigh came abreast of the old couple, and for a brief, fleeting moment their eyes caught and fixed him in their memories for yet another year. Then the old man—still clasping his wife's tiny hand—shuffled silently back down Hillsborough, wordlessly remembering happier, bygone Christmas days.

Everyone loves a parade.

—Richard Curtis



The State Chapter of Veterans for Peace reminded everyone there is still a war in Vietnam with a prisoner of war float in the Christmas Parade Saturday morning. (photo by Vish)

Technician

A paper that is entirely the product of the student body becomes at once the official organ through which the thoughts, the activity, and in fact the very life of the campus, is registered. It is the mouthpiece through which the students themselves talk. College life without its journal is blank.

—the Technician, vol. 1, no. 1, February 1, 1920

EDITORIALS

OPINIONS

Keep Michaels

The greatest stories in sports history are those of human triumph over great adversity, of victory purchased with emotion, determination, loyalty and pride. The appeal of sports is not so much the performance of men who are masters of their muscles, but the prospect that on the field of competition—as in the larger sphere of life itself—the rich may not always get richer and David may slay Goliath.

Certainly State's 31-23 football victory over Clemson will not go into the record books as the game of the century. But to those who have seen the Wolfpack clobbered unmercifully early in the season; who heard laughter and derision whenever the team took the field; who heard head coach Al Michaels belittled and put down, often with unreasoned cruelty; the win at Death Valley and the visible emotion of the Pack as it fought gallantly to save the job of a respected leader has to be one of the most memorable and heartwarming events of the school year.

How easy it would have been for Michaels—appointed "interim coach" last summer—to have exploited his unfavorable position in rationalizing the team's poor record. How tempting it would have been for a lesser man to give up once the season seemed lost and newspapers were full of speculation about next year's team, next year's coach.

But Al Michaels, the brains and inspiration behind State's traditionally fine defense under Coach Earle Edwards, exhibited in defeat qualities of greatness unattained by most men even in victory. He refused to criticize the team publicly. When praise was not appropriate, Michaels was judiciously silent. He kept the faith through the torturous losses to Maryland, Virginia, Duke, North Carolina, and team spirit apparently never died. Then down the home stretch he led a battered and bruised State Wolfpack to victories over sound Miami and Clemson teams sandwiched around

an impressive performance against nationally-ranked Penn State.

But all the while, many had lost all hope. Only Michaels, it seems—and through him, the team—believed in sticking to the corny old axioms of competition: Can't Never Could, Football Is a Game of Inches, Never Say Die.

And yet, to our way of thinking, Al Michaels never had anything to prove in the first place. For over 15 years he served the University as an integral part of a sound football program which was closely knit, absolutely committed to acceptable academic performances of players, and well respected throughout the nation. When the teams won—which wasn't all the time, of course—the reason was more often than not the defense. And that was Michael's department.

Last week an impressive number of present and past players signed a petition seeking the retention of Michaels as permanent head coach, and we endorsed the proposal. But the final decision is not ours, nor is it the players'. The ultimate say rests with the Football Coach Selection Committee headed by Dr. Robert Bryan, head of the Philosophy Department.

If you believe, as we do, that the University should not forsake Al Michaels, who has given this institution his energies and devotion for much of his life; if you believe this man should not be rejected and left without honor at his own school; if you believe that Al Michaels, the human being who has helped preserve the qualities of human dignity and respectability which can be instantly eroded by overemphasis and continued professionalization of college athletics, must be given a vote of confidence by the University, we urge you to write:

Dr. Robert Bryan
Department of Philosophy
N.C. State University

You will be supporting a worthy and deserving man.

Universities and racial quotas

The suit charging racial bias in Ag Extension policies may help bring into focus an issue which is placing many universities in a moral quandary. Should accepted standards of excellence, academic and otherwise, be compromised to meet social pressures and obligations?

On the matter of racial discriminations, any university purporting to be an enlightened institution can be committed to no other credo than the extension of equal opportunities to every person, regardless of his skin color. Indeed, it is the responsibility of universities to break down barriers of racial hatred and bias based on ignorance wherever they exist.

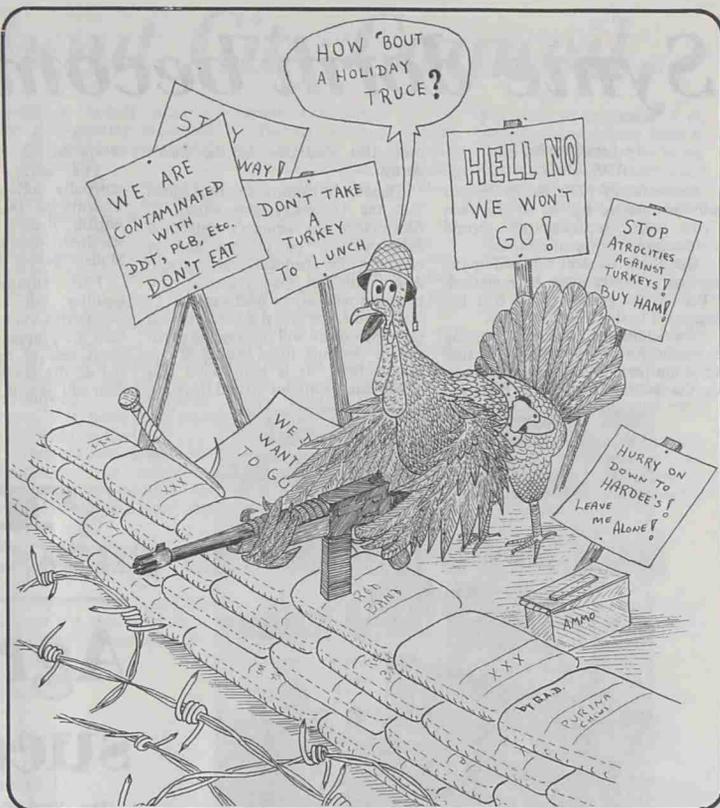
But is the university an instrument for social change? Many would argue, with sound reason, that institutions of higher learning, even when subsidized by public money, maintain their ability to teach and certify graduates as "educated" only by preserving credentials and standards independent of attempted interference by non-academic elements of society.

Universities have always resented and

resisted intrusions into academia by speaker ban laws, speeches by vice presidents, or for that matter, editorialists. So it is really no surprise to discover that they harbor definite second thoughts about quotas imposed on admission of new students or hiring of faculty simply for equalitarian aims, without consideration of professional or scholastic qualifications, even when such proposals have the best of intentions.

This subject is apparently headed for an acute showdown at State. In addition to the Ag Extension suit, HEW officials have recently investigated hiring practices in several of the Universities departments. Almost simultaneously, campus black students are pursuing a list of demands relative to more positive inclusion of minorities in university affairs. The demands—currently under study by the Division of Student Affairs—include, among other things, the much-debated vehicle for change: a mandatory quota of new black students and representatives on campus committees and boards.

To quote Chancellor Caldwell,



Thanksgiving memory

by Craig Wilson
Associate Editor

When I was very young we went to my grandmother's house for Thanksgiving dinner. Just like in the song.

The huge, rolling, grassy lawn behind her home was our playground while we waited for the feast to be set upon her ancient dining room table which was reserved exclusively for this meal and the Christmas one. Not one square foot of the cold brown yard was safe from the delicious smells which emanated from the kitchen window of the small white frame house. Even across the creek and into the woods which led to what we called "colored town" we could occasionally catch a whiff of giblet gravy or dressing stuffed with celery or sweet cranberry preserves.

Sometimes if we climbed the green, splintery back steps and asked politely, my oldest cousin, who was allowed inside to help the adults sometimes (much to our jealousy), would slip us a couple of homemade biscuits which we scurried back down the hill and up into the woods to eat very secretly.

Once I remember one of the many small "colored boys" would sneak very reticently down from their tiny homes which we could

barely see at the other edge of the trees. I let him have a bite of my biscuit. Cousin Eddie snickered: "you gon' get germs." It gave me pause; after all, I had heard stories about how dirty they kept their houses. But then, I had given that same boy a lick from my popsicle during the summer. Still, I wasn't sure. I gave him all of the biscuit.

As I watched everyone else chewing, I thought of Grandma's hands kneading the dough, shaping the patties and putting them into her black, dirty oven. Then I saw her mixing the dressing in a bowl with her own bony fingers, and later squeezing the lemons for iced tea into a pitcher of water. Then the fragrances came briefly on the wind and I was hungry. I thought about Grandma peeling the fruit and the plunk-plunk sound it made falling into the small white pan. More often, though, we had simple but delicious pound cake, sometimes with walnuts. That was cooked several days ago and I knew that most of the time my cousin got to take it out of the cabinet and remove the wax paper before it was cut. All the time my mother would stand dutifully beside the stove trying to learn Grandma's techniques. She never did.

Sooner or later they would call for us and we'd all race up the grassy hill to wash up. After the run we were usually too tired to be rowdy and thus were properly prepared for the formality of the dinner, which always began with a long, stuffy prayer by someone, but never my grandfather. He hated to return thanks. Usually, unless kept under reign by Grandma, he already had his plate filled before the "amen."

We ate off real china, and that was special. It made a queer little clink when forks touched it, and we had to be very, very careful. The meal passed mostly in silence, but I knew from having heard the stories, that although we took the event for granted, the older members of the family had not always had such a meal to look forward to. Still, I never understood all those phrases in the prayer about the bounteous goodness of the earth, or how food represented the fruition of long hard labor and prayers. My grandparents, from the farmlands of the east, knew very well. Though not articulate, they talked from time to time about the virtue and dignity of working the land and frequently chastised us if we abused the gifts of the earth by stuffing ourselves.

Today our family is scattered and we don't pay homage to Thanksgiving like we did then. The section where my grandparents lived is now a neat little division of look-alike homes. The large back lawn is gone and the trees beyond the creek have long since given way to a new street.

I'm not supposed to care; after all, Thanksgiving is a relic of the past, and sentimentality is not in vogue. Yet I'd sure like to leave this rat-race for awhile and climb that grassy hill again.

Letters to the Editor:

Chooses freedom

To the Editor:
Although I fully agree with Tave Fletcher's ideas on the Selective Slavery System and on the immorality of the war in Indochina, I cannot accept his conclusion that he will be forced to fight an immoral war.

Conscription can make a man a slave of the military only if he chooses to be a slave. He can choose to remain a free man or he can choose to become a plane or a bomb or a rifle to be used as a weapon of war. The decision to step forward and be inducted into the military is a decision made only by the man who steps forward. Whether through enlistment or induction under threat of imprisonment, it is a decision by a free man to keep or to give away his freedom.

A few days ago I received my fourth Order to Report for Induction. I am ordered to train for and to fight in a war machine. I am ordered to be a slave. I am ordered to compromise and destroy my religious training and belief. I refuse to do that. I refuse to be a slave. I choose to remain free.

Steve Routh
Sr., CSC

Our own killers

To the Editor:
If the government of the United States is indeed a government by the people, then it is the people who must bear the burden of Vietnam; for the atrocities, the dead, the wounded and disabled, the POWs, the addicted—the thousands of lifeless people.

Our country is NOT ending the war in Indochina; the war is only going through a metamorphosis. People are being replaced by machines—machines that use tactics of punitive and saturation bombing to perpetuate death and suffering. We have no pride to lose by leaving Vietnam. We have already stooped as low as possible. We are destroying a country and people that we call our friends and allies—and we are paying the price: we are

Personality profile

State's own lobbyist

by Beverly Whitaker
Staff Writer

"You could say I'm State's own permanent lobbyist," Ray Starling said in describing his position as the N.C. State representative to the Raleigh City Council.

Starling, a Raleigh native and a senior in Mechanical Engineering, was appointed to his position Nov. 10 as the result of a bill introduced by student senator Ivan Mothershead.

"My job," Starling explained, "will be to represent the students in anything that affects them. When a student has to deal with the city council, I act as a consultant to him."

According to Starling, he will act as a go-between for the students and the council. If there are ideas a student wants to get across to the council, he will be better able to present it

to the council than the student would alone.

Starling said he is "definitely politically motivated." A look at his past student government experience shows why. Along with being a senator for three years, he has served on many outside committees and projects.

"I want to get involved with people," he said. "I want to work with people in their relationship with their community. Working with people is my goal."

Along with these reasons, Starling gave other motives for wanting to be the University representative to the city council. "I feel that in working with the city council as a representative, I will have the opportunity to help the campus community in its relationship to the Raleigh community. I want to leave a mark showing that something is better because I was there."

Starling sees himself as part of the first step toward student involvement in the Raleigh community. He wants to see students "learning about life through interactions with the community—not just textbooks."

More Student Involvement

"I would like to see student involvement in all facets of community development and community relations. I can very easily see a student as a voting member of the city council eventually."

When asked if the city council would take into consideration anything he presented, Starling answered with a very emphatic "Yes!"

"If I present a legitimate petition that doesn't break a law or infringe on other people's rights, the council is more than willing to listen to it and act on it."

"Students can't have the attitude that the city council is something they have to fight against. The council rules but it rules the way the people want it to rule. If you don't like the way something is being done petition or tell the council or tell me and I'll tell the council. If your gripe is legitimate and won't infringe on the rights of somebody else, the council will listen to it and probably act on it."

Finally, asked if he would like to give up the position, Starling replied without hesitation, "I'll keep the position until they have to kick me out."



State's representative to the Raleigh City Council, Ray Starling. (photo by Hedden)

killing our own country.
We, the Veterans for Peace, propose and demand an immediate and total withdrawal of all U.S. forces and aid from Indochina. We firmly believe that such a withdrawal would stop the killing and wounding of many Americans and Southeast Asians, expedite the release of POW's as well as prevent the capture of any more, end the exposure of American youth to the black market and drug syndicate of Indochina, and, finally, change America's opinion of herself and the world's opinion of America.

We ask that you support us in our efforts for peace and that you actively work through every available channel for an immediate end to U.S. involvement in Indochina.

Earl D. Beshears
Mark A. Robertson
Robert J. Greenhill,
Veterans for Peace
NCSU

'Take a look'

To the Editor:
In response to Richard Dowless' article entitled "Cannot Approve," I was very moved to hear of him having to reduce 50 per cent of his farm operation and the loss of his "one time respected" black slaves. As a matter of fact, happiness is the precise term for my feelings.

It's the robber barons of your type that characterized the group commonly known as capitalist pigs. You ask, "what right do I have to call you this?" My reply is for you to take a look at the economical abuses you forced upon those black workers. If these people worked hard and supposedly liked what they were doing, why should they quit? I'll tell you the reason. As long as you had them working for practically nothing you were satisfied. Yes, it's true that they were earning the money, but you were the one receiving it. That's the reason it was so devastating to your farm when they left, because you were no longer able to get something for nothing. You have

exploited these people, nearly the same way your predecessors did in the old days. You and your porky pig-like capitalistic cohorts derive your income from owning the means of production and from exploiting the labor of others. Did those blacks have to depend primarily upon those small wages for a living? I hope not. Apparently they had no choice except to sell their labor power in order to exist in their struggle for survival or they wouldn't have worked for you in the first place. All of the wealth that you received was created by the labor of the blacks, yet, they did not receive the full value which their labor created. Instead they received a fraction of a wage which wasn't even enough to spend. (Did you tell your friends that you paid them \$20 to be divided among 16 people for one day's work?)

If you weren't such a greedy pig they might have remained working. What did you do to attempt to make them stay? Did you reduce the number of working hours, increase their pay or provide them with a place to stay? Apparently you did none of these because they aren't there now.

The accumulation of wealth on your part caused the accumulation of misery, agony of toil, slavery, ignorance and mental degradation at the expense of the blacks. One might ask, how can it be that the U.S. has somewhere in the neighborhood of 40 per cent of the world's wealth when much of the nation is undernourished, inadequately clothed and lives under subhuman conditions? Thanks to people like you this nightmare becomes a reality.

The reason that your slaves left you for that "freedom for blacks" thing is quite obvious. Yes, white America, inequality still exists in Amerikkka. People such as the Dowless' buy labor power and exploit it. It's this exploitation which is the source of inequality.

Reginald Wideman
Jr. CHE

'Why not again?'

To the Editor:
We read with interest and disgust the article in Wednesday's *Technician* concerning the list of demands made by the black students at NCSU.

We totally disagree with the first demand; that at least 50 slots be allocated for black freshmen who have neither the predicted grade point average or the required SAT scores. Surely this would be a great waste of time for most of those freshmen. Many students here at State have a hard enough time keeping in school with the qualifications, let alone without them. At any rate, why should these black freshmen who do not meet the qualifications be admitted to the university solely because they are black?

As for black instructors, there aren't very many to be had. Those black instructors who are qualified are in such high demand that the extra expense to the university is hardly justified by meeting the demands of only two per cent of the student body.

We agree that the blacks should have their equal rights. However, we feel that those blacks need to redefine the word "equal." "Equal" means "the same," not "a little more." The blacks obviously want "a little more."

When the demands are not met by the university, the blacks will write more slogans on the tunnel walls, scream and bitch until they get what they want. After all, it worked once before, why not again?

John Mangan, Fresh., AG
Bob Beaty, Fresh., Eng.
David Sharp, Fresh., AG
Winfred Prince, Soph., Eng.
Steven Moore, Soph., PPT
William K. Huff, Fresh., TxC
Dennis M. Howell, Fresh. Psy.
Fred Hoskins, Fresh., SWB

Doctor's Bag

Address letters to Dr. Arnold Werner,
Box 974, East Lansing, Mi. 48823

I suffer from insomnia to the extent that it is ruling, and ruining, my life. If I can get to bed around 9 p.m., I am usually able to sleep. However, if I get to bed any later I am unable to get to sleep before 3 or 5 a.m. even if I did not get any sleep the night before.

I am constantly tired, consistently oversleeping in the morning and continually missing my morning classes.

I have sought relief from this condition from various doctors who invariably refuse to prescribe sleeping pills on the basis that: "The possession of such nervous energy is an asset, not a liability, in life."

Do you agree? I think I need sleeping pills to get my life regulated.

Insomnia can be caused by a number of physical and emotional factors. These include: drinking too much coffee or drinking coffee late at night, smoking, physical inactivity, anxiety, depression, basement dormitory rooms and the expectation that it's going to be hard to sleep.

Assuming that you are not anxious, depressed or fearful of the dark, I suggest the following: First, stop smoking. Second, after 6 p.m. avoid caffeine-containing drinks such as coffee, tea, cocoa or cola beverages. Step three in my five point program is to have a period of vigorous exercise sometime during the day. Step four consists of doing things like taking a cool shower a half hour before going to bed and sitting down and relaxing with a glass of wine or warm milk. If all this fails, my last suggestion is to find a doctor who isn't such a wise guy that he gives you homilies like the one you mentioned. You may very well need an effective, safe sedative for a brief period of time to break the cycle of anticipated insomnia.

Is it true, as I have heard, that every blood test given at

most college health centers, no matter what for, is also checked for venereal disease? Can dormant VD be detected by such a test? If VD is checked for at the health center can anyone who has had a blood test consider themselves free of VD if not otherwise notified?

Such testing is most unlikely as it would be extraordinarily expensive to check every blood test for VD. Syphilis is checked for by a blood test when a person has symptoms of that disease, when he or she applies for a marriage license, on most admissions to hospitals, and on entering the armed services. Gonorrhea, which is far more common, cannot be checked for by a blood test.

Is it possible to have intercourse too frequently? I'm sure that one's "normal frequency" depends on individual desire and capacity. Is there a high frequency range that might be "unhealthy"? What might this range be?

Answering will be made much easier by a slight modification of your first question: Is it possible to have intercourse too frequently and still be enjoying it? The answer is no. There is a natural limit on the frequency of enjoyable intercourse, though this limit varies from person to person and may be different between men and women.

A man is capable of having intercourse only as long as he can maintain an erection. The length of time it takes to regain an erection after each episode of intercourse gets longer and longer as intercourse is engaged in repeatedly over a short period of time (hours). This means that after a while, a man is not capable of responding to further sexual stimulation. During the same period of time, a woman is not limited by her physiology in the same way and can have repeated, frequent orgasms. In the non-physiological sphere, there is a thing called satiation. When the added work involved does not increase the satisfaction derived, people tend to call it quits.

Over longer periods of time, the frequency of sexual intercourse depends on a variety of facts including, but not limited to, sexual drive. Fatigue, irritability, stress, one's general sense of well being and probably some biological rhythms all tend to determine how often people have intercourse.

A popular myth, especially among younger men, says that each man is born with the potential for a fixed number of orgasms. When you have used up your allotment (regardless of means) one of two things occur, depending upon how sadistic a version of the myth you believe in. Either you become impotent for the rest of your life, or you drop dead.

Technician

Editor Richard Curtis
Associate Editor Hilton Smith
Associate Editor Craig Wilson
Senior Editor George Panton
Consulting Editor Jack Cozort
Managing Editor Henry White
Production Manager Fritz Herman
News Editor Cash Roberts
Features Editor Sewall Hoff
Sports Editor John Walston
Photo Editor Allen Cain
Advertising Manager Jim Wright
Circulation Manager Joe Harris

Represented by National Advertising Service, Inc. agent for national advertising, the *Technician* offices are located in the basement of the King Building, Yarbrough Drive, Campus with mailing address: P.O. Box 5698, Raleigh, North Carolina 27607. Subscriptions are \$5.00 per academic semester with Second Class Postage paid at Raleigh, North Carolina. Printing by the North Carolina State University Print Shop.

Outward Bound: 'build not break'

by Willie Bolick
Staff Writer

Does the prospect of spending 26 days walking 50 miles, hanging by ropes from mountains, living alone for three days in a strange forest wilderness, and running marathon races appeal to primeval spirits within you? There is a place for these activities, known by the formidable name of North Carolina Outward Bound School (NCOBS).

Established four years ago on the slopes of Table Rock Mountain in western North Carolina, NCOBS is one of seven Outward Bound schools in the U.S. and one of 28 schools located in 13 countries worldwide.

The purpose of the school is "to help a student discover

his self-worth, his need for others and his timeless relationship to his natural environment," said NCOBS director Dan Meyer. But Outward Bound is also a series of necessary battles—the battle to find one's self, the battle to constructively relate with one's peers, and the battle to coexist with Mother Nature on her home ground.

Outward Bound is not for the weak, although the course demands no great physical prowess. Rather, it tests the strength of the participant's will as well as the range of his ingenuity and resources.

The program is open to both men and women who are at least 16½ years old. There is no upper age limit. The only prerequisites for

attending one of the Outward Bound schools are a medical examination and \$450. If the \$450 seems too steep, there are many partial scholarships offered by the schools to needy applicants. In fact, nearly half of last year's students attended on these partial scholarships.

Began In 1942

The Outward Bound program is the offspring of wartime England's answer to rising fatalities among young merchant seamen whose ships had been sunk by Nazi U-boats. It was found that young sailors were dying in their lifeboats, while much older men survived through the sheer will to live.

Trying to solve the prob-

lem, Lawrence Holt, a merchant skipper, and Kurt Hahn, a former German schoolmaster, began what they called an "Outward Bound" school in Wales in 1942. The experiment, designed to instill force of will into the men, worked, and the fatality rate of younger sailors dropped drastically.

Today's Outward Bound schools are built around the same principle; when things are at their worst, the human will can rise above despair in order to survive.

The curriculum is designed to challenge both mental and physical strength—to build, not break. It consists of fatigue, hunger, cold, fear, and boredom. The tangible rewards of the 26 day survival course are few: a pin, a jacket patch and a certificate of merit.

Opportunity To Learn

But to those who have completed the course, the tangible rewards are meaningless compared to the personal satisfaction achieved. One survivor said, "I learned...I could tax my capacities far, far past their preassumed limitations. I feel that I lived many years in a couple of weeks."

Another graduate of Outward Bound found the program something greatly different from what he had expected:

"When I first came to Outward Bound I thought that it would, and was meant to, change me greatly...It only has shown me my problems and challenged me to work them out. In other words, I have learned that this school, and life itself, give nothing except an opportunity to learn. This is neither what I expected or wanted, but what I now realize I needed."

A typical 26 day program for each student begins with assignment to a nine to 12 man team. A deliberate effort is made to mix students according to their social, racial and economic backgrounds.

These teams will live, eat, sleep and go to the bathroom together for the next 25 days. The sole exception comes midway through the course when each participant must spend a three day "solo" in the wilderness without food or companions.

Survival, Survival

After a few days of basic courses in woodsmanship, first aid, map reading, and rock climbing, the students embark on a two day basic training expedition into Linville Gorge.

Upon return to camp (where they normally spend only 13 of the 26 days), the students learn more advanced survival techniques. Two days later, the four day main training expedition begins in the form of a 50 mile hike to Mt. Mitchell, the highest peak in the eastern U.S.

During the main training expedition, the participants are presented with varied stress situations as well as continuing training in outdoor skills. Returning to camp, they resume training and engage in team competitions. Then comes the three day "solo," which is "an opportunity for introspection and reassessment of self."

Not Winning, Finishing

Following the "solo" comes an overnight raft trip with minimum equipment, an all day team climb to the summit of Table Rock, a final two day expedition, and a marathon run where the emphasis is placed not on winning, but on finishing.

In addition to the North

Carolina Outward Bound School, there are schools in Oregon, Colorado, Minnesota, California, the Hurricane Island school ten miles off the Maine coast, and the Dartmouth school in New Hampshire.

Young Instructors

Most Outward Bound instructors are relatively young—around 30—with wide experience in the techniques they teach. Many are from England, Africa, Scotland, Australia, or other foreign countries. Some have worked with the Peace Corps, some are PhD's and one has even climbed Mt. Everest.

The Outward Bound Schools are rugged but not impossible. Students are pushed to their physical and mental limits, but only after proper training. In their nearly 30 years of existence, only two fatalities have occurred among students, both of those coming earlier this year when two girls at the Oregon school were caught in a sudden blizzard.

'Can And Do'

"Outward Bound is dedicated to the proposition that men can and do develop self-confidence, sensitivity, and compassion for others, and self-awareness in a spiritual sense when challenged and confronted through a demanding experience in a rugged, natural setting," states an Outward Bound brochure. So if you have the desire and courage to attempt, as the school's motto puts it, "to serve, to strive, and not to yield," then you should contact one of the Outward Bound representatives who will be on campus during the spring semester or write: OUTWARD BOUND, Inc., Isaac Newton Square, Reston, Virginia, 22070.

And good luck.



Mountain climbing—particularly rock faces—can be extremely hazardous for anyone. Bare-backed and helmeted, an Outward Bound student picks his way gingerly up a rock face.



Don't look down now!

Here, two members of the North Carolina Outward Bound School demonstrate how to cross a ravine by rope in the Great Smoky Mountains in the western part of North Carolina.

Ancient homes up for grabs

by Laura Pippin
Staff Writer

"The purpose of our commission is to save some of Raleigh's historical past for the future," said Banks C. Talley Jr., dean of student affairs and chairman of the Raleigh Historical Sites Commission.

The commission was authorized by an act of the General Assembly and the members are appointed for two year terms by the major and city council.

Selection and identification of historical sites is the major concern of the commission. "Before an owner can demolish an old or historical building he must notify us so that we can try to save it," said Dean Talley. "We have a list of old buildings and we are putting plaques on those worthy of restoration."

Restoration of Mordecai Square on old Wake Forest Road is one of the commis-

sion's current projects. "The Mordecai's were an old Jewish family," Dean Talley explained, "and one of them married the daughter of Joel Lane, on whose plantation the city of Raleigh was founded. Lane gave the couple a section of land, now called Mordecai Square, where they built their house."

"The house is unique because it is a representation of architectural development from the late 1700s to about 1911," Dean Talley added. The front section of the house was built in the late 1700's, the back section was built in 1826 and some small additions have been made since then.

The commission has been working on the Mordecai Square project for three years, and the house should be open to the public later this year. The restoration has been made possible by the City of Raleigh

which purchased the house for \$60,000, by \$25,000 from the Junior League and a grant of \$30,000 from Housing and Urban Development.

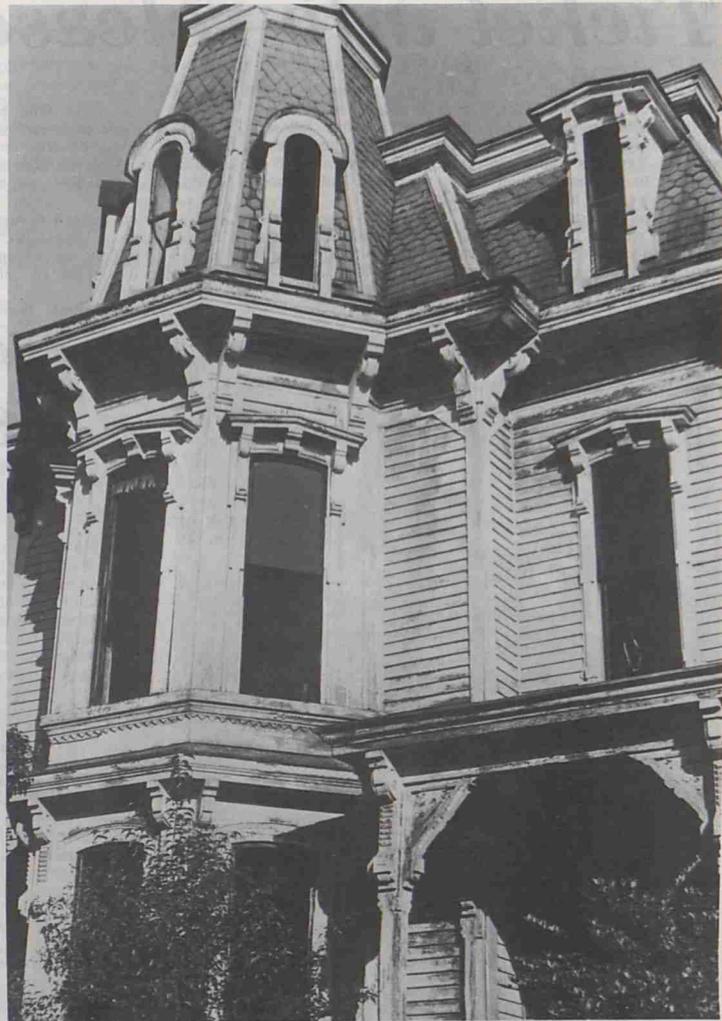
"Over by the Governor's Mansion on Blount Street there are many really wonderful Victorian houses that have been purchased by the state," he explained. "We've asked the state to preserve them and use them. It would be good if they could leave the outsides as they are, and turn the insides into offices. They've already done this with several of the houses."

"As other houses in the city are scheduled for demolition we try to find companies, associations or individuals who might be interested in them."

"The Hinsdale house, on Hillsborough Street next to the Holiday Inn, presents a special problem at this time," he said. "The land alone is worth \$280,000 and if it were bought somebody would have to re-work the house. This represents an enormous investment. We don't know if we can save it or not, but miracles have happened in the past."

Some of the commission's past successes include the old Whittaker house on Hillsborough Street, which is now Pappagallo's, and a water tank on Morgan Street which has been converted into the headquarters for the state chapter of the American Institute of Architecture.

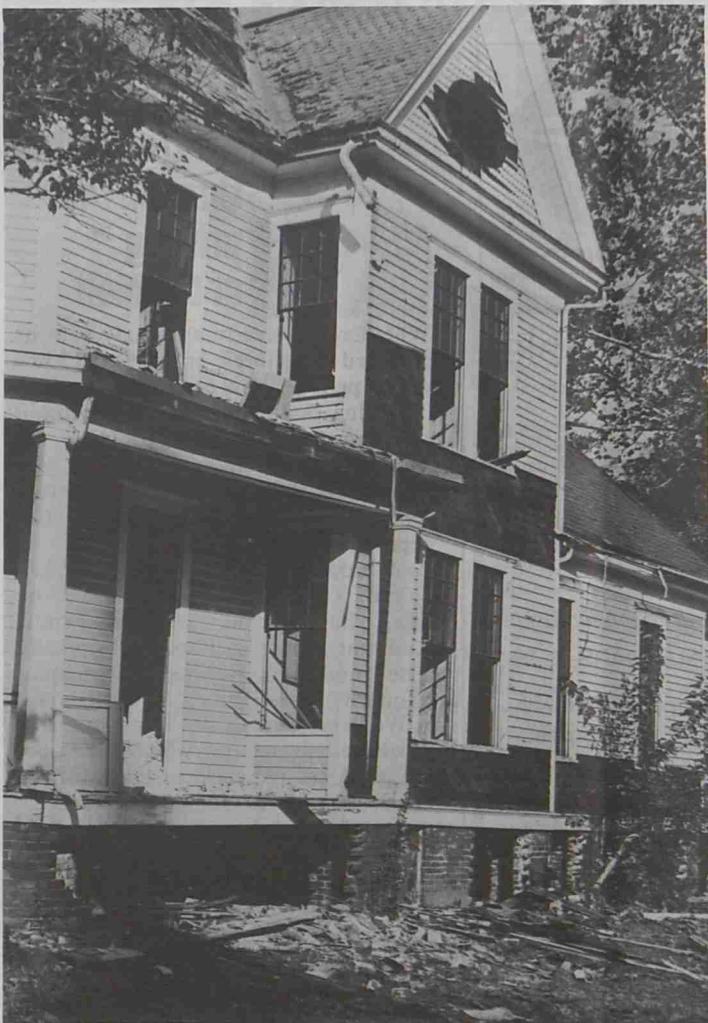
"Raleigh's historic sites interest people of all age groups," Talley concluded, "and unite them in the common cause of trying to preserve the best parts of our heritage."



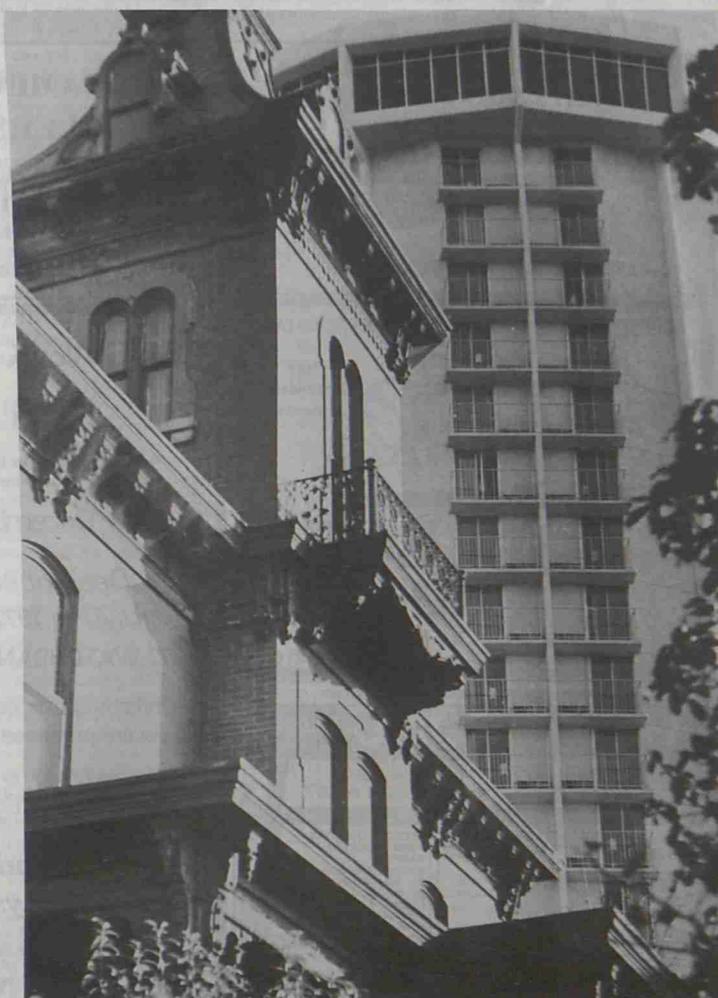
Broken windows stare vacantly out across Edenton Street. This old house has outlived its usefulness and will soon be replaced by an office building.



Gaping holes in the roof and rubble strewn about the yard mark the beginning of the end for this Victorian house on the corner of Blount and Edenton Streets.



The Raleigh Historical Sites Commission is trying to preserve and restore houses like this one for future generations to enjoy. (photos by Jelnick)



The Hinsdale House on Hillsborough Street is a unique example of Nineteenth Century Architecture. Overshadowed by the Holiday Inn it awaits destruction unless funds can be found to save it.

Ticket info released for basketball

Reserved seating will be in effect for the Purdue, Duke, Maryland, Wake Forest and North Carolina basketball games in Reynolds Coliseum, according to an announcement in this week's green bulletin.

For all other home games, admission will be by picture identification and semester registration cards.

Reserved seating tickets for students will be issued from

Coliseum windows 1 and 2 from 8:30 a.m. to 4:30 p.m. according to the following last-name alphabetical groups: Group 1, A-D; Group 2, E-K; Group 3, L-R; and Group 4, S-Z.

Any student may pick up his ticket and a ticket for only one other student plus date and guest tickets. Date tickets will cost one-half of the regular price and guest tickets will cost

full price.

No guest ticket will be issued courtside or within the first 15 rows of the end sections on the arena floor or within the first 10 rows of balcony sections.

State students will occupy balcony sections 1-6 and 19-20 and all arena floor seats except odd-numbered seats in left arena section N.

On non-reserved home

games, students must come together if they wish to sit together. Students cannot hold seats for other students on the side court, and only two seats in other areas.

Issue dates for reserve seat games are as follows:

PURDUE (December 10 1971)—Gr. 1, Monday Nov. 29; Gr. 2, Tuesday Nov. 30; Gr. 3, Wednesday Dec. 1; Gr. 4, Thursday Dec. 2; all students,

Friday Dec. 3.

DUKE (Jan. 12) There will be no priority groups for this game because of registration. Seats will be issued Monday Jan. 10; Tuesday Jan. 11; and until noon on Wednesday Jan. 12.

MARYLAND (Jan. 31) Gr. 2, Monday Jan. 24; Gr. 3, Tuesday Jan. 25; Gr. 4, Wednesday Jan. 26; Gr. 1, Thursday Jan. 27; all students, Fri-

day Jan. 28.

WAKE FOREST (Feb. 19)—Gr. 3, Monday Feb. 7; Gr. 4, Tuesday, Feb. 8; Gr. 1, Wednesday, Feb. 9; Gr. 2, Thursday Feb. 10; all students, Friday Feb. 11.

NORTH CAROLINA (Feb. 29)—Gr. 4, Monday, Feb. 21; Gr. 1, Tuesday Feb. 22; Gr. 2, Wednesday Feb. 23; Gr. 3, Thursday Feb. 24; all students, Friday Feb. 25.

Dormies warn coeds

Beware of snakes, rats

by Sara Sneed
Staff Writer

Most of Syme's residents stated that they were in favor of the conversion of the hall from a male to a coeducational hall. However, there are some complaints from residents on the south end of the first floor and the second floor whose rooms will be occupied by females next fall.

One second floor resident Eddie Stepher, a freshman in wildlife biology, stated "As far as I am concerned the University can ship all the girls that are planning to move into Syme to Meredith."

Another second floor resident says that he is so upset about the changes that he is going to pay his room rent in pennies.

With the addition of co-eds to dorms, many residents said that they felt the dorm would be quieter next year. They said that water fights would probably be on a smaller scale and other activities would be discontinued. For example, last year it took the boys two days to clean up after one prank. From 2 a.m. until 6 a.m. the steaming water in the bathroom was left on and the drains clogged. The first floor was ankle deep in water that morning.

Several occupants of Syme wanted to give the girls moving in next fall some helpful hints. The first is not let the fungus in the showers get on their

nerves. Also, beware of the basement snakes and the closets are all equipped with emergency clubs to kill the rats in the rooms.

Bill Barnwell, a design student, is glad that girls are finally going to be living on east campus; but he feels that Syme should have had more say-so in the decision to make the dorm coeducation. He added that the dorm had needed a kitchen and a laundry for a long time and it isn't fair that the dorm should receive these

just because women are moving into the dorm.

"I am moving out of Syme next year because it is becoming co-ed. If I had the choice of girls on this side of campus or keeping my room, I would choose my room. I have spent a lot of time and money fixing up my room. For instance, one of the large corner rooms has a waiting list of 27 people who want the room," remarked Kenneth Cromartie, a freshman in soil science.

Private phones set for coed Syme dorm

(continued from Page 1)

no special preference over other students.

Presently Syme, Gold and Welch have a graduate assistant in charge of the three dorms. Plans for next year are not definite, but the possibility of only having a part-time HRC is tentative.

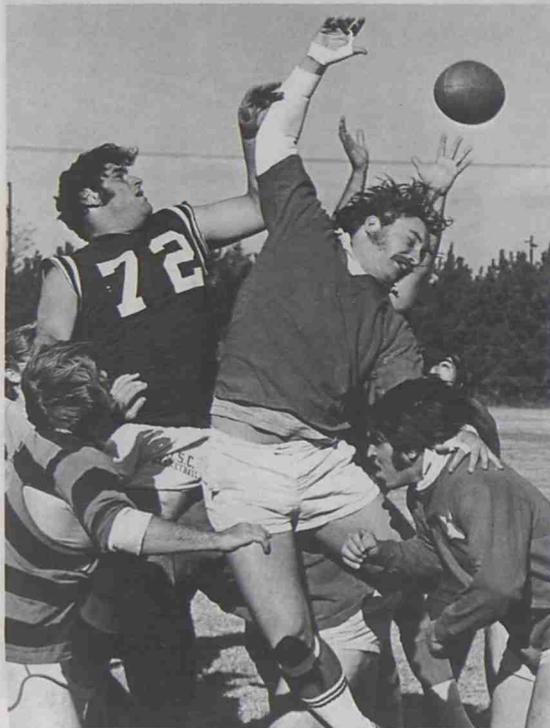
"Private phones will be allowed in the students' rooms in Syme next year," remarked Weis. "In Burlington private phones have been found to be too expensive for most students so Housing is trying to arrange an extension phone system with the phone company. Then one phone

number could be used for several rooms."

Each room has two desks, two chairs, one dresser, and two movable beds. Shelves and desk lamps are not furnished.

Syme was originally two dorms that were later joined together to make one dorm. The hall was named in honor of George Syme, alumnus of the class of 1898 in civil engineering.

Landscaping in the area is planned so that the three halls will become a more cohesive unit; especially for outside activities. A patio area and steps that will give an access to Pullen Road are included in the plans.



The State Rugby Club ended their Fall season yesterday with a 10-4 victory over South Carolina. The ruggers completed the season with an impressive record of nine wins and one loss. (photo by Cain)

ELLIASON'S RESTAURANT
227 South Wilmington St.
Mon.-Fri. 11:30-3:00 5:00-7:00

NIGHTLY SERVING COLLEGE STUDENTS

SPAGHETTI \$1.10	RAVIOLIS \$1.10
PORK CHOPS \$1.10	RIB-EYE STEAKS \$1.35
HAMBURGER STEAKS \$1.10	

SATURDAY SPECIAL SPAGHETTI
ALL YOU CAN EAT \$1.60

Come to the 5th floor to
BENJAMIN JEWELERS

30% - 50% DISCOUNT ON DIAMONDS
PRICES START AT \$50.00

505 BB&T BLDG. 834-4329
333 Fayetteville St. NIGHT OPENING BY APPOINTMENT

At last...
contraceptives through the privacy of the mail.

REPAIRS DOMESTIC & FOREIGN CARS
Body Rebuilders Estimators

COLLEGE Paint & Body Shop
1022 S. SAUNDERS PH. 828-3100

Sidewalk Poster Sale
\$.50

A holiday special for those who didn't leave early - Monday & Tuesday only - Hundreds to choose from

December Playboy
December Penthouse
with the free 1972 pin-up calendar inside

1972 WATCHBAND CALENDARS - \$.99

Christmas box cards imprinted free with every purchase of 2 or more boxes

Don't forget to get your copy of Sports Illustrated when you get back from vacation - Nov. 29 issue features State's Tommy Bursleson on the cover.

Come in and browse you are always welcome
Try us - you'll like us
College News Center
Across from the library
open 7 days a week til 9:45 each evening

Whether you live in a big city with its crowded drugstores, or in a small town where people know each other so well, obtaining male contraceptives without embarrassment can be a problem.

Now, Population Planning Associates has solved the problem... by offering reliable, famous-brand male contraceptives through the privacy of the mail. Popular brands like Trojan and Sultan. The exciting pre-shaped Contracepture. The supremely sensitive Prime. And many more. All are electronically tested and meet rigorous government standards of reliability.

We'll be glad to send you our free illustrated brochure which describes the products and services that we have been bringing to 10,000 regular customers for nearly two years. Or send just \$3 for a sampler pack of a dozen contraceptives - three each of four leading brands - plus our brochure. Money back if not delighted!

For free brochure or \$3 sampler mailed in plain package, write:
Population Planning Associates, Dept. RN-242
105 No. Columbia, Chapel Hill, N.C. 27514

Serving Over 20,000 Satisfied Clients for over 10 Years
HONG KONG TAILORS
IN RALEIGH, N.C. Two days only November 22nd & 23rd

DON'T MISS THIS OPPORTUNITY!

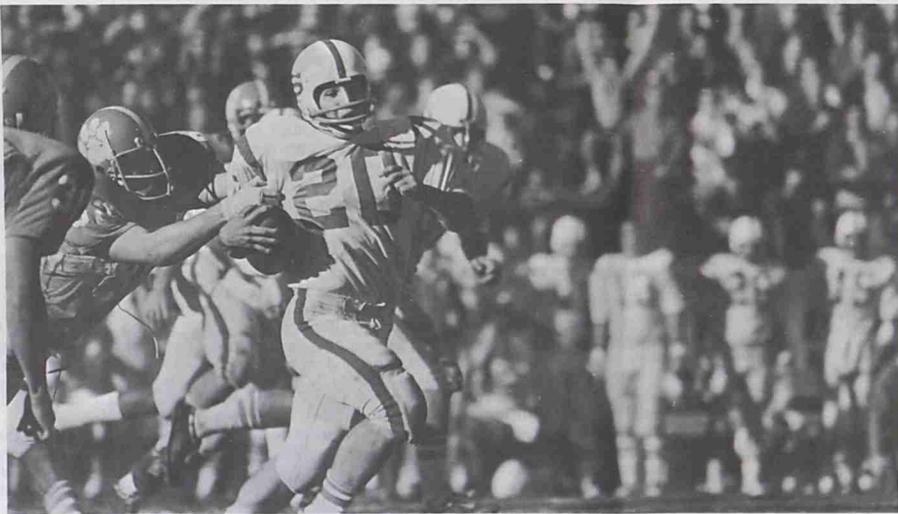
SATISFACTION GUARANTEED	SELECT FROM OVER 7,000 IMPORTED SAMPLES
MEN'S KNIT SUITS \$60.00	Get custom measured for your tailored Men's Suits, Sport Coats, Shirts—Ladies Suits, Dresses, Formalwear, Coats.
PACKAGE DEAL \$110	
1 Suit	
1 Sport Coat	
1 Pair Slacks	
1 Shirt	

Ladies Silk Suits\$45.00 Men's Silk-Wool Suits \$46.50
Ladies Cashmere Topcoat \$58.50 Cashmere Sport Coats \$35.00
Beaded Sweaters\$10.00 Cashmere Overcoats\$58.50
Beaded Gloves\$ 1.50 Shirts (Monogrammed) \$ 3.50
(Excluding Duty and Mailings)

NEW FASHIONS!
H. K. TAILORS
U. S. ADDRESS
P. O. BOX 6006
RICHMOND, VA.
23222

FOR APPOINTMENT, CALL MR. K. NANIK
STATLER HILTON 828-0811

TELEPHONE ANYTIME: IF NOT IN, LEAVE YOUR NAME & PHONE NUMBER.



Stultz (20) shows the form that netted him three touchdowns against Clemson (photo by Holcombe)

Pack wins for coach

by John Walston
Sports Editor

The State Wolfpack went straight into the mouth of the Tiger and exploded for a 31-23 win over Clemson Saturday afternoon.

The Pack, invading "Death Valley", shocked the Clemson Tigers as State hit an emotional peak for head "interim" coach Al Michaels in what could have been his last football game in that capacity.

Getting a powerful offensive punch from its young offensive unit, the Wolfpack scored impressively battering the Clemson defense all day. Sophomore Mike Stultz caught two touchdown passes from quarterback Bruce Shaw and toted the pigskin for another six points.

Willie Burden, another outstanding sophomore, plowed across the goal line and kicker Sam Harrell booted a 37-yard field goal to complete the scoring.

Utilizing the Wishbone formation divided the running

duties evenly between backs Burden, Stultz and Charley Young as Shaw handed off 53 times for 317 yards.

In the first half Stultz caught a nine-yard pass to give State a lead that it would hold the rest of the game at 7-3. Harrell added his field goal and then Stultz caught the bomb and went 52 yards for the touchdown on the first down play.

Leading 17-3, Clemson rallied before the half to come within seven at 17-10.

In the second half State's defensive unit continuously baffled the Tiger's runners, stopping them and forcing them into numerous errors.

State then pushed their lead to 24-10 when Stultz crossed the goal line for the third time.

Clemson, far from giving up, marched 35 yards for a touchdown after an exchange of fumbles. Following their own sophomore quarterback, Ken Pengitore, the Tigers came back within seven points on a pass to John McMakin.

Then came Burden's turn to spark the Pack. Running through heavy traffic, the Raleigh halfback spinning and twisting finally broke loose outrunning the Clemson defenders to the goal line.

"We knew that if there was to be any hope of him coming back, we had to win. And, regardless, it would be good to end it with a win," commented standout Mike Stultz after the victory.

The game, dedicated to Michaels, brought out the best in the Wolfpack.

"We played on 90 percent emotion out there," said defensive end Brian Krueger, "and I

loved every minute of it. The emotion made the difference."

All the backs agreed, too, that the even distribution of the running chores helped.

Michaels expressed his thoughts of the victory. "I'm tickled to death for the boys," and "If this is the end, I'm satisfied."

"They have been knocked down often this year, but they deserve the credit for the way they have continued to play."

"It is easy to win and keep your head up," continued Michaels, "But to get knocked down repeatedly and come back takes a lot of courage."

Voter drive today

The State chapter of Veterans for Peace will sponsor a free concert and voter registration drive Monday at 6 p.m. in the Union Ballroom.

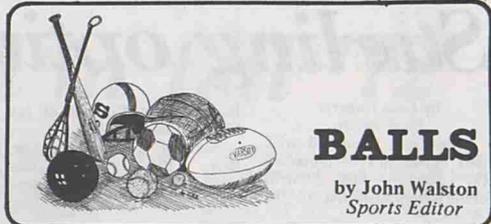
"One of the things we can do to be effective is to get people to vote," stated Mark Robertson, spokesman for the group, whose aim is total withdrawal of all American military personnel from Vietnam and an end to the war.

Two registrars from the Wake County Board of Elec-

tions will be at the Union to register new voters, Robertson said.

Appearing at the free concert, Robertson said, will be "John Pfefferkorn and friends," a folk group, "Rag," a progressive jazz band and a rock group known as "Willie T. and Skinny."

"Winter Soldier," a film shown at the recent moratorium by the Veterans for Peace, will be displayed every 30 minutes, he added.



BALLS

by John Walston
Sports Editor

November's rushing winds enveloped the State campus Sunday making the practice fields of the Wolfpack football team seem even more desolate than in the past.

Memories of late August and warm breezes come as the Wolfpack clashed and drilled for the upcoming season. The optimism was high as a group of youthful faces worked to blend with the seasoned veterans.

A faint whistle and the rush of green and white jerseys run through one's imagination.

Week after week and loss after loss the jerseys methodically returned led by a small bespectacled man. The losses stung their pride but no one complained—the bespectacled man looked toward the next Saturday forgetting the past.

Those practice fields will be empty now, until the spring brings the grueling sessions again. Just as the cold haunts the practice fields, the question of who will lead the Pack in the spring haunts the players who slaved there.

The leadership of one individual haunts them, too. The inspiration he instilled, his quiet voice, his dedication to them and his policy of hard work is hard to forget.

That 60-year-old man, who has the body of a 40-year-old and the mind of a 30-year-old, stood by them when losing four straight asking them only to do their best.

When injuries took their toll he was quiet. The loss of veterans Bill Yoest, Clyde Chesney, Pat Kenney, Gary Saul, Tim Foley, and Jimmy Nelson was never the excuse for a loss. Yet these individuals added greatly to the Pack, occupying starting positions and adding depth to the team.

He stayed close to his team all season and in the closing moments his team came out publicly in support of him asking sincerely that he be retained as head coach.

Nobody knows better than the State Wolfpack what Al Michaels has done for football. Their evaluation came from the heart. In this day of professionalism, the players' action proved there is more to football than just winning.

Al Michaels is one of a kind and the players have realized that. Their petition supports Michaels and does not necessarily mean that the whole coaching staff is cut from his mold.

State has found a rallying point. The games against, Miami, Penn State and Clemson have proved that, while the game at Clemson was dedicated to Al Michaels.

When a team wins everyone is happy, putting away their personal grievances and riding the gravy train to fame.

But there was no glory at State this season and there were no personal grievances against the head coach. A coach so personable that team morale was boosted continuously all season with his soft voice and quiet comments.

The State football team believes Al Michaels deserves a chance to show what he can do. Earle Edwards gave him 17 years to prove what he could do with the Pack's defense and he was impressive. Now the whole organization wants to give him a chance. They feel he honestly deserves it.

Dixie Classic

by Jeff Watkins
Staff Writer

Since last week, a familiar form of controlled mayhem has been taking place under the huge roof of Carmichael Gym.

The event is the Dixie Classic intramural basketball tournament which has been in existence for approximately 15 years.

Entered at the beginning of competition were 123 teams, a high number of teams to organize into pairings. David Adkins, head of the Intramural Department, explained how it was done: "In a single-elimination tournament like this, we take the multiples of four, eight, 16, 32, 64 and 128. This year we had 123 teams entered, which is five less than 128. In this situation we look at the top five teams of last year's Classic and see if they are entered again. If so, they get the byes, otherwise we draw them out."

"Each fraternity and residence hall has one team entered automatically. This gives us 39 teams to begin with," Adkins continued. "Of course, they can enter more if they like."

The burden of the tournament organization fell on the shoulders of Joel Brothers, Sports Club Coordinator, who along with two assistants figured the pairings.

"We've had impressive turnouts for our games so far," Brothers said. "There have been only a few forfeits."

The Dixie Classic is beneficial to the students, Adkins feels. "It precedes regular season basketball and gets people in the mood for it," he said. "We can train officials and get people to play who might not play during the regular season."

Out of the original 123 teams, only 16 are left in the running, and after tonight that number will be halved. The championship game will be played the first Wednesday after Thanksgiving.

Skiing club shows films

In anticipation of winter and snow, the Sir Walter Ski Club is sponsoring a program featuring representatives from the Sugar Mountain ski area, Tuesday at 7:30 p.m. in the WRAL-TV auditorium.

The representatives will show films on the area and last year's professional races.

According to State student Bryson Lewis, the club president, "The club, which consists of 180 members, was formed this past June and right now we're trying to get everyone ready for the upcoming season."

"We're working on future plans right now, too. We're working tentatively on places to stay in the Boone area, trips to Pennsylvania on week-ends, mid-week bus trips, and a trip to Colorado in March."

When buying a Diamond...

WHAT IS MEANT BY "CUTTING"?
Gem cutting is a great art. Because a correctly cut and polished diamond has great refractive powers, it concentrates light and radiates an intense, flashing fire. The slightest variation from the ideal cutting of a diamond's tiny facets results in a reduction of this fire and brilliancy, and a lesser value for the finished diamond.

There is a "common sense" way to select your diamond—rely on the facts. Let us show you the overall picture of diamond value and quality. Take advantage of our vast gemological knowledge and experience. You'll find this is the wise way to select the diamond you'll be proud to give or own.

Jolly's

Jewelers & Silversmiths
128 Fayetteville St. CERTIFIED GEMOLOGIST North Hills
832-5571 AMERICAN GEM SOCIETY 787-1422

WATERBEDS:
\$20 UP
(10 a.m.-11 p.m. everyday)
Emory Custom Waterbeds
1301 Hillsboro St.
Raleigh, N.C. 27604
(919) 834-9638

THE PRO SHOP
Ski equipment (sales & rentals)
plus
Western & European ski fashions
TENNIS—full range
of equipment and tennis wear
One day service on racket stringing
3104 HILLSBOROUGH ST
828-6984

Starling optimistic about City Council

by Cash Roberts
Staff Writer

"I was very impressed with their efficiency," remarked Ray Starling, the Student Senate's representative to the

Raleigh City Council of his first meeting last week.

Starling, a senior and lifetime Raleigh resident, was chosen over three other candidates by the Senate two

weeks ago as State's liaison officer to the City Council.

Reporting at the Senate meeting last Wednesday, Starling credited Raleigh Mayor Tom Bradshaw's skill in con-

ducting an orderly meeting. "His parliamentary procedure keeps things going rather well," he commented.

With that statement, Starling paused and glanced at Senate President Rick Harris standing beside him at the podium which brought loud laughter from the senators and gallery.

Starling's inference that the State legislative body was somewhat less than orderly brought chiding remarks from the senators. But not to be out-quipped, he countered, saying "I've spent three years in this body, so I know."

"They got more done in one afternoon," he continued, "than the three years I was here." Starling is a three year

veteran of the Senate.

Turning serious, Starling commented on the City Council's fairness in dealing with requests by individuals and groups.

"They seem to take the attitude that any group of people or one person who wants to do something...they would consider this," he said.

A request that "does not violate any law and does not infringe on the rights of anyone else and does not cost too much money," Starling said, "they (the City Council) have the attitude that they can go ahead and let them do it."

"I think we'll have no trouble in presenting legitimate, sincere ideas to the City Council," Starling said. "But I

just want to emphasize if we start trying to present ideas to them simply because we're students, and act like students and present student-oriented ideas, they're going to laugh at us."

He pointed out that students facing eviction from condemned houses "have the right to come and present cases to the City Council, which has the final say."

"You need a little bit of experience on how to approach the City Council with your ideas," Starling explained, "in order to get them acted upon favorably."

He then suggested that nuisance and condemnation complaints be brought to him before the next Council meeting in December.

William Van Alstyne speaks on governance

by John Hester
Staff Writer

"Decision-making power (on the university campus) should rest with the people affected by the decision in conjunction with the people best able to make the decision," Professor William Van Alstyne, of the Duke Law School and chairman of the Commission on University Governance there told the University Governance Commission at State last Wednesday.

The noted authority on university government examined three models establishing decisions on campus. In Van Alstyne's first model, "The various constituents would each have a parliamentary

body," he said.

The second model was seen as a "community-wide council involving the many elements of the campus, as the faculty, staff, students, and administration." Van Alstyne commented, "I am very pessimistic toward a community-wide council with competing interests among identifiable groups not wholly compatible. This group is never likely to achieve consensus."

"The utility of any parliamentary body with great size is questionable," Van Alstyne continued referring to a university-wide Senate structure. "The interest of various groups shift as they are affected by the issues being considered. I doubt it will work, unless they

have limitless authority on campus. Faculty interest dropped off quickly at Columbia once the crisis was over. I quickly became rather routine."

"A hybrid or some mix of a parliamentary body with representatives of various campus groups looking at identifiable problems in a committee type structure, tends in my judgement to work best. Permanent and ad hoc committees could be established as needed." This formed the third model of governance.

"Whether this body should have decision or recommending authority, I think depends on the subject."

Regarding faculty evaluation Van Alstyne stated, "In areas of teaching effectiveness, students are greatly affected. In this area students need a regularized input to judge excellence of instruction."

"The course evaluation survey is not official at Duke. The faculty needs to do a good job with the survey. They need professional validity and a reliable cross-section of views. Obviously students are more profoundly affected by the quality of teaching."

Campus Crier

THE STUDENT Health Service will close for Thanksgiving Nov. 23 at 11 p.m. and reopen Nov. 28 at 3 p.m. Doctor on call will be Dr. Nina Page, at 787-4045. This information is on the front door of the Infirmary.

ANY STUDENT who has a complaint about the Student Supply Store may bring it in writing with their name and address to the SG office in the Union.

MINISTERIAL STUDENTS preparing to study for the ministry in any denomination are asked to contact the Coordinator of Religious Affairs at Ext. 2414.

ANYONE may pick up a 1971 Agromack at the Union information desk.

FALL GOSPEL Student Fellowship will meet today at 7:30 p.m. in Danforth Chapel. Jesus will be there. If you haven't met him here is your chance.

CLASSIFIEDS

WILL TYPE papers. Call Anne Cunningham, 829-9820.

DRAFT COUNSELING—Student office, King Religious Center, Mon. 4-6 p.m., Tues. 9:30-11:30 a.m., Wed. 9:30-10:30 a.m. Effective Nov. 29.

WANTED: Leroy lettering set, drawing board with parallel bar, miscellaneous drafting equipment. Call 772-8054.

REWARD: Manila colored calculus notebook left on window sill in Broughton Hall. Needed badly. Leon McCaskill, 203 Welch, 755-9435.

OFFICE SPACE: Raleigh Doctor's Building, 380 sq. ft. Previously group therapy room. Call 834-6484 days, 782-1853 weekends. Dr. Johnson.

MEAL TICKETS for sale. \$10 each. Go to room 212 Alexander Hall. Monday-Thursday.

COMPLETE VW REPAIR: machine work, tuneups, line boring service. Rebuilt engines in stock for exchange. Speed accessories for buggies and bugs. T. Hoff, Inc., Highway 70-E, 772-2871. Mon-Sat.

MEN'S Contraceptives, imported and best American brands. Details free. Samples and catalog, \$1. Pop-Serve, Box 1205-X, Chapel Hill, N.C. 27514.

WEDDING INVITATION: Prices are low in Idaho. 100 custom printed only \$5.95. Send for free catalog and samples to Arnold Agency, 206 E. Main, Rexburg, Idaho 83440.

YOUR OPPORTUNITY: Unlimited income, flexible hours, be your own boss, guaranteed summer job, possible future. Looking for these benefits in a job, call 828-8513 or 467-8970 after 5:30 p.m.

UNITED FREIGHT Sales stereos. (3) brand new stereo component systems, Garrard turntable, AM-FM/FM stereo radio, powerful solid state amplifier, four speaker audio system, jacks for extra speakers, tape input and output, and dust cover. To be sold at

\$119.95 each. They may be inspected at United Freight Sales, 1005 E. Whitaker Mill Rd., Raleigh. 9-6 Mon. through Fri. 9-5 Sat.

CUSTOM MADE to order, 8-track tapes. Excellent quality and

guaranteed. Contact Thorne @ 154 Tucker, phone 755-9689.

FOR SALE: Yamaha 250 (street) 1 1/2 years old, excellent condition, \$400 or best offer. Tucker 167, 755-9715. Ask for Bob. Also, 755-9003.

Carofista
JEWELRY DESIGNERS

The Subway - Cameron Village - Raleigh

Jewelry

Handmade matching wedding bands

Diamond, Emerald, Ruby, Sapphire, engagement rings

ALSO IN CHAPEL HILL - 137 E. ROSEMARY ST - UPTOWN

ESQUIRE BARBER SHOP

2418 HILLSBOROUGH

TODAY'S POPULAR

RAZOR CUTS STYLES HAIR STYLING

It's Not How Long You Wear It
but How You Wear It Long
755-9182

Unlimited Seconds

BREAKFAST - \$1.85 LUNCH - \$1.25 DINNER - \$1.65

LUNCH

DINNER

MONDAY
GRILLED CHEESE SANDWICH
BRAISED BEEF w/ DRESSING
SURF CAKES

FRIED CHICKEN
MEAT LOAF
ESC. HAM & MACARONI

TUESDAY
HAMBURGER ON BUN
FISH STICKS
ESC. CHICKEN & NOODLES

ROAST FRESH HAM/DRESSING
COUNTRY STEAK
GRILLED LIVER & ONIONS

Harris Dining Club

SAVE MORE THAN \$100

A special enables
Troy's to offer this
Special Pre-Christmas

**TROY'S SYSTEM NO 5
COMPLETE SYSTEM
\$689.00**



PE 2038 TURNTABLE

The ultimate in performance and reliability. Stacks up to 8 records or use the special manual spindle. Tracks as low as 1/2 gram, which is very important in a high quality system.

PE 2038: \$135.00

PE BASE: \$ 9.00

PE DUST COVER: \$ 9.00

PE DUST COVER: \$ 9.00

STANTON 500A MAGNETIC CARTRIDGE

HERE is the standard of the radio station. Now available for consumer use at Troy's. Tracks very, very low for reduced record wear and increased high response

500A: \$30.00

SANSUI 4000

Over 160 watts of IMF power 45 watts RMF into each channel at 8 ohms. Its tuner section features 4 gang tuning with a fet front end that boasts a 1.8 microvolt sensitivity. The 4000 has inputs for two phono's, tape deck and auxiliary functions. Its extras include hi & lo filters loudness compensation, muting FM muting, FM multiplex noise canceling plus separate channel tone control.

SANSUI 4000: \$349.95

WOOD ENCLOSURES: \$22.50

THE ADVENT LOUDSPEAKER
Acclaimed by all audio magazines as the ultimate bookshelf speaker matched only by speakers costing two to three times the price. Dynamic range of 20-20,000 cycles plus or minus 3 decibels. The perfect compliment to add the most realism to any component system
ADVENT, each \$120.00

TOTAL REG. PRICE \$795.45

LIMITED SUPPLY THIS OFFER NOT REPEATED

TROY'S HAS GONE UNDERGROUND



**TROY'S
STEREO
CENTER**

Open Monday thru Saturday

Trade-ins Welcome

11:30 a.m. - 9:30 p.m.

We Accept Bank Americard & Master Charge

Shakersburg The Tailor
Custom Tailoring
110 S. Main St. Raleigh, N.C.
J. D. SHAKERSBURG, Owner



The Journal

of North Carolina State University

Volume 3, Number 1

Tree Improvement Program Gets International Attention In Top Science Periodical

by Hardy D. Berry

Scientific American in its November 1971 issue brings to the NCSU Tree Improvement Program the major recognition it properly deserves.

Ten pages in the November issue are devoted to an article entitled, "The Genetic Improvement of Southern Pines," by Dr. Bruce J. Zobel, Conger professor of forest genetics and director of the TIP.

The *Scientific American* article is expected to spark national interest in TIP by the public media and is a substantial "break-through."

For several years the University has endeavored to obtain major news feature attention on the extensive TIP program from national publications, including the major national newspapers and news magazines:

Recently TIP was mentioned in a *Reader's Digest* article, later reprinted in *American Forests*, on the South's "third forest."

Full Story

The *Scientific American* article puts it all together and focuses entirely on the TIP work and its accomplishments. The circulation is about 430,000 and reaches a high-level and influential audience.

The success of the interdisciplinary scientific approach embraced in the TIP program and its scientific and technological achievements have fundamental implications for forest tree improvement on a world-wide scale.

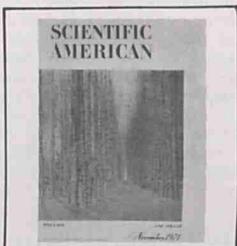
The demonstrated scientific success of TIP has enormous economic implications for the South, both for the large corporations holding vast acreages of timber lands and small landowners who will have access to the improved trees through state forest services.

World Interest

Forestry scientists from throughout the world have

visited the School of Forest Resources at State in recent years to learn about TIP.

In the *Scientific American* article, Dr. Zobel reviews the history of similar efforts to improve forest trees and notes that the first major effort was launched at NCSU in 1956.



Dr. Zobel came to State in that year to organize and direct the TIP work.

TIP is actually two programs, one directed at improving pine, the other hardwoods. The pine program involves 23 pulp and paper companies, three forest services, the Agricultural Experiment Station, and the School of Forest Resources and covers 13 Southern states. The hardwood program includes 17 companies one state forest service, and the NCSU divisions and operates in 10 states.

Great Dimensions

Some of the quantitative measures of TIP are staggering—2,700 parent trees, 300 million seedlings, 15 million acres, 3,000 acres in 85 seed orchards, 500,000 grafts, and so on.

The most significant figure is increased tree yield of 10-20 percent, equal to that of famed hybrid corn, and large-scale quality improvement factors.

Dr. Zobel credits numerous NCSU programs with substantial contributions to the success of TIP, including statistics, plant pathology, botany, genetics, soils, wood science, pulp and paper technology, forestry and others.

Enrollment Gain Small Over '70

by Patty N. Shelley

The University gained 143 students this fall over the 1970 fall enrollment though its out-of-state enrollment decreased by 168.

The first in a series of two tuition hikes required by the N. C. budgeting process and General Assembly for out-of-state students went into effect this fall.

Total NCSU enrollment is 13,483. This figure is the "head count" of all students, whether they are taking a full load or only one course. The "full time equivalency" (FTE) enrollment is 11,669, excluding enrollment in the two-year Agricultural Institute. The amount of money the State of North Carolina budgets per student at NCSU is based on this figure. A student is considered "full-time" if he is taking 12 or more course hours. For example, in computing the FTE, if four students are taking one three-hour course each, they equal one FTE student.

100 Counties

All 100 counties in North Carolina and 47 other states are represented in the student body.

One of every five students is married—2,108 males out of 10,766 and 657 females out of 2,717.

The coed population increased by 300 from 1970, and the number of males dropped by 157.

Black enrollment for the fall totals 191 men and women, to remain about the same as last year.

Other ethnic groups recorded and their enrollment figures are American Indian, 29; Oriental American, 26; and Spanish American, 33.

International students, who have come to NCSU this year from 63 foreign countries, number 569.

The School of Engineering remains the largest school in enrollment, with 3,456 students. Liberal Arts is second with 2,724, and Agriculture and Life Sciences is third with 2,476. The other five schools and their enrollments are Physical and Mathematical Sciences, 1,417; Education, 1,097; Forest Resources, 827; Textiles, 709; and Design, 537.

Undergraduates number 10,949 and graduate students total 2,258. The two-year Agricultural Institute has a student body of 276 and a full-time equivalency of 264.

A total of 8,894 students are classified as "continuing," while 3,750 men and women are "new" students. This category includes freshmen and transfer students. Reentering students, who have attended NCSU before, total 563.

Publication of The Journal for this year was approved in late October. Material submitted since the year began will be published in "catch-up" issues as rapidly as possible.

Extensive NCSU Self Study Expected to Have Substantial Effect on Future Development

by Dr. John T. Caldwell

Time for Change

Several University Self Study committees of students, faculty and administrators are at work on one of the most extensive self study efforts this University has ever undertaken. (See *Journal*, Volume II, number 9). Such an effort is timely because of the current widespread discussion of the future directions of higher education.

The Self Study reports will be presented to a visiting committee of the Southern Association of Colleges and Schools in the spring of 1973 and will be the major source of information on which to base their reaccreditation recommendations.

Major Device

The Self Study is viewed more significantly as a major instrument for institutional appraisal. It presents an opportunity for us to review and reformulate our goals and our means for attaining them. For these reasons this University approaches the Self Study with the utmost seriousness.

While the correlation between long-range plans and subsequent University development may not have been perfect and may not in every case have shown cause and effect, the general relationship on this campus has been much too close to have been coincidental. The long-range plans have been, and will continue to be, important contributors to the formulation of University policies.

1958 Results

The 1958 Long-Range Plan, for example, included the following major recommendations:

- Plan for an enrollment of 14,000 by 1970.
- Authorize and implement degree programs in the humanities and social studies.
- Develop strong undergraduate and graduate degree programs in the basic sciences and mathematics.
- Develop interschool and interdepartmental cooperation in both instruction and research.
- Give all possible support to graduate study as an increasingly important function.
- Give the library sharply increased support.
- Establish the position of Director of Research.
- Double average faculty salaries.

These examples show both the extent to which the 1958 Long-Range Plan succeeded in identifying important problems, and the extent to which the University responded. The entire University community is now looking to the current Self Study committees for similarly prescient reports, and to the University administration for similarly effective response.

The time for change is upon us. From all sides we hear voices calling for higher education to render an account of itself. Recent actions of the General Assembly have forced us to reexamine the uses of our resources. Society at large appears to be in a state of flux. In such circumstances the Self Study process and recommendations are a valuable and necessary part of the process of formulating new University policies. Our energies and intellects should be stimulated by the opportunities and challenges presented by our Self Study.

Commission Collecting Information

by Kay Tharp

The Study Commission for University Government, appointed last February by Chancellor John T. Caldwell to study the University's internal government and to recommend ways of improving its machinery and processes (see *Journal*, Volume II, number 5), is "still in the information-gathering stage," according to its chairman, Dr. Thurston J. Mann, genetics head.

After the information is collected, the commission will formulate specific models of University government and present them for the reaction of the University community.

The 24-member commission, with representatives from the faculty, student body, staff and administration, is working to submit a preliminary report to the Chancellor by January 1, 1972. Its final recommendations are due March 1.

To collect information on the decision-making process at NCSU and to reach the University's major constituencies, the commission adopted four different procedures.

First, it requested such groups as the Faculty Senate, Student Government, Graduate Student Association and University Employees Association to solicit individual views from their members and forward them to the investigative commission.

Second, it provided opportunities for individuals to express their views by meeting with commission members. In an outgrowth of this approach, commission members also went to the University Plaza to canvass student opinions.

Third, the commission encouraged individuals to express their ideas in written form.

Fourth, it recommended that individuals also discuss their suggestions with individual commission members.

Title Changes, Consolidation Leave Opportunities Intact

by Kay Tharp

The School of Agriculture and Life Sciences has consolidated 12 professional master's degrees into one Master of Life Sciences degree and eliminated seven specialized degree programs.

Both actions, initiated by the ALS graduate studies committee and approved by the graduate school administrative board, reflect a current trend toward graduate programs which emphasize a broad subject area rather than a narrow specialty, according to Dr. Edward W. Glazener, director of academic affairs for agriculture and life sciences.

Neither action has caused a reduction of staff work.

A professional, non-thesis degree, the Master of Life Sciences consolidates the "Master of"

degree in these fields: agronomy, animal science, botany, crop science, food science, genetics, horticultural science, microbiology, plant pathology, poultry science, soil science and zoology.

The MLS degree offers a broad program rather than separate degree specialization. As in the "Master of" programs, work on a special problem replaces the thesis requirement of the Master of Science degree.

The seven programs dropped on July 1, 1971, included the "Master of," M.S. and Ph.D. in animal ecology; the "Master of," M.S. and Ph.D. in plant physiology; and the Ph.D. in wildlife biology.

Established in 1942, these specialized degree programs became regarded as narrow areas within zoology and botany.

Faculty Notes

by Patty N. Shelley

(Editor's note: So many faculty notes have been submitted to *The JOURNAL* since the May issue that it is not possible to publish all of them in this issue. *The JOURNAL* will publish all faculty notes eventually, generally following the order in which they were submitted. Please note that the School of Engineering departments and the English departments have well organized systems for submitting materials for *The JOURNAL*.)

An article on "The Imagery of Sexual Repression in *Season of Fear*," by Dr. R. Benjamin White Jr., English, appeared in *North Carolina Folklore* in March. *Season of Fear* is a novel by Dr. Guy Owen, NCSU novelist.

Dr. Richard C. Pearson, industrial engineering, was installed as president of the Biomedical Sciences and Engineering Branch of the Aerospace Medical Association at the annual meeting in Houston April 26-29. He also presented a paper, "Individual Differences in Sensitivity to Noise Stress." At the June meeting of the American Society of Engineering Education in Annapolis, Md., Dr. Pearson presented a paper, "As the Academic Community Sees the Behavioral Sciences in Industrial Engineering."

The Spring, 1971 issue of *Ball State University Forum* contained an article, "Titus Andronicus and Shakespeare's Tragic Perspective," by Dr. Larry S. Champion, head of the English department.

"The Fencing Match in *Hamlet* and the Wager upon Its Outcome," an article by James A. Kilby, English, appeared in the April issue of *Notes and Queries*.

Dr. Richard M. Felder, chemical engineering, spent May and June as a consultant on Industrial Applications of Radioisotopes at the Instituto de Pesquisas Radioativas in Belo Horizonte, Brazil. He also gave lectures at the Federal University of Minas Gerais in Belo Horizonte and the Instituto Militar de Engenharia in Rio de Janeiro. Dr. Robin P. Gardner, nuclear engineering, also delivered lectures in Belo Horizonte in May and June for the International Atomic Energy Agency.

Dr. Vivian T. Stannett, chemical engineering, gave a lecture on "Radiation Induced Polymerization by Free Ions" at the British High Polymer meeting at Morehampstead, Eng., May 3-8. He lectured on "The Modification of Barrier Properties of Polymer Films by Grafting" on May 14 at the University of Grenoble, France.

A series of invitational seminars were given by D. Eduard C. Batte, animal science, in Europe during May. In Warsaw, he spoke on "Transcolostrual Infection by *Strongyloides ransomi*" to the Polish Academy of Science. A seminar entitled "Trichuris and *Strongyloides* Infection of Swine" was presented to the Parasitology Institute of the Austrian Veterinary School in Vienna. In Copenhagen, he gave a seminar on "Swine Whipworm" to the Royal Danish Veterinary School.

ley Research Center in Hampton, Va., June 7-August 20.

Nuclear engineering head Dr. Raymond L. Murray presented a paper, "Neutron Thermalization in Atomic Hydrogen" at the American Nuclear Society meeting in Boston, June 14-17. He also served on the Nuclear News Panel.

Lectures on "Water Waves and Beach Processes" were given by Dr. Jerry L. Machemehl, civil engineering, on June 21 and July 5 at the Summer Conferences on the Marine Environment at Harbor Island. He presented a paper, "Beach and Shore Erosion Along the North Carolina Coast," at the South Carolina Wood Preservers' Association Conference in Columbia, S. C., on July 22.

Dr. W. Grigg Mullen, civil engineering, was appointed to a five-year term on the standing committee on district activities at the ASTM meeting at Atlantic City, June 28-July 2.

The July issue of the *International Journal of Solids and Structures* contains an article by Dr. Kerry S. Havner, civil engineering, entitled, "A Discrete Model for the Prediction of Subsequent Yield Surfaces in Polycrystalline Plasticity."

Two biochemists authored papers which were presented at the meeting of the American Society of Biological Chemists in San Francisco, June 14-18. Dr. Frank B. Armstrong presented a paper, "Purification of Alkaline Phosphatase of *Drosophila*," and Dr. Samuel B. Tote was co-author of a paper entitled "Biohydrogenation of Linoleic Acid: Source of Hydrogen and Sterospecificity of the Reductive Reaction."

Dr. Ian S. Longmuir, biochemistry, presented a talk, "The Role of Cytochrome P₄₅₀ or a Tissue Oxygen Carrier" at the ISOX Conference in Memphis in July. He also spoke at a workshop on Applications of Computers to Models of Oxygen Transport in July at Dortmund, Germany. His topic was "Use of Computer Programs to Study Pathways of Oxygen Transport." While in Germany, he took part in the International Congress of Physiology in Munich.

Dr. Louis A. Jones, chemistry, was one of four invited speakers at a Symposium on Polymer Science, June 17, at the NASA-Langley Research Center in Hampton, Va. He spoke on "Unusual Reactions of Naphthalene."

A paper, "Bulk-to-Surface Distribution Coefficients and Surface Activity Coefficients from Surface Tension Measurements," was presented by Dr. Forrest W. Getzen, chemistry, at the National Colloid Symposium in Atlanta on June 21.

Dr. Francis J. Hassler, head of biological and agricultural engineering, served as program chairman for the Agricultural Engineering Division at the ASEE meeting, June 22-24, at the U. S. Naval Academy, Annapolis.

Dr. Vivian T. Stannett, chemical engineering, lectured at the Pittsburgh Plate Glass Company Research Center at Springdale, Pa., on June 23. He spoke on "Grafting of Polyelectrolytes to Polymers" at the State University of New York, New Paltz,

(Continued on page 6)



Grants and Contracts

(Editor's note: *The Journal* intends to publish the record of all contracts and grants awarded since the May issue was printed, but due to the number of awards, they cannot all be included in this issue.)

DR. F. J. HUMENIK, biological and agricultural engineering, \$68,707, EPA, "Design Criteria for Swine Waste Treatment Systems."

DR. F. R. DeJARNETTE, mechanical & aerospace engineering, \$17,541, NASA, "Development of Computer Program to Calculate the Surface Streamlines and Heat Transfer on Shuttle Type Configurations."

DR. M. K. DeARMOND, chemistry, \$37,259, Army, "Electron Spin Resonance Studies of Luminescent Transition Metal Complexes." (This supplemental grant increases project to \$55,299 for period 6-1-70-5-31-71.)

DR. J. W. FITTS, soil science, \$110,000, AID, "International Soil Fertility Evaluation and Improvement." (This contract amendment brings total to \$769,614 for period ending 3-31-72.)

DR. A. C. TRIANTAPHYLLOU, genetics, \$26,000, NSF, "Cytological Studies in the Nematode Family."

DR. C. R. MANNING, materials engineering, \$23,773, NASA, "Development of High Temperature Material for Solid Propellant Rocket Nozzle Application."

DR. S. B. TOVE, biochemistry, \$251,222, NIH, "Experimental Nutritional Sciences."

DR. L. A. JONES & DR. C. L. BUMGARDNER, chemistry, \$2,400, DuPont, "The Vapor Permeability of Various Films."

D. R. JOHNSTON, urban affairs, \$40,103, USOE & \$15,897, N.C. Board of Higher Education, "Environmental Education Program for North Carolina."

DR. R. C. AXTELL, entomology, \$233,082, NIH, "Medical Entomology."

DR. L. W. SEAGONDOLLAR, physics, \$41,000, AEC, "Nuclear Structure Research at Triangle Universities Nuclear Lab."

DR. V. T. STANNETT & DR. E. P. STAHEL, chemical engineering, \$85,525, AEC, "Basic and Engineering Studies of Radiation Induced Reaction in the Liquid Phase."

DR. W. A. JACKSON, soil science, \$8,885, AEC, "Nitrate Absorption and Strontium Accumulations."

DR. A. D. WORSHAM & DR. J. B. WEBER, crop science, \$47,370, USDA, "Fate and Behavior of Ethylene in Soils and Effects on Plants."

DR. A. C. DAVIS, sociology & anthropology \$162,441, NIH, "Fertility Behavior in a Tri-Racial, Low Income County."

DR. W. M. ROBERTS, food science, \$227,656, OEO, "Optimizing Effectiveness of School Food Programs for Feeding and Educating Children."

DR. N. V. COLSTON, civil engineering & WRRRI, \$106,672, EPA, "Characterization and Treatment of Urban Land Runoff."

DR. J. B. WEBER, crop science, \$116,890, EPA, "Chemistry and Plant Availability of Herbicides in the Soil."

DR. R. L. MORGAN, center for occupational education, \$2,500, Washington, D.C. Public Schools, "Evaluation of the Washington, D.C. Exemplary Program in Occupational Education."

DR. D. B. MARSLAND, chemical engineering, \$20,669, EPA, "Graduate Training in Air Conservation." (Note: Originally funded under NIH. This grant represents increase for second year.)

DR. W. G. MULLEN, civil engi-

neering, \$175,000, N.C. Highway Commission, Highway Research Program 1971-72.

DR. R. L. MORGAN & DR. J. K. COSTER, center for occupational education, \$181,982, USOE, "Assessing, Documenting and Spreading Exemplary Programs in Career Education."

D. H. HOWELLS, WRRRI, \$100,000, Department of Interior, 1972 annual allotment.

DR. J. W. GILLIAM, soil science & WRRRI, \$14,835, Department of Interior & WRRRI, "Contribution of Fertilizers to the Pollution of Waters in the North Carolina Plain." (matching grant).

DR. F. E. HESTER, zoology & Interior & WRRRI, "Effects of Drainage on Fish and Wildlife." (matching grant).

DR. B. J. COPELAND & DR. J. E. HOBBIIE, zoology & WRRRI, \$36,863, Department of Interior & WRRRI, "Nutrients and Eutrophication in North Carolina Estuary." (matching grant).

DR. L. B. MARTIN, computing center, \$310,000, NSF, Operation of National Register of Records Center.

J. A. RIGNEY, International programs, \$5,690, AID, "Review Experience in Developing Agricultural Research Competence."

DR. J. F. MIRZA, civil engineering, \$19,973, OCD, Continuation of the Professional Advisory Service Center at NCSU.

DR. R. A. DOUGLAS, engineering & PAMS, \$30,000, Navy, "Materials Response Phenomena at High Deformation Rates." (This additional funding brings total project to \$930,000 for period 9-1-67-8-31-74.)

DR. R. A. MABRY, urban affairs, \$15,000, HEW & \$7,800, Raleigh Housing Authority (matching contribution), "Planning Comprehensive Programs for Services to Aged of Wake County."

DR. R. A. MABRY, urban affairs, \$23,000, HEW, Project Helping Wheels.

DR. W. E. KLOOS, genetics, \$62,544, NIH, "Comparative Genetics of Micrococci and Staphylococci."

DR. D. W. SHRIVER, university extension, \$385,243, PHS-NIMH, "Information, Values and Urban Policy Information."

DR. L. A. JONES, chemistry, \$19,886, NASA, "Coupling Reaction of Naphthalene and Acenaphthene."

DR. T. D. WALLACE, economics \$60,000, NSF, "Investigation of Extension and Implications of the Mean Squared Error Test, etc."

DR. L. A. JONES, chemistry, \$9,930, NIMH, "Compounds of Cannabis and its Pyrolysis Products." (revised award, increase).

DR. H. L. LUCAS, statistics, \$18,200, NIH, Biostatistics Training Grant (revised award, increase).

DR. R. L. MORGAN, center for occupational education \$8,000, Cobb County Board of Education, Sub-contract to evaluate a project entitled "Cobb County Occupational and Career Development Program."

DR. R. L. MORGAN, center for occupational education, \$10,000, S. C. Educational Service Center, "Evaluation of the S. C. Exemplary Project in Vocational Education."

DR. C. R. MANNING, materials engineering, \$20,624, NASA, "Development of High Temperature Thermal Shock Resistant Materials for Air Tunnel Insulative Linear Applications."

Beyond the Classroom—



Martin Rogers' "healthy obsession" with photography began 10 years ago, when he traded three-fifths of a stamp book for his first camera. Following work on the *News and Observer* he was selected at 19 as one of three *National Geographic* interns.

Now 21, the junior in sociology is the *Geographic's* youngest photographer. First a summer intern, next a freelancer, and now a contract photographer, Martin is currently photographing the "big corn country." *Geographic* assignments have carried him to Wyoming and Montana, where he lived with Cheyenne and Crow Indians and joined in a cattle drive.



Prof. Henry A. Rutherford, head of textile chemistry, leads a double life of sorts. On the coast, he's Captain Hank, charter captain of the Normia IV, a 40-foot deep-sea fishing vessel. Academically, he's the Cone Mills professor of textile chemistry and an authority on fiber modification through high energy radiation. Rutherford is a veteran of 24 years on the faculty and the author of more than 35 scientific and technical publications. He has been named an outstanding teacher. Work by Rutherford and Dr. William Walsh on wrinkle-free, durable-press processing cotton through irradiation led to a patent in 1969. He was licensed in 1964 to operate passenger-carrying vessels.

New Appointments Illustrate Change

Terry W. Alford—res. asst. econ. 5-15-71; b. Newport News, Va., 12-17-46; marr., no chil.; B.A., NCSU, '71; arch. asst., Hertfordshire Co. Council, Hertford, England.

Barbara J. H. Baines—instr. Eng. 8-23-71; b. Cheyenne, Wyo., 2-6-39; marr., 1 chil.; B.A. '61, M.A. '68, U. of Oklahoma; Ph.D., Ohio U., '71; teach. asst., Ohio U.

Edgar A. Bame—instr. ind. & tech. educ. 8-23-71; b. Winchester, Va., 9-23-36; marr., 4 chil.; B.S., VPI, '60; M.A., Kent St. U., '66; grad. teach. asst. NCSU.

Andrea L. Berle—instr. phy. educ. 8-23-71; b. Utica, N.Y., 5-3-48; sing.; B.S. '70, M.A. Ed. '71, East Carolina U.

William S. Birkhead—res. assoc. zoo. 7-1-71; b. Providence, R.I., 3-30-41; marr., 1 chil.; B.S., Cornell U., '63; M.A. '66, Ph.D. '68, U. of Texas; postdoctoral res. assoc. U. of Texas.

Deloris S. Branch—res. asst. urban affairs & comm. serv. cntr. 9-1-71; b. Chapel Hill, N.C., 6-22-40; marr., 2 chil.; B.A., NCCU, '70; law clerk, Orange Co. solicitor's office, Chapel Hill.

Spurgeon Cameron—asst. dir. urban affairs & comm. serv. cntr. 9-1-71; b. Washington, D.C., 4-1-38; sing.; B.S., A & T St. U., '59; M.C.P.R., Rutgers U., '70; planning dir., Morris Co. econ. opp. council, N. J.

William A. Check—instr. phy. educ. 8-23-71; b. Roseboro, N.C., 9-6-45; sing.; B.A. '68, M.S. '70, NCCU; instr. St. Augustine's Coll.

Elton T. Cheng—postdoctoral tech. assoc. phys. 8-23-71; b. Hong Kong, B.C.C.; sing.; B.S., Kansas St. U., '66; Ph.D., NCSU, '71; grad. tech. asst. NCSU.

Arthur C. Chleborowicz—spec. IES 10-1-71; b. Brooklyn, N.Y., 8-27-38; marr., 2 chil.; B.S., of Houston, '66; instrumentation engr., Grumman Aero. Corp., Bethpage, N.Y.

Armand V. Cooke—visit. asst. prof. prod. design 8-23-71; b. Marinette, Wis., 2-18-27; sing.; B.S.I.D., U. of Cincinnati, '55 corp. designer, project dir., Cordell Engr. Inc., Everett, Mass.

Manning A. Connors, Jr.—adj. asst. prof. guid. & pers. serv. 9-17-71; b. Spartanburg, S.C., 3-27-42; marr., 1 chil.; B.A., Furman U., '64; M.S. '66, Ed.D. '71, Indiana State U.; dir. coop. Raleigh coll.

Randolph C. Dickens—instr. math. 9-1-71; b. Statesboro, Ga., 11-15-14; marr., 3 chil.; B.S., West Point, '36; M.A.T., Duke U., '67.

Michael D. Doty—instr. prod. design 8-23-71; b. Shelby, N.C., 8-14-47; marr., no chil.; B.A., NCSU, '70; free-lance artist-designer, Charlotte.

Susan M. Drabick—asst. dir. stu. housing 8-1-71; b. Oahu, Hawaii, 10-10-47; marr., no chil.; B.A., U. of Florida, '69; M.A., UNC-CH, '71; crisis counselor, UNC-CH.

Paul H. Geissler—asst. stat. statistics 7-1-71; b. Hartford, Conn., 12-21-42; marr., 1 chil.; B.S., Bucknell U., '64; M.S., U. of Conn., '66; Ph.D., NCSU; res. asst. NCSU.

John R. Gibson—teach. tech. educ. 8-23-71; b. Shelby, N.C., 3-20-36; marr., 2 chil.; B.A., Wofford Coll., '58; B.D., '61, S.T.M., '62, Yale U. Div. Sch.; Ph.D., NCSU; minister of educ., Hayes Barton Methodist Church, Raleigh.

Sands M. Gresham—spec. urban affairs & comm. serv. cntr. 9-1-71; b. Orangeburg, S. C., 12-27-48; B.S., Winthrop Coll., '70; M.S., Kansas St. U., '71; grad. teach. asst. Kansas St. U.

Robert A. Gwaltney—asst. registrar, div. of Stu. affairs, 8-16-71; b. Statesville, N.C., 11-21-36; A.B., Elon Coll., '64; M.A., Appalachian St. U., '71; registrar, Elon Coll.

Charles W. Harper, Jr.—visit. asst. prof. educ. 8-23-71; b. LaGrange, N.C., 4-6-23; marr., no chil.; B.S. '55, M.S. '56, East Carolina U.; Ed.D., U. of Colorado, '65; Ph.D. expected UNC-CH, '72; asst. prof. hist., Elon Coll.

Denis S. Jackson—spec. cont. educ. 8-9-71; b. Sampson Co., 10-28-44; marr., no chil.; B.S. '67, M.S. '71, NCSU; teach. & advisor, FFA & adult educ., Denansville.

David W. Jacobowitz—instr. psy. 8-23-71; b. Jersey City, N.J., 6-13-42; sing.; A.B., Bard Coll., '65; M.A., Hollins Coll., '67; instr. NCCU.

Ernest L. Lewis, III—res. asst. civ. engr. 9-1-71; b. Canton, O., 3-8-48; sing.; B.S., Ashland Coll., '70; tech. res. asst. Ohio St. U.

Will L. Liddell, Jr.—instr. engr. mech. 8-23-71; b. Camden, Ala., 2-21-37; marr., no chil.; B.M.E. '59, M.S. '63, Auburn U.; Ph.D. NCSU; res. asst. NCSU.

John B. Mathies—visit. ext. asst. prof. zoo. 9-1-71; b. Seattle, Wash., 8-3-39; sing.; B.S., U. of Washington, '62; M.S. '67, Ph.D. '71, Michigan St. U.; grad. fellow, Oak Ridge Assoc. Universities.

Lucinda J. McGregor—costume designer Thompson Thea. 8-23-71; b. Chattanooga, Tenn., 8-3-46; sing.; A.B., U. of Chattanooga, '68; tech. asst. (U. thea.) U. of S.C.

Francis M. Nichols, Jr.—instr. hist. 8-23-71; b. Savannah, Ga. 11-11-35; marr., 3 chil.; B.S., Clemson U., '59; M.A., UNC-CH, '63; instr. Winthrop Coll.

Garland B. Pardue—asst. prof. (USDI) zoo. 6-28-71; b. Elkin, N.C., 11-23-41; marr., no chil.; B.S. '63, M.S. '66, NCSU; Ph.D., Auburn U., '69; asst. prof. Auburn U.

Chao-Kaung Pian—instr. math. 8-23-71; b. Tientsin, China, 6-7-42; marr., no chil.; B.S., National Taiwan U., '64; M.A., '67, Ph.D., NCSU; teach. asst. NCSU.

Joe D. Sanchez—instr. mod. lang. 8-23-71; b. Tampa Fla., 7-1-43; sing.; B.A., U. of South Florida, '66; M.A., UNC-CH, '70; part-time instr. UNC-CH.

Wilma G. Scott—agri. ext. ser. 8-23-71; b. Wilson, N.C., 1-5-47; sing.; B.S. '69, M.S. '71, UNC-G; teach. asst. home econ. UNC-G.

Jack L. Shannon—instr. phy. educ. 8-23-71; b. Charleroi, Penn., 2-25-46; sing.; B.S. '69, M.S. '71, West Virginia U.; instr. West Virginia U.

Marlo G. Sherman—asst. librarian tobacco lit. serv. 6-1-71; b. Iowa City, Iowa, 6-19-48; marr., no chil.; B.A., U. of Delaware, '69; M.L.S., U. of Maryland; Dept. of Interior, Washington, D.C.

M. Ronald Simpson—head tech. info. cntr. IES 7-1-71; b. Ridley Park, Penn., 3-2-37; marr., 2 chil.; B.A. '63, M.S. '66, UNC-CH; asst. res. sci. tech. GIT, Atlanta.

Nicholas A. Smith—instr. soc. & ant. 8-23-71; b. Charlotte, N.C., 8-28-38; marr., 2 chil.; J.D., U. of Tennessee, '61; M.A., Duke U., '71; asst. solicitor, 14th dist.

Peter M. Stephenson—politics 8-26-71; b. Knoxville, Tenn., 10-11-39; marr., 1 chil.; B.A., Harvard U., '61; M.S., U. of Tennessee, '63; Manchester model cities, Manchester, Conn.

Thomas W. Throckmorton—asst. coach athl. 8-1-71; b. Richmond, Va., 10-5-42; marr., 1 chil.; B.A., Randolph-Macon Coll., '65; teach., coach, Fieldale-Collinsville H.S., Martinsville, Va.

John W. Van Duyn—area ext. spec. ent. 8-16-71; b. Trenton, N.J., 5-18-42; marr., no chil.; B.S. '65, M.S. '67, U. of Florida; Ph.D. '71, Clemson U.; grad. res. asst., Clemson U.

Henry W. Webster, III—ext. spec. ani. sci. 6-1-71; b. Rennett, N.C., 9-5-38; marr., 1 chil.; B.S., NCSU, '60; livestock agent, Stanly Co.

David A. Wentworth—instr. politics 1-10-72; b. Cincinnati, Ohio, 12-29-40; sing.; B.A., Dartmouth Coll., '62; M.S., MIT, '65; res. asst. U. of California, Berkeley.

Ronald C. Wimberly—instr. soc. & ant. 8-23-71; b. Mobile, Ala., 11-7-42; marr., no chil.; B.S., Louisiana Coll., '63; M.S., Florida St. U., '65; Ph.D. '71, U. of Tennessee; teach. asst. U. of Tennessee.

George M. Wise—instr. soc. & ant. 8-23-71; b. Greenville, S.C., 2-16-40; marr., 2 chil.; A.B., UNC-CH, '62; M.S., NCSU, '70; grad. asst. NCSU.

Arnold J. Aho—asst. prof. arch. 7-1-71; b. Fitchburg, Mass., 11-29-43; marr., 1 chil.; B.S. '61, B.Arch. '66, RPI; M.Arch., U. of Pennsylvania, '71; U. S. Air Force.

George B. Creed—ext. asst. prof. ani. sci. 7-1-71; b. Tarboro, N.C., 10-5-45; marr., no chil.; B.S., NCCU, '67; D.V.M., Tuskegee Inst., '71; asst. vet. Tuskegee Inst.

Francis G. Giesbrecht—assoc. prof. statistics 8-1-71; b. Saskatchewan, Canada, 11-13-35; marr., 2 chil.; B.S., U. of Manitoba, '58; M.Sc. '61, Ph.D. '67 Iowa St. U.; asst. prof. Carleton U., Ontario, Canada.

Joseph C. Glass, Jr.—asst. prof. adult & comm. coll. educ. 8-23-71; b. Raleigh, N.C., 9-16-32; marr., 2 chil.; B.S. '54, M.S. '68, Ed.D. '71, NCSU; B.D., Duke U., '57; grad. asst. adult learn. res. cntr., NCSU.

Karl D. Jackson—asst. prof. politics 8-21-72; b. Salem, Mass., 10-30-42; marr., 1 chil.; B.A., Princeton U., '65; Ph.D., MIT, '71; res. asst., teach. asst., MIT.

Lawrence K. Jones—asst. prof. guid. & pers. serv. 8-23-71; b. Fargo, N.D., 4-5-40; marr., 1 chil.; B.A., Sacramento St. Coll., '63; M.S. Ed., U. of Pennsylvania, '67; Ph.D., U. of Missouri, '71; res. assoc. U. of Missouri.

Kyong-Dong Kim—asst. prof. soc. & ant. 8-23-71; b. Andong City, Korea, 11-11-36; marr., no chil.; A.B., Seoul National U., '59; A.M., U. of Michigan, '62; Ph.D., Cornell U., '71; instr. soc. & pop. & dev. stu. cntr., Seoul U.

David R. Kniefel—asst. prof. educ. 8-23-71; b. Portsmouth, N.H., 11-9-41; marr., no chil.; B.A., Pacific Lutheran U., Tacoma U., '65; M.Ed., U. of Miami, '68; Ed. D., New Mexico St. U., '70; dir. plann. & admin. serv. educ. serv. cntr., Mt. Pleasant, Tex.

Harry E. Munn, Jr.—asst. prof. Eng. & educ. 8-23-71; b. Chicago, Ill., 2-28-34; marr., 1 chil.; B.S., Wisconsin U., '60; M.A., Bradley U., '62; Ph.D., U. of Kan., '71; grad. asst. U. of Kan.

Lawrence J. Rhoades—asst. prof. soc. & ant. 8-23-71; b. Shamokin, Penn., 2-12-37; marr., no chil.; B.A., Rockford Coll., '67; M.A. '69; Ph.D. '71; Michigan St. U.; sports editor Shamokin Citizen.

Shafik I. Rifatt—asst. prof. urban design 8-23-71; b. Egypt (U.A.R.), 5-23-38; marr., 3 chil.; B.Arch., Alexandria U. (Egypt), '60; M.Arch., MIT, '62; MCP, Harvard

U., '65; sen. urban plan., Skidmore, Owings & Merrill, Washington, D.C.

Stephen S. Sawin—asst. prof. chem. 8-23-71; b. Hockessin, Del., 6-14-37; marr., 3 chil.; B.S., MIT, '59; Ph.D., U. of Wisconsin, '71; asst. prof. chem., Wisconsin St. U.

C. Richard Shumway—asst. prof. econ. 9-1-71; b. Mesa, Ariz., 1-20-34; marr., 3 chil.; B.S. '65, M.S. '67, Ph.D. '69, U. of California at Davis; U.S. Army.

Curtis Trent—prof. & state leader of train. adult & comm. coll. educ. 8-1-71; b. Soper, Okla., 1-26-25; marr., 2 chil.; B.S., Oklahoma St. U., '48; M.S. '60, Ph.D. '61, U. of Wisconsin; chrm. & prof. adult & ext. educ., Washington St. U.

Arthur G. Wollum—assoc. prof. soil sci. 8-1-71; b. Chicago, Ill., 7-26-37; marr., 2 chil.; B.S., U. of Minnesota, '59; M.S. '62, Ph.D. '65, Oregon St. U.; asst. prof. for soils, New Mexico St. U.

Joseph S. Gratzl—assoc. prof. wood & paper sci. 8-23-71; b. Klosterneuburg, Austria, 5-24-29; marr., 2 chil.; Dipl. Chem. '56, Ph.D. '59, U. of Vienna; res. assoc. prof. U. of Washington.

Ronald A. Gallant—visit. asst. prof. econ. & stat. 7-1-71; b. San Diego, Calif., 10-5-42; marr., no chil.; A.B., San Diego St. Coll., '65; MBA, UCLA, '67; Ph.D. '71 Iowa St. U.; grad. asst. Iowa St. U.

William L. Gragg—assoc. prof. adult & comm. coll. educ. 9-16-71; b. Lucerne, Ind., 10-29-15; marr., 2 chil.; B.S., Indiana U., '39; M.S. '46, Ph.D. '49, Cornell U.; pres. Fulton-Montgomery Comm. Coll., N.Y.

Michael R. Overcash—asst. prof. bio. & agri. engr., 10-15-71; b. Kansas City, Mo., 7-17-44; marr., no chil.; B.S., NCSU, '66; M.S., U. of New South Wales, Australia, '67; Ph.D., U. of Minnesota, '71.

Peter M. Burrows—visit. asst. prof. stat. 7-1-71; b. Nottingham, Eng. 10-3-38; marr., no chil.; B.Sc., Victoria U., Manchester, Eng., '60; Ph.D., NCSU, '71; sen. res. off., Agri. Coun. of Central Africa.

Richard W. Daniel—res. assoc., adult learn. cntr. (educ.) 8-23-71; b. Hamest Co., N.C., 3-12-43; marr., 1 chil.; B.S. '65, M.Ed. '68, Ed.D. '71, NCSU; dir. con. educ., JTI, Smithfield.

Karl A. Ostrom—res. assoc. urban affairs & comm. serv. cntr. 8-1-71; b. Minneapolis, Minn., 4-22-39; marr., 4 chil.; B.A., Duke U., '61; Ph.D., UNC-CH, '72; dir. NASA res. proj. on interdisc. comm., UNC-CH.

Isaac E. Ready, Sr.—visit. prof. adult & comm. coll. educ. 1-1-72; b. South Carolina, 12-17-03; A.B., '25, A.M. '29, U. of South Carolina; Ed.D., New York U., '49; dir. dept. comm. coll.

Michael S. Reynolds—asst. prof. English 1-1-71; b. Kansas City, Mo., 4-1-37; marr., 2 chil.; B.A., Rice U., '59; M.A., UNC-CH, '61; Ph.D., Duke U., '70; instr. NCSU.

Permanent Endowment

For centuries pitched battles have marked the town and gown relations of one of the world's greatest universities—Oxford. "The very first of the University's endowments was an annual fine imposed upon the townsmen in 1209, after an affray in which a clerk was hanged by the citizenry: the fine is paid to this day. . . Oxford University still has enormous powers and privileges with respect to the city, though James Morris writes in *Oxford*, "For the first time in many centuries Town faces Gown on equal terms. . ." He also notes, ". . . there is no counterpart here of the Harvard police force, flashing lights on big blue cars, still less of the university prison they show you in Heidelberg where they used to chain refractory students to the wall."

Professorships Go to Textiles, Pulp and Paper

Two named professorships have been established recently with endowments by benefactors of the University.

The Charles A. Cannon professorship of textiles was established in October with a \$100,000 gift from Cannon Mills and the Cannon Foundation. Cannon Mills is a large textile company at Kannapolis. Fred L. Wilson, a University trustee and Cannon's director of manufacturing, presented the check for the professorship. "Charlie" Cannon died earlier this year after heading the company for several decades.

The Elis-Signe Olsson profes-

sorship in pulp and paper science and technology was announced in late October. Sture Olsson, son of Elis and Signe, has given \$50,000 for the position. Sture Olsson is chairman of the board of the Chesapeake Company of Virginia, at West Point, Virginia. The pulp and paper company was developed by his father, Elis. Sture has been president of the Pulp and Paper Foundation which supports NCSU forest resources programs.

Named professorships at the University now number about 50, though the exact figure is uncertain because of variations in funding and policies over the years. No faculty have been named to the new professorships. Numerous State alumni work for both the Cannon and Chesapeake companies.

Library Use Rises Sharply, 22,900 Per Week Average

Enlarged library facilities have been accompanied by an increase in the number of library users. Since moving to the new building in February, the library has installed turnstiles to curtail book loss. They have provided an accurate count of the number of people who enter and exit the library.

Full figures indicate use has increased significantly since the spring semester when 20,000 exits a week were recorded. Now, the average is 22,900 exits per week. A daily average of 3,700 persons existing per day is noted, compared to 2,800 exits per day during the last eight weeks of the 1971 spring semester. Monday through Thursday the daily average is over 4,000 exits.

Open Shelf

Since D. H. Hill is now an open shelf library, the user is allowed access to books which

were formerly in closed stacks. To increase the efficiency of library users, *A Guide to the D. H. Hill Library Complex* was edited by Mrs. Linda Osterman. Useful features of the guide are floor plans, an alphabetical directory of services-departments-special collections, a subject guide to book locations and an outline of the Library of Congress system. About 5,000 copies of the guide have already been distributed, many to freshman English classes and others who toured the facilities during September 8 to 24.

Additional help is on its way, too. Library assistants soon will be readily identified as helpers for the confused stack users; the assistants will wear bright yellow ribbons. Also, following further changes when the Erdahl-Cloyd Union is renovated as library space, a more extensive handbook is planned.

Foundations Hold Fall Business Meetings Elect Officers to Head Support Programs

Officers and directors of the NCSU-related foundations which support University programs have held or scheduled business sessions this fall with University officials.

Foundations which have already met include the 4-H Development Fund, the Textile Foundation, the Dairy Foundation, the Agricultural Foundation and the Pulp and Paper Foundation.

The following foundations have scheduled meetings for November and December.

-Design Foundation, Nisbet P. Rogers of Lexington, president.

-Forestry Foundation, W. R. Smith of Asheville, president.

-Engineering Foundation, Fred E. Reiber of Raleigh, president.

-N. C. State University Foundation, Mose Kiser Sr. of Greensboro, president.

-The Development Council, which includes all foundation presidents, James F. Kelly of Raleigh, president.

Two allied NCSU organizations which have also met recently are the University's Public Relations Committee, headed by Roy H. Park of Ithaca, N. Y.; and the NCSU Alumni Association, headed by George E. Norman Jr., Greensboro.

Norfleet L. Sugg, Rocky Mount Banker, was reelected president of the 4-H Development Fund at a meeting in Raleigh October 21. The fund is one of the "foundations" supporting NCSU programs. Vice president of the Planters National Bank, Sugg continues to head the organization that in 13 years has raised more than \$1 million in support of 4-H programs and capital improvements across the state.

The N. C. Dairy Foundation elected Robert B. Davenport, general manager of Long Meadow Farms Inc. in Durham, as president October 23. Davenport succeeds Robert H. Hackney of Wilson in heading the group which since 1944 has raised more than \$1.4 million for salary supplements, scholarships and other budget support in dairy science at NCSU.

At the Agricultural Foundation meeting on November 2, State Senator and farmer Worth Gentry of King was elected to succeed John A. Senter of Lillington, outgoing president. Through its "Nickels for Know-How" program and other sources, the foundation has provided nearly \$5 million in support of NCSU agricultural research, extension and teaching since 1944.

5 Buildings Nearly Ready, 3 Underway As Projects, Plans Total \$22 Million

by Gloria T. Jones

Current capital improvements on the campus, either proposed, under construction or completed, are valued at nearly \$22 million.

Five buildings nearing completion include Nuclear Science and Engineering Research, the Student Center and its Music Wing, the Library complex, an addition to Broughton Hall and the Animal Research Center.

The \$2.91 million Nuclear Science and Engineering Research Building has been occupied by faculty and staff, although the basement and reactor bay areas have not yet had final inspection. Reactor components are at the site and are in the initial testing and installation stages. The fuel is on hand and full checkout to confirm the characteristics of the reactor is anticipated January 1.

Student Center

The contract for the \$3.7 million Student Center, awarded on May 26, 1969, was scheduled for completion on April 29, 1971. However, final inspection

BLACK FACULTY, STAFF, INCREASE IN 1970-71

Black full-time faculty increased from one to six during 1970-71. The report is for the year ending June 30.

Part-time black faculty increased from four to seven and professional staff from three to five. There was no change in agricultural extension which had 14 black specialists and 112 black county agents.

Departments of the University are required to report on their recruiting efforts, citing contracts made, interviews held, offers extended and acceptances.

is not expected until December. Finishing and cleaning work are in progress, and occupation is anticipated during the spring semester.

The \$600,000 Music Wing of the new Student Center is more than 60 percent completed. Occupation is anticipated in February or March.

Following completion of the new Library, renovation of the old D. H. Hill was undertaken one section at a time, with staff moving in as each section was completed. Renovation of the Erdahl-Cloyd Union will proceed after the Union staff has moved into new quarters at the Student Center. The library building and renovations total \$3.725 million.

Final inspection has been made on the Broughton Hall addition and occupation is underway. The building will be used for research in engineering design with an interdisciplinary approach to society's needs.

The Animal Research Center near the David Weaver Laboratories will allow the Department of Animal Science to move animals from the old Central Station and the Poultry Farm to one facility. The center, occupied in October, is valued at \$502,950. The building will be used as a laboratory for research in the areas of parasites, physiology of milk secretion, nutrition of the neonatal pig, and animal diseases.

Greenhouses

Projects under construction include two greenhouses and a headhouse (soil laboratory) on Kent and Method Roads. The facilities, valued at \$612,062, constitute Phase II of a greenhouse building program. The future greenhouse complex will consist of six units, each with one headhouse and three large greenhouses.

The University's Television Studio, constructed in 1954, is in the initial stage of renovations. The \$89,000 project, about eight percent completed, will include a small scenery shop to replace an antiquated Army surplus structure.

The \$430,000 Central Heating Plant conversion from coal

to oil and gas is partially completed with the largest of three boilers (100,000 pound capacity) now converted to oil and gas. Two additional boilers, each with 50,000 pound capacity, cannot be converted until spring when the heat is turned off in the system.

Four capital improvement projects still in the planning stages include the Extension Education Center, an addition to Ricks Hall, renovation of Kilgore Hall and a new Print Shop.

Extension Center

The Western Boulevard site for the \$6.87 million Extension Education Center has been finalized. A building committee has met with two directors of University Extension Education Centers, who are acting as consultants for analysis of preliminary plans. The project must be under construction before December, 1972. Occupation is tentatively set for the fall of 1974.

A \$360,000 addition to Ricks Hall, now in the planning stages, will provide additional space for Agricultural Extension offices. Extension officers who have been located at A & T University will move to the NCSU campus when the proposed addition is completed.

Renovation of Kilgore Hall, built in 1951, is in the design development stage. The Department of Horticultural Science occupies the building. Renovations are valued at \$540,000.

A new \$545,000 print shop, also in the design phase, is proposed for construction in the Central Supply Store area. The self-liquidating building is planned as part of a Services Center, which includes a proposed future physical plant complex.

The 1971 General Assembly authorized construction of two self-liquidating sororities in Fraternity Court. The buildings for Alpha Delta Pi and Sigma Kappa sororities, are currently in the planning stages.

A number of landscape and repair projects are either underway or under consideration.

Alumni Office Sets Special Program Series for Year

by Patty N. Shelley

Administrators, faculty, and students are helping acquaint Wake County alumni with what's going on at NCSU through a series of monthly luncheon meetings.

Organized and coordinated by the Alumni Office, the meetings are held in the Alumni Building on the third Tuesday of each month at 12:30 p.m.

Chancellor Caldwell spoke at the first meeting.

Student Views

The October meeting featured a panel of student leaders who spoke on "Student Government, Goals, Objectives and Attitudes." Participating were Richard "Cus" Gusler, president of Student Government; Rick Harris, president of the Student Senate; Carl Ingram, treasurer of Student Government; and Richard Curtis, editor of the *Technician*.

Liberal Arts Dean Robert O. Tilman and history professor Dr. Burton F. Beers discussed "The Situation in Southeast Asia—Implications of President

Nixon's Visit to Red China" in November.

No December meeting is planned.

In January, Agriculture and Life Sciences Dean J. E. Legates and Dr. Lester C. Ulberg, professor of animal science, will speak on "Reproductive Physiology—New Developments You Won't Believe."

Athletics

Willis Casey, athletics director, will talk on "Athletics—Where We've Been; Where We Hope To Go" in February.

"Forest Resources and the Environment" is the program to be presented in March by Dean Eric L. Ellwood, School of Forest Resources.

The April program, "Ecology, Environment and Existence," will be presented by Jerry Rodgers, head of visual aids in Agricultural Information.

Dr. Robert W. Truitt, head of the Department of Mechanical and Aerospace Engineering, and Dr. Henry S. Brown, professor of geosciences, will present the May program, "Spacecraft Vs. Aircraft—Moon Rockets and Moon Rocks."

Oetjen Elected Council Head

Henry Oetjen, president of the Norfolk Southern Railway Co., has been elected chairman of the NCSU Engineering Advisory Council. The Raleigh executive will head the 15-member council, which was established after World War II to provide advice and support for the University's engineering education.

Four Deans Serving In First Year As Heads of Major NCSU Programs

by Mary Yionoulis

An administrative dean, three academic deans and two department heads are serving their first year in these key University positions.

Earl C. Droessler began duties as administrative dean for university research at N. C. State on October 1. Prior to this, he was vice president for research at State University of New York at Albany and professor of atmospheric sciences. In addition, he was vice president and executive officer of that university's foundation group.

Droessler has held a number of posts with various governmental agencies related to the atmospheric sciences fields. A native of Dubuque, Iowa, he holds degrees from Loras College and has studied at the U. S. Naval Post Graduate School and the University of Oslo, Norway.

Academic Deans

Dr. Eric L. Ellwood, who for a decade headed the Department of Wood and Paper Science at NCSU, became dean of the School of Forest Resources July 1. He has an extensive background of wood science education and research in Australia, his native land, and the United States. He is author of some 70 scientific reports, most of them concerning the physical characteristics, processing and utilization of woods.

Ellwood received degrees in forestry and wood sciences from the Victorian School of Forestry and the University of Melbourne in Australia. He also earned a doctorate at Yale University.

James E. (Ed) Legates became dean of the School of Agriculture and Life Sciences April 15. On the NCSU faculty since 1949, Dr. Legates is a



Tilman



Droessler



Legates



Ellwood

William Neal Reynolds Professor of animal science. He served as head of the animal breeding section of the Department of Animal Science from 1955-1970.

Legates has specialized in animal genetics and has earned national and international honors for his animal breeding and genetics research.

A native of Delaware, he earned his degrees from the University of Delaware and Iowa State University.

Dean of the School of Liberal Arts since July 1 is Dr. Robert O. Tilman, who came to NCSU from Columbia University. There he served as a senior research associate in the Southeast Asia Institute.

A native of Missouri, Tilman received his degrees from Memphis State University and Duke University. He has also attended the Army and Yale University language schools.

Tilman has been active in the Association for Asian Studies since 1958 and has served as Southeast Asia editor of the *Journal of Asian Studies*.

Department Heads

Dr. Larry S. Champion assumed duties as head of the English department July 1. He joined the NCSU faculty in 1960 and had served as assistant department head since 1967.

His specialty is Renaissance drama, and he has published articles on medieval romance, Shakespeare, Elizabethan drama and the 19th Century novel.

A native North Carolinian, Champion is a Phi Beta Kappa

graduate of Davidson College and earned his advanced degrees at the University of Virginia and at Chapel Hill.

Dr. Irving S. Goldstein became head of wood and paper science September 1. Prior to this, he was head of forest science at Texas A and M University.

His special interests are wood treatment, preservation and chemical utilization and the chemistry of the wood components cellulose and lignin. He is author of numerous publications and holds 15 U.S. patents.

A native of New York, Goldstein earned degrees from Rensselaer Polytechnic Institute, Illinois Institute of Technology and Harvard University.

PANELS NAMED

(Continued from page 2)

liam D. Toussaint, economics head.

Faculty members Dr. Albert A. Banadyga, horticultural science; Professor Kenneth S. Campbell, textile chemistry; Dr. Franklin D. Hart, mechanical and aerospace engineering; Dr. Howard M. Nahlikian, mathematics; Assistant Professor Joe A. Porter, landscape architecture; and Dr. William E. Smith, recreation resources administration, were chosen from the Faculty Grievance Committee.

11 Students

The 11 students on the Hearings Panel were selected by Student Government president Richard N. Gusler from those elected to the Student Judicial Board. They are Harriet J. Brattain, junior in architecture; Marian S. Ellwood, junior in zoology; David E. Jones, senior in politics; James M. Liles, graduate student in rural sociology; Richard B. Mailman, graduate student in physiology; Raymond J. ("Jack") Payne Jr., senior in history; Steven L. Slusher, senior in biological sciences; Rodney L. Swink, junior in engineering operations; Evans Taylor, junior in electrical engineering; Joseph F. Van Gieson, senior in mechanical engineering; and Celeste A. York, junior in politics.

Other Members

Additional members of the panel who were selected to broaden its representation include Louis E. Aull, research associate and extension specialist, soil science; Minnie D. Brown, home economist, Agricultural Extension Service; Assistant Professor T. Joyce Caraway, mathematics; John R. Hart, Director, IES Field Service; William C. Lowe, Assistant Director for Reference Services, D. H. Hill Library; Harley L. Mudge Jr., IES; and Francis J. Verlinden, researcher in statistics.

Consultative Panel

The Chancellor calls the Emergency Consultative Panel into action when, in his estimation, a situation calls for immediate action to prevent possible disruption or harm to life or property. This panel has the power to suspend and bar from the campus a person allegedly responsible for such a situation.

Consultative panel members include Richard A. Curtis, *Tech-*

nician editor; Dr. Murray S. Downs, history; Richard N. Gusler, Student Government president; Charles M. Kenerley, student attorney general; Dr. Francis E. McVay, statistics; Professor Charles Smallwood Jr., civil engineering; and Dr. Odell Uzzell, sociology and anthropology.

Special Math For Officers Discontinued

The Retired Officers Program in which NCSU's mathematics department participated for four years has been phased out, and the Graduate School Administrative Board has approved dropping the Master of Teaching in Mathematics degree.

The National Science Foundation has discontinued funding for the two-year program which trained retired military officers for second careers in teaching mathematics.

Of the nearly 30 men who participated in the program at NCSU, all but one to two have entered the teaching profession.

NSF originated the program 14 years ago, when the nation suffered a shortage of college mathematics teachers. Duke University conducted the training for 10 years before the program was transferred to NCSU.

Dr. Hubert V. Park, director of the program, termed it a success in helping to meet a national shortage. He said those trained in the program will perform a useful service in the next 10-15 years.

Four men who earned their master's degrees in the program at Duke are now serving on the NCSU mathematics faculty. They are Henry Crouch Jr., an Air Force colonel; Harold L. Davison, a Coast Guard commander; Thomas F. Gordon, an Army colonel; and George S. Speidel Jr., an Army brigadier general.

FACULTY NOTES

(Continued from page 3)

and was elected to the board of directors of the Plastics Education Foundation on July 1. On July 20, he lectured at the University of Washington, Seattle, on "Modification of Barrier Properties of films by Grafting," and on July 21, he spoke at the Georgia-Pacific Company Research Center in Bellingham, Wash. Dr. Stannett served as international chairman of the American Chemical Society Polymer Division at the I.U.P.A.C. Meeting on Macromolecules in Boston, July 25-30.

Dr. Henry D. Bowen and Dr. B. K. Huang, biological and agricultural engineering, received paper awards at the American Society of Agricultural Engineers meeting June 27-30 at Pullman, Wash. Eight papers out of 323 were selected for the awards. Dr. Bowen's paper was "Electrostatic Field Breakdown Phenomena in Applying Charged Particles" and Dr. Huang's paper was "Computer Methods in Silencer Design." Dr. George J. Kriz, associate department head, presented a paper, "Application of Monte Carlo Methods to Soil Water Movement," at the meeting, and he has also been named division editor of the Soil and Water Division of the ASAE. Dr. William F. McClure gave a paper, "Characteristics of Phase and Zero Voltage Switching of Triacs of Control High Current Resistive Heaters" and Dr. R. Wayne Skaggs presented a paper entitled "Approximate Methods for Evaluating Soil Hydraulic Properties and Predicting Infiltration into Field Soils," which was co-authored by Dr. Cliff R. Willey. Dr. Victor A. Jones, biological and agricultural engineering and food science, was named chairman of the ASAE Food Engineering Division at the meeting.

Adjunct Profs Number 116, Aid Research and Teaching

by Maxine Shane

Dr. James M. Spain of Colombia, South America, is one of 116 persons who will hold adjunct professor appointments at NCSU this year while participating in research or academic programs. Dr. Spain, who is with the Rockefeller Institute, is supervising the thesis work of a South American student who fulfilled his course work in soil science in Raleigh and is now researching problems in his homeland. Most of NCSU's adjuncts do not live as far from NCSU as Dr. Spain.

A great number of the adjunct professors come from the Research Triangle. Others are in the medical profession; some are with the State; some are heads of companies or departments. Most are involved in the graduate program, often working with students doing research closely related to their own employment.

Most of the adjunct professors serve without pay; these positions are offered to persons whose regular and principal employment is with an organization outside the University. Appointment recommendation originates with the department, and the criteria are the same as for regular faculty members. Adjunct appointments carry no tenure and are subject to renewal each year.

Schools and departments with adjuncts are: physical and

mathematical sciences, 12; education, 12; textiles, 7; Fort Bragg branch, 4; forest resources, 11; agriculture, 36; liberal arts, 21; and international program, 1. In addition, 12 adjunct professors hold joint appointments.

Irish Paper Writes About Phycologist

The *Irish Times* of Dublin recently featured an NCSU botanist who visited Ireland in October as an advisor on pollution in the famed Killarney Lakes.

Dr. Harold E. Schlichting Jr. helped scientists from University College in Cork set up a long-term survey of the water pollution in Lough Leane, one of the lakes of Killarney.

The article in *The Irish Times* reported on Schlichting's work. In the article, Schlichting noted that the condition of water in two areas of the lake is showing signs of deterioration in the same way as the waters of Lake Erie. However, he stressed that the quality of water in other parts of the lake is quite good.

Schlichting is a specialist in phycology, the study of fresh water algae. He was a Fulbright lecturer two years ago at University College.

ACADEMIC FREEDOM, TENURE, AND ACADEMIC DUE PROCESS



**A STATEMENT OF POLICY
APPROVED BY THE BOARD OF TRUSTEES,
MAY 25, 1959**

Revised, October 26, 1970

Academic Freedom

1. Academic freedom is the right of a faculty member to be responsibly engaged in efforts to discover, speak, and teach the truth. It is the policy of the University to maintain and encourage full freedom, within the law, of inquiry, discourse, teaching, research, and publication and to protect any member of the academic staff against influences, from within or without the University, which would restrict him in the exercise of these freedoms in his area of scholarly interest.

2. The University recognizes that in his role as citizen, as to matters outside the area of his scholarly interest, the faculty member has the right to enjoy the same freedoms as other citizens, without institutional censorship or discipline, though he should avoid abuse of these freedoms. He should recognize that accuracy, forthrightness, and dignity befit his association with the University and his position as a man of learning. He should not represent himself as a spokesman for the University.

Academic Tenure

1. Academic tenure refers to the conditions and guaranties that apply to a faculty member's professional employment. In according tenure, the purpose is to protect the academic freedom of faculty members, while providing them with a reasonable degree of economic security. It is recognized that tenure policy is a vital aid in attracting and retaining instructional personnel of the high quality which this University seeks for its faculties.

2. With respect to the various academic ranks, the tenure policy of the University is as follows:

(a) An *instructor* shall be appointed for a period of one year. After he has been twice reappointed his department head, after consultation with all full professors in the department, shall review the case and recommend either (1) that the instructor be promoted at the end of his fourth year or (2) that he receive a terminating appointment of one year. In situations in which, because of a dearth of full professors or otherwise, it appears that the consultation required by the preceding sentence may not produce advice adequately representative of the views of the department's

faculty members, the department head shall consult with other senior members of the department familiar with the instructor's work. Notice of intention not to reappoint shall be given an instructor by March 15th if his then current employment is for the regular academic year and otherwise not less than three months prior to the termination of his then current appointment.

This regulation shall not apply to an instructor who is an active candidate for a graduate degree.

With his own consent and with provision for annual review of his case, an instructor may be continued in that rank beyond the fourth year and in such case the above requirement regarding notice of intention not to reappoint shall continue to apply to him.

(b) An *assistant professor* shall be appointed for a period of three years. Before the end of the second year his department head, after such consultation with members of the department's faculty as is required in the case of instructors, shall review the case and recommend either (1) that the assistant professor be reappointed for a second term of three years or (2) that he be notified that he will not be reappointed at the end of his first term. Before the end of the assistant professor's fifth year the department head shall, in the same manner, recommend either (1) that the assistant professor be reappointed, with permanent tenure, at the same or higher rank or (2) that he be notified that he will not be reappointed at the end of his then current term. In every case of reappointment as an assistant professor after six years of service in that rank, the appointment shall be with permanent tenure, and thereafter the case shall be reviewed at least once in each three year period for the purpose of determining whether promotion is in order: provided, that, notwithstanding the foregoing provisions, the Chancellor may, in special cases, upon recommendation of the department head, reappoint an assistant professor after six years of service, without granting permanent tenure; and in such case the letter of reappointment shall specify the term of the reappointment, the special reasons for not granting tenure, and the conditions (if any have been agreed to) upon fulfillment of which such tenure will be granted.

(c) An *associate professor* promoted to that rank within his own institution shall have permanent tenure. One coming to that rank from outside the institution shall be appointed for an initial term of five years; and in such case, before the end of the fourth year, his department head, after consultation with other members of the department's faculty as required in the case of an instructor, shall

review the case and recommend either (1) that the associate professor be reappointed, with permanent tenure, at the same or higher rank or (2) that he be notified that he will not be reappointed at the end of his then current term. Reappointment shall be with permanent tenure.

(d) A *professor* shall have permanent tenure.

(e) The provisions of paragraphs (a), (b), (c), and (d) shall not be rendered inapplicable to a faculty member merely because some additional description, such as "research," is attached to the statement of his rank. Paragraphs (a), (b), (c), and (d) shall not apply to visiting faculty members or to any faculty member, regardless of stated rank, employed for a limited period in the staffing of any special project. It is considered advisable, however, that the Chancellor, in his letter of appointment, shall call to the attention of the appointee that, because of the visiting or special status of the appointment, the provisions of paragraphs (a), (b), (c), and (d) are inapplicable.

(f) Nothing in these regulations shall be construed to preclude the promotion of a faculty member at any time.

(g) A faculty member who decides to terminate his employment has the obligation, through appropriate channels, to give prompt written notice of his intention to the Chancellor.

3. The terms and conditions of every faculty appointment shall be in writing. A copy thereof, signed by the Chancellor, shall be delivered to the faculty member and a copy shall be retained by the Chancellor. Full information on the tenure policy of the University and on his own employment status shall be readily available to the faculty member at all times.

Suspension and Discharge of Faculty Members

1. A faculty member who has tenure may be suspended or discharged only by the Chancellor, acting with the approval of the President, or by direction of the Board of Trustees, and then only in accordance with the provisions of this Code. Permissible grounds for suspension or discharge are misconduct of such a nature as to indicate that the faculty member is unfit to continue as a member of the faculty, incompetence, neglect of duty, and failure or refusal to carry out validly assigned duties with intent to

obstruct or disrupt any normal operation or function of any of the component institutions of the University. For purposes of these provisions: (1) a faculty member serving a stated term shall be regarded as having tenure until the end of that term; and (2) if a faculty member has been offered and has accepted a new contract to begin at a future time, his status shall be the same as if he had already begun service under such contract.

2. The Chancellor, in his discretion, may: (1) give the faculty member written notice of intention to discharge; or (2) give the faculty member written notice that information concerning the faculty member is being referred to the faculty committee [identified in paragraph (3), below] for its recommendation. The notice shall indicate the reasons for the intended discharge or the substance of the information being referred, shall state that the President approves the Chancellor's action, shall advise the faculty member of his right to a hearing, and shall call attention to these provisions of this Code. Within one week after receipt of notice, the faculty member may request a hearing by written notice to the Chancellor and the chairman of the faculty committee. If no request is filed within that time, the Chancellor may proceed to discharge, when notice of such intent has been given, or the faculty committee may proceed to the making of its recommendation without a hearing.

3. When a hearing is duly requested by the faculty member, it shall be accorded before a standing committee of the institutions's faculty, composed of five faculty members who have permanent tenure elected by those members of the faculty who, under legislation of the institution's faculty, are regarded as voting members. The hearing shall be upon written charges or a written summary of information submitted by the Chancellor. The hearing committee shall accord the faculty member a reasonable time within which to prepare his defense. The faculty member shall have the right to counsel; the right to present the testimony of witnesses and other evidence; the right to confront and cross-examine adverse witnesses; the right to examine all documents and demonstrative evidence adverse to him; and the right, upon request, made prior to the hearing, to a transcript of the proceedings furnished at the expense of the University, subject, however, to the approval of the President. The Chancellor, or his delegate or counsel, may participate in the hearing, present evidence, and cross-examine witnesses.

4. In reaching its decision in cases in which a hearing is held, the faculty committee shall consider only the evidence

presented at the hearing and such oral or written arguments as the committee, in its discretion, may allow. Evidence regarding the general competence and professional and moral fitness of the faculty member shall always be considered relevant. Should the committee find that the faculty member is guilty of misconduct, incompetence, neglect of duty, or failure or refusal to carry out validly assigned duties with intent to obstruct or disrupt any normal operation or function of any of the component institutions of the University, it shall then decide whether its findings in that respect, considered in the light of the faculty member's general competence and fitness, justify a finding that the faculty member is unfit to continue as a member of the faculty. It shall make its written recommendation accordingly, and shall transmit the recommendation to the faculty member and to the Chancellor; and the Chancellor shall forward it to the President. Publication of such recommendation may be authorized only by the Chancellor, with the approval of the President. The two immediately preceding sentences of this paragraph shall apply whether or not a hearing has been held.

5. If the President concurs, a recommendation of the committee, whether favorable or unfavorable to the faculty member, shall be final. If the committee's recommendation is other than for unconditional retention of the faculty member (indefinitely if on permanent tenure, otherwise to the end of the stated term), the President, in lieu of concurrence, may: (1) with the consent of the faculty member, take any action more favorable to the faculty member than the committee's written recommendation, which action shall be final; or (2) authorize the faculty member to appeal to the trustees. If the committee recommendation is for unconditional retention, the President shall take no action contrary to it except that, upon recommendation of the Chancellor, he may request that the trustees review the case and take final action.

6. The Chancellor shall, in every case, advise the President as to whether the Chancellor concurs in the committee's recommendation. He shall state his reasons in writing and a copy shall be furnished to the faculty member.

7. In any case brought before the trustees, a hearing shall be accorded by the Executive Committee, which may proceed through a subcommittee. The hearing shall be conducted in the same manner as the hearing before the faculty committee; the faculty member shall have the same rights; and the decision of the hearing committee shall be reached solely upon the evidence adduced at the hearing

and such argument, oral or written, as the hearing committee may allow. The charges or summary of information shall be the same as those before the faculty committee, unless modified in favor of the faculty member by the President; and the hearing committee shall, in the same manner as the faculty committee, consider general fitness as well as the specific offenses. If the hearing committee is a subcommittee, it shall report to the Executive Committee. The Executive Committee shall direct the action, if any, to be taken by the Chancellor.

8. The Chancellor has authority, with the approval of the President, to suspend a faculty member at any time after giving notice of intention to discharge, and to continue such suspension until final decision has been reached by the procedures herein prescribed. The Chancellor's power to suspend shall not be exercised unless the charges are of such nature that, if assumed to be true, they demonstrate moral turpitude, neglect of duty, incompetence of a character clearly indicating that the accused is unfit to continue as a member of the faculty, or failure or refusal to carry out validly assigned duties with intent to obstruct or disrupt any normal operation or function of any of the component institutions of the University. Suspension shall always be with pay.

9. Once he has requested a hearing, the faculty member shall not be discharged, without his consent, until final decision is reached (and then only in accordance with such decision), provided that the faculty member may at any time withdraw his request for hearing and consent to the discharge, or he may be discharged upon a finding by the faculty committee that, at any stage of the proceedings before the faculty committee or the trustees' committee, the faculty member, after requesting a hearing, has, without adequate cause, failed to appear.

10 November 1967

MEMORANDUM TO: Chancellor John T. Caldwell

Attached are three copies of the report on Cooperation with Negro Colleges and Universities by N. C. State University which you requested that our office prepare for your transmittal to President Friday.

Harry C. Kelly
Provost

HCK:es

Attachments

COOPERATION WITH NEGRO COLLEGES AND UNIVERSITIES

by

N. C. State University

North Carolina State University has developed both formal and informal cooperative relationships with several predominately Negro colleges and universities. These cooperative endeavors include instruction, research and extension.

INSTRUCTION

Cooperative Degree Programs: North Carolina State University and Shaw University have planned two cooperative programs. These two programs will begin on a limited scale in the spring semester of 1968. Outside financial support will be needed to increase the scale.

Shaw University has indicated that it has neither the number of students in the Natural Sciences nor the number of faculty desired to provide adequate in-depth curricula in these areas. North Carolina State University has the critical mass of faculty and students needed and provides in-depth instruction in these areas. It is planned that N. C. State will provide instruction in the Natural Sciences, e.g. Physics, Chemistry, Mathematics, Geology, Computer Science, Biological Sciences, Botany, Zoology and Wildlife Biology. These students will fulfill the same science requirements as the N. C. State University science majors. Shaw will instruct its science students in all other academic areas and will also provide the general science course requirements for its non-science majors. Each participating student will receive his degree from Shaw University.

N. C. State and Shaw also cooperate in a three-year: two-year engineering program. In this case the two institutions will collaborate in providing the total educational program. Shaw students will take most of their courses at Shaw during the first two years. Physical science requirements will be completed at N. C. State.

In the third year the student will register at Shaw, but will take engineering graphics and the first course or two in the engineering school curriculum of his choice at State. The remainder of his courses, primarily in the liberal arts, will be at Shaw.

The fourth and fifth years will be mainly at N. C. State University and the student will register at N. C. State, although, he may take a fraction of his courses at Shaw.

Upon the successful completion of this program, the student will receive a B. S. degree in the appropriate engineering field from N. C. State University and a B. A. degree from Shaw University.

A third type of cooperative program is in the final stages of planning with St. Augustine's College. In this case, St. Augustine's students would obtain an engineering emphasis in the degree received from St. Augustine's. This program will be a normal 4 year degree program. Physical Science majors at St. Augustine's will include emphasis in various facets of engineering in their curricula and will take these courses at N. C. State. Certain of these might be engineering-design oriented and others industrial-production oriented. While the four-year graduate would not be an engineer, the program is so structured that a student could, with one additional year of full-time study, obtain a professional degree in engineering or with two additional years of full-time study, obtain a Master's degree in engineering.

Mechanisms for advising and counseling, billing and registration for the Shaw and St. Augustine's student exchange programs are as follows:

Advising and Counseling. Final responsibility for student advising and counseling rests with the home institutions. Every effort will be made to ascertain that students have the necessary prerequisites to succeed academically in the courses in which they enroll.

Registration. Procedures have been developed so that a student may register on his own campus for all courses on his or on other campuses.

Billing. A student will pay all his tuition and fees on his home campus. Interinstitutional billing will be on a credit hour basis and will be accomplished between the billing offices on the respective campuses. Rates established at N. C. State University are as follows:

*For residents of N. C.	\$7.21 per semester credit hour
*For residents of other states who have come to N. C. to attend college	22.65 per semester credit hour

*Classification will be made in accordance with policies and procedures approved by the Trustees of the University of North Carolina.

Cooperative Non-degree Program. N. S. F. sponsored Summer Institutions for college teachers in Genetics have included participants from Barber-Scotia College, J. C. Smith, Shaw University, Southern University of New Orleans, Arkansas A & M, Livingstone College, Bennett College and St. Augustine's.

Last year the School of Education cooperated with St. Augustine's college in planning and implementing the program of the Educational Leadership and Human Relations Center. We are continuing this cooperative effort during the 1967-68 academic year. A grant under Title III of the Higher Education Act of 1965 was made to St. Augustine's college as the developing institution and our university as the cooperating institution.

The Department of Agricultural Education has worked cooperatively with its counterpart at A & T in planning in-service educational programs for teachers of Vocational Agriculture throughout the State.

The Fort Bragg Branch of North Carolina State University has a continuing cooperative relationship with Fayetteville State College. Frequent conferences are held with the faculty and administration of the two schools. The Director of the Branch has accepted a responsibility to work with Fayetteville State in a study of its administrative structures and procedures.

Students of the Fort Bragg Branch who take physics go to the campus of Fayetteville State College to utilize their laboratory facilities. The following regular members of the Fayetteville State College faculty are presently teaching courses at the Fort Bragg Branch:

Mr. Morris A. Blount.	Math
Dr. Theodore Boushy.	History
Mr. Irving S. Cheroff.	Sociology
Dr. Henry M. Eldridge	Math
Dr. Malvin E. Moore, Jr.	Education
Mr. Richard P. Robinson	Physics

The following regular members of the Fort Bragg Branch of North Carolina State University are presently teaching a course at Fayetteville State College:

Mr. Richard A. Ehrhart Economics

Mr. Eugene Smith Math

The D. H. Hill Library offers the same interlibrary loan privileges, reference services, photocopy services, and the use of the library to Negro colleges and universities as it does to any other college or university.

Faculty members of Shaw University and St. Augustine's College in Raleigh are granted stack permits upon request and are given direct borrowing privileges as are other professional people in the area. Students of these institutions may use materials in the building and may borrow materials through interlibrary loan.

Reference materials and bibliographic tools may be used in the building by the students, faculty and staff of any college and university. Reference service is provided to faculty members and graduate students from these institutions when they request it.

Members of our library staff have consulted with the Librarian of St. Augustine's College on acquisitions and cataloging procedures and will give consulting services to other Negro colleges upon request.

Duplicate books have been given to the libraries of both Shaw University and St. Augustine's College: other Negro colleges and universities are welcome to select duplicates from us.

RESEARCH

North Carolina State University is actively collaborating with A & T State University, Greensboro, in planning and conducting research in a number of agriculturally-related areas. Early last spring we were approached by the Director of Research at Cornell University concerning collaborating with Cornell in a regional study of the

problems of migrant farm labor. It was suggested that A & T State University might well have an interest and capability in this area of investigation. Officials of A & T State University met with us and expressed a definite interest in participating in a regional project involving North Carolina State University and Cornell University. A project proposal was drawn up by the A & T staff entitled "Manpower Development Studies of Migrant Workers in the Atlantic Coast Stream: Occupational Counseling", which was then reviewed by North Carolina State administrative and departmental personnel. This was followed by a meeting at Raleigh with Cornell's Assistant Director of Research for the purpose of reviewing the A & T project as well as associated projects of North Carolina State and Cornell University. Final agreement on the research responsibilities of each of the three institutions was reached at a meeting at Cornell University in July. Work on the cooperative project will get under way early this fall.

A second area of research cooperation between N. C. State University and A & T State University hinges on new federal funds having been made available through the Cooperative State Research Service to Negro land-grant institutions. To qualify for allocation of these funds, A & T State University was asked to submit appropriate research proposals. Such proposals, however, were first required to carry the approval of the Director of the North Carolina Agricultural Experiment Station. Faculty of N. C. State were involved at the outset in working with A & T personnel to determine areas of research which could make a real contribution yet be within the capabilities and resources of A & T State University. Avoidance of duplication of research planned or in progress at N. C. State University was another important consideration. It was mutually agreed that A & T State University would engage primarily in socio-economic

fields of agriculturally-related research. After several meetings, agreement was reached on the following three projects, which were subsequently submitted to the Cooperative State Research Service for approval and funding: (1) The Nutritional Status of Rural School Children in North Carolina, (2) Manpower Development Studies of Migrant Workers in the Atlantic Coast Stream: Occupational Counseling, (3) Economic Adjustment of Poverty Stricken Rural People in North Carolina.

With the groundwork thus laid, it may be reasonably expected that N. C. State University and A & T State University will continue to collaborate effectively in development and conduct of agriculturally-related research which should be of benefit to the State of North Carolina and the Southeastern Region.

The School of Agriculture Crop Science Department has a cooperative research project with A & T State University on seeding practices and field experiments of Tephrosia, a source of rotenone.

Faculty from the Entomology Department have acted as advisers on a Pesticide Residue project at A & T.

The Department of Economics has participated in joint projects with A & T State University in "Employment Adjustments of Migrants to the Growth Center of Winston-Salem, Greensboro and High Point, N. C." and in "The Generic Bases of Negro Teenage Unemployment".

EXTENSION

The Cooperative Agricultural Extension Service of the School of Agriculture and Life Sciences maintains a very definite and close working relationship with the North Carolina State University of Greensboro, Bennett College of Greensboro, Winston-Salem State Teachers College, North Carolina College at Durham, and Shaw University at Raleigh. The district home economics agents are closely

associated with these institutions, especially the home economics divisions, in recruiting graduates for home economics extension positions.

In addition to the above colleges, other extension staff members maintain liaison and serve as resource personnel on various programs with Elizabeth City State Teachers College, Fayetteville State Teachers College, Johnson C. Smith University, and Livingston College. County Extension personnel serve these colleges at the county level in the prospective counties in varying capacities on programs, student career opportunity settings, etc.

Since a portion of the State Cooperative Agricultural Extension personnel is presently housed on the campus of North Carolina A & T State University, N. C. State University is more directly involved with this institution than with others.

One of the assistant directors of extension is involved by membership on the A & T faculty administration committee; he also serves on a number of other institutional planning and program committees. There is a close working relationship with the departments of agriculture and home economics.

The School of Agriculture faculty and extension specialist staff are involved in conducting seminars and meetings on the campus of North Carolina State University. Some faculty members from A & T State University are assigned to committees in departments of the School of Agriculture and Life Sciences and are involved in seminars and workshops. The president of A & T State University and an assistant director of extension are in constant communication with respect to housing matters as related to the State extension staff; preparation of students, especially in agriculture, home economics and commercial science graduates; and the cooperation between North

Carolina State University and North Carolina Agricultural and Technical State University in the programming of foreign trainees, etc.

Through the network of Cooperative Agricultural Extension Service employees at the state, district and county level, a direct and constant line of communication is maintained. Resources of local colleges are tapped in area and community development, 4-H, home demonstration program, etc. One of the most important areas of support and cooperation between extension and A & T State University is supplying extension publications and other resource material to faculty members in agriculture and home economics.

A number of Negro faculty members have participated in the short courses taught on this campus. Participation has also occurred in cooperative conferences and workshops.

MISCELLANEOUS. The University is involved in a number of activities in addition to those previously described:

FACULTY EXCHANGE:

<u>Botany</u>	Lectures at St. Augustine Lectures at Shaw University
<u>Genetics</u>	Teaching at N. C. College, Durham
<u>Plant Pathology</u>	Seminars for Biology Staff A & T State University
<u>Zoology</u>	Lectures at Shaw University, St. Augustine's and N. C. College, Durham Courses at N. C. College
<u>Physics</u>	Teaching Assistants have taught courses at Shaw Univer- sity

Economics

The Agricultural Policy Institute is co-sponsored by and involves many southern Negro universities and colleges in its program.

Mathematics

Lectures at Elizabeth City State College.

Social Studies

A member of St. Augustine's taught in a Social Studies course.

English

A faculty member has taught English at St. Augustine's.

Design

Occasional lecture at Shaw or St. Augustine's.

Curricular Consulting and Miscellaneous

Director Instruction, School of Agriculture and Life Sciences curriculum consulting with A & T State University and Virginia State College.

Animal Science

Dairy herd at A & T State University is a part of N. C. State's Institutional Breeding Herd Program.

Biological and Agricultural Engineering

Assist A & T Farm and Home Week.

Botany

Consultant Biology Instruction and Course Material.

A & T State University
St. Augustine's
Shaw University
N. C. College, Durham

Potential use of property as natural area and ecology site
Livingston College

Physics

Curriculum planning
St. Augustine's College

Mathematics

Curriculum planning with several colleges. Consulted with Shaw in developing a summer institute in modern mathematics.

Statistics

Mathematics classes from Fayetteville State College. Observe demonstration on uses of the digital computer.

November 1967