

Cooler

Four Pages This Issue

Volume LIII, Number 63

Wednesday, March 26, 1969

## PP Workers Still Dissatisfied

# Non-Academic Employees Reply To Caldwell

The Non-Academic Employees Union's grievance committee expressed general disapproval with Chancellor Caldwell's answers to their 43 requests.

Caldwell, on the other hand, reiterated "the Administration's desire to provide progressive conditions of employment" in answering the requests, emphasizing that he responded "in entire good faith."

Caldwell responded in specific to each of the requests, and they and the answers are printed in their entirety in this issue.

The response was delivered mimeographed form to the concerned parties, and this absence of a personal response

disturbed some of the affected employees. "I'd rather have someone tell me in person what was in the document than read it," said Eddie Davis of the Non-Academic Employees Union (NAEU).

"We studied every request very earnestly, and sought out the most constructive answers that were possible for us," commented Caldwell after the reply was released. "We plan to follow through on everything we said we would do; we will get letters to federal people on the audits (grievance 11)," he pledged.

The workers were upset by Caldwell's "buck-passing," though they acknowledged some of the items were beyond his province. However, Grievance Committee chairman Mrs. Willa Hinton contrasted the speed with which Bobby Holloway was made a supervisor—the first black supervisor in PP—with Caldwell's explanations that many matters of salary and classification were beyond his jurisdiction.

Mrs. Hinton expressed thanks that Caldwell removed female janitors from the men's dorms, while fearing it might have been a token gesture. "At his convocation, he (Caldwell) said, 'Hear me! Well, we've heard him want him to hear us. I hope he doesn't think we'll be satisfied with what we had 10 years ago.'"

Nonetheless, most of the

Grievance Committee expressed confidence in Caldwell's intent, feeling the difficulty in making significant progress lay with the PP administration.

"We were told we were going to get a pay increment, retroactive to the first of the year. We were due one from last October...where were the other months? This is what makes us know that PP management is playing an unfair game. I talked to (PP House-keeping Sup't Cullom) Arnold...he gave me a deaf ear," stated Mrs. Hinton.

Jesse Tillage, also of the Committee, explained that PP was far behind on reclassifi-

cations. "A man is supposed to pass through successive steps for five years, then be reclassified. There are some who have been here eight or nine years, and are still in the third or fourth step."

Many of Caldwell's responses were that the requests were already in effect. When asked why the employees were unaware of this, he said, "We probably need to do some more communicating with employees to let them know what is covered under the personnel act. It is indicated that we have a responsibility to keep them better informed."

—Pete Burkheimer

## Caldwell Presents Answers To Workers

At the request of Mrs. Willa B. Hinton, employee in the Physical Plant Department, I met with her and a group of associated employees on March 18. I was there presented a list of 43 requests for improvements in working conditions.

Since that meeting the Administration has also received (March 21) from the Physical Plant Employee's Association a second list of nine employee suggestions. Some overlapping occurs in the two lists. Since most of the requests and questions affect the job conditions of all non-academic employees, the University response properly is to all of you.

My reply to the March 18 requests is attached herewith. Reply to the March 21 list is forthcoming.

These responses reflect the Administration's desire to provide progressive conditions of employment for each person serving the University and, therefore, to remedy any deficiencies brought to its attention. They reflect our respect for the essentials of responsible management without which neither efficiency nor fairness could exist. They reflect the University's responsibility to the State's system of budget-making and personnel administration, both to operate within its policies and regulations and to recommend improvements on behalf of our employees.

Finally, as you know, I and all other public officials in North Carolina are prohibited by law from "negotiating" with a union. I do feel, however, that within reasonable limits of my time, I have an obligation to answer fairly and as plainly as possible any real question that any employee or group of employees has concerning their employment by the University.

The present questions have served a good purpose, and my response is made in entire good faith.

John T. Caldwell  
Chancellor

1. That Eddie Davis be reinstated as an assistant area foreman where he was, or be promoted to foreman where he now is.

The question raised here is one of individual employee grievance. I understand that the employee feels he has been discriminated

against in reprisal for activities which were fully within his rights. As is usually true in such cases, there is another view of this matter by his immediate supervisors. I must seek to do justice to all employees, and, for that reason, we are in the next few days publishing a new set of procedures on the handling of grievances. Mr. Davis or any other employee who feels he has a grievance is afforded the opportunity to present his case for consideration. The information which I have suggests that there is a matter of personality conflict and procedural violations between two employees. Pending any such further review I feel a wise management decision has been made in assigning Mr. Davis for the time being to other duties of the same level and at the same pay which he was receiving.

2. That employees be given raises such that the minimum wages paid any employee is \$125 per week.

I do not have the authority to establish salary levels for positions. Within budget limitations this authority is assigned to the State Personnel Board subject to the approval of the Governor. We, of course, support the objective of an adequate minimum wage which must reflect basic living costs. Because of budget limitations, any sizeable increase requires larger appropriations by the legislature and would also force an increase in fees or charges of self-supporting enterprises. An increase of the size requested would require a complete change in the policy of the State Government. Present policy is to fix pay in accordance with prevailing rates for the type of duties and responsibilities assigned the job. A change from this basic policy would require legislative approval. The Governor's March 21 decision on basic wages is public record and is effective April 1.

3. That employees be given seniority pay at the rate of 5% of their base pay per year.

This would require a change in the State law which provides that all increases are to be based on performance and efficiency. The law further provides each employee whose performance merits his retention in service shall be granted a salary increase in an amount corresponding to the increments between steps of the applicable

(continued on page 2)

## Laundry Employees Claim Injustices

The University Laundry came under fire from several of its employees yesterday, as charges of discriminatory and unfair management practices were made.

Mrs. Mary Vinson, a laundry employee, and a half-dozen other workers reported inequities ranging from a shortened work week to denial of advancement to black workers.

"We met today with laundry manager Joe Gower to discuss the work week; we're not getting 40 hours. He told us we didn't have to work there," said Mrs. Vinson.

Gower did, however, promise action on an employees' suggestion that the facility take in cleaning until noon Fridays, instead of stopping at 9 a.m., according to Mrs. Vinson. She said the change would add two hours to their work week, which currently averages 36 hours or less.

Wages were a prominent complaint. The laundry, under the University's Auxiliary Services Division, pays just the minimum wage to most black workers, she noted, though some of them have served up to 10 years and more. Some with similar tenure make only seven cents above the minimum, or \$1.67.

Governor Robert Scott's pay hike to a minimum of \$1.80 will raise the average laundry employee's pay for 36

hours to \$60 to \$65. A 40-hour week would push this to \$72, all figures prior to tax deductions.

Mrs. Pearlina Williams, a 12-year veteran with the laundry, offered as suggestion for increasing laundry volume, and thus the work week: "Maybe if the laundry advertised its prices more in the newspapers, they could get more business. They're right here on campus, and the rates are better."

The laundry's rates are some 20% less than commercial, according to the employees. Most of them felt a rate increase could be effected to improve their wages without destroying the laundry's competitive advantage.

There are no black foremen or supervisory personnel in the area, according to Mrs. Vinson. She related an incident where a black worker applied for a better job receiving laundry and was told no opening existed. Later, a white girl who had been hired to shake out the clothes received on-the-job training for a receiving position.

It was noted that the laundry employees never had representation in the Physical Plant Employees Association, as that facility is not part of the PP. Until the Non-Academic Employees Union was formed, laundry workers had no representative organization.

Around 70% of the laundry's employees are black.

## Rally

A rally will be held behind the Erdahl-Cloyd Union today at noon in support of the Non-Academic Employees. Supporting the employees' rally will be The Group and the Society of Afro-American Culture.

## Voter

### Registration

Voter registration drive will be held Friday from 9 am to 1 pm in the Union.

Mrs. Ann Townsend, a registrar, will register all eligible voters who haven't registered.

The requirements for registration are: (1) U.S. citizen (2) have lived in North Carolina for one year as of May 8; (3) have lived in precinct 30 days as of May 8; (4) can copy a sentence of North Carolina Constitution; (5) must live off-campus and (6) must be 21 years old by May 8.



Michael Harrington

(photo by Barker)

## Harrington Doubts Welfare Policies

Michael Harrington, who helped initiate U. S. anti-poverty programs, spoke at the last of the Union Symposium lectures Monday.

Harrington, whose books are credited with helping to inspire the anti-poverty programs of Kennedy and Johnson administrations, noted that "tremendous resources will be available" when the Vietnam conflict ends.

"Mel Laird (U.S. secretary of defense) wants to spend it on missiles and others want to spend it on a tax cut," Harrington said.

But, he argued, "two-thirds of what we're spending in Vietnam" would be enough to overcome poverty in this nation.

In an interview prior to an address, Harrington predicted "a tremendous political struggle" will follow the end of the Vietnam War between advocates of the anti-ballistic missile system and tax reduction advocates on the one hand and leaders of the anti-poverty war on the other.

"There has to be a tremendous struggle against ABM not only in terms of war and peace, but also in terms of the war against poverty," Harrington commented.

Over a hamburger lunch, Harrington challenged some

commonly held opinions of America's welfare programs.

"The amount of free loading is almost negligible," he said, pointing out that of the eight million Americans on welfare rolls only 80,000 are able-bodied men. The rest, he noted, are children, women, old people and physically handicapped.

"Most of the people who are poor do work," he stated. "The only trouble is that they work at low-paying jobs in the textile mills, or coal mines, or as dishwashers and so on."

He asserted, "Welfare in the United States is not a boondoggle for poor people—those who are on welfare rolls get

(continued on page 3)

## Campus Crier

Thompson Theatre is having double performances of "Everyman" (morality play), and "Clickstop" (inter-media) March 25-30, 8:00 and 9:30 respectively.

The State Christian Fellowship (VCF) will meet tomorrow at 6:30 in Union theatre.

The Economics Society will meet tomorrow at 7:30 in HA 119.

The Psychology Club will meet tomorrow at 7:00 in 213 Tompkins.

The NCSU Guerrilla Theatre Group will meet tomorrow at 7:30 in Bar-Jonah.

The NCSU Guerrilla Theatre Group will present a play tomorrow at 12:00-1:30 on the Brickyard.

Cosed luncheon will meet today at 12:00 in 256 Union.

The PSAM will meet tomorrow at 7:00 in 222 D.H. Library.

The Group will meet today at 8:00 in 100 HA.

The American Institute of Aeronautics and Astronautics will meet today at 7:00 in 111 Broughton.

LOST: Glasses, brown frames in brown case. "Rouse" on inside of case. Ray Rouse, KA house, 834-9359.

## Engineering Seniors Honored By School

Four outstanding engineering seniors were recognized Friday during the opening exercises of the 37th annual Engineers Fair.

Dean of Engineering Ralph E. Fadum announced the four top awards for scholarship, leadership, citizenship and participation in extra-curricular activities.

He presented each of the recipients with engraved wrist watches.

Neill Stephen Smith was winner of the Hamilton Watch Award given to the engineering senior who has most successfully combined proficiency in his major field of study with notable achievements in the social sciences and humanities.

Peter Burkheimer was awarded the Outstanding Engineering Citizen Award given to the senior who has contributed significantly to the well-being of his fellow students and who at the same time has excelled in scholarship.

James Charles Bray received the Outstanding Engineering Senior Award given to the senior in engineering who has excelled in scholarship and

who has participated significantly in extracurricular activities.

Robert Theodore Noble was awarded the Dean's Leadership Award given in recognition of outstanding qualities of leadership to the engineering senior who has contributed in an outstanding manner to the activities of his fellow students.

Smith, a senior in aerospace engineering, has maintained a 3.83 scholastic average.

Last summer he participated in the Undergraduate Research Participation Program of the National Science Foundation and is co-author of a technical paper on this research presented at a national meeting on Aerospace Science in New York City early this year.

He is an active member of a number of honorary and technical societies.

Burkheimer, who ranks eighth in a class of 103 civil engineering seniors, is this year's editor of the Technician.

He is chairman of the Student Government's Publications Study Commission, advisor to the Agromech, a member of the University Good Neighborhood Council, and a member of the Cafeteria Advisory Committee.

The young civil engineering senior and newspaper editor is an active member of Chi Epsilon and Phi Eta Sigma, engineering honorary societies.

A chemical engineering senior, Bray is a straight "A" student on his engineering subjects. He has an overall grade point average of 3.933 out of a possible 4.0.

Active in research throughout his undergraduate years, Bray this spring has been research assistant in the Polymer Science Research Section of his department.

Noble is an electrical engineering senior with a grade point average of 3.74.

He is president of Tau Beta Pi engineering scholastic society, treasurer of the Golden Chain, and secretary of the Student Branch of the Institute of Electrical and Electronics Engineers.

Noble was also received by students in Eta Kappa Nu, electrical engineering honor society, as their entry in the nationwide contest to find the nation's top electrical engineering student.

Editorial Opinion

# Caldwell's Efforts Hamstrung By PP

Chancellor Caldwell responded Monday to the grievances of the Non-academic Employees Union.

An examination of his answers reveals that they are made, as the Chancellor said, "in entire good faith."

His responses to the 43 requests fell into three categories, loosely paraphrased, "Yes," "This is already University policy," and "I've no control here, but I'll make a recommendation."

Very few requests drew a negative reply.

The three types of answers provoke some interesting reactions. It is commendable that Caldwell's action on some matters came so promptly. Shifting of female janitors out of men's residence halls came quickly, despite the problems obvious in hiring qualified replacements. The audits of pay and overtime records were also promised with no delay.

Dr. Caldwell's observations that many of the requests are already in effect provoke some anger on my part. If these items were already University policy, why were the employees not aware of them?

The employees asked for action on overtime rates, holidays, and break periods that had already been taken. Why were they unaware? The answer apparently lies in management? How could an employee be unaware he was due two 15-minute breaks unless his superior had "forgotten" to tell him?

It is obvious there is a lack of meaningful communications between employees and management in the Physical Plant and other non-academic areas. Whether this failing is due to bigotry, incompetence, oversight, or whatever, should be determined in a detailed investigation of these management practices.

The denials that the Chancellor did issue were accompanied with what seemed to be valid reasons. The requests for reserved parking spaces was answered with a promise for action when all employees could be granted the same benefit; this day will never come, as the North Campus is fast becoming a pedestrian area.

The issue on reinstatement of Eddie Davis was a touchy one, and we feel it is the one where Caldwell's actions could be improved upon. Our examination of the situation also points to a "personality conflict," but one we feel due in large part to William Lancaster's poor discharge of his duties as Sullivan Area Foreman. It would have been wiser, we feel, to order a full investigation of Lancaster, as some serious charges have been made against him, not only by Davis, but by some Sullivan residents. But Davis ought, in the meanwhile, to persevere at the window-washing post. We expect numerous promotions will be made in all areas of the Physical Plant—at Caldwell's directive—and he should be prepared to capitalize on the opportunities that will come open.

We've had more than one complaint from irate secretaries who say the non-academic employees don't deserve any wage increase because of their poor performance. They overlook the conscientious janitors and maids, and the obvious conclusion that poor working conditions and wages do not inspire quality work.

Finally, a word needs to be said on sources of funds for wage increases. Some employees work on appropriated funds; others in areas that are self-supporting. Administrators tell us it is easier to secure raises for employees paid by appropriations than those paid by the Union, residence halls, etc. But in order to maintain equity, one cannot be raised without the other.

We challenge the users of University services to show willingness to accept higher costs in order to pay a decent wage to non-academic workers. For example, the

laundry, whose prices are currently 20% less than commercial, could raise rates to just below commercial—say, 95%—and reflect the difference in salaries. Room rents could be raised to \$160 per semester, or enough to improve wages, with \$5 of that to go to financial aid to those for whom the increase would be burdensome.

A polling of the student body is in order. We need to see if those who profess good will toward their fellow men will put their money where their mouth is.

## Caldwell Responds To PP Workers' Requests

(continued from page 1)

salary range at least once each year until he reaches the intermediate salary step nearest to, but not exceeding, the middle of the salary range established for the class to which his position is assigned.

4. That annual raises be automatic regardless of other pay raises received during the year.

The law and regulations of the State Personnel Board limit the salary increases which can be given.

5. That there be no loss of seniority after reclassification.

This suggestion is not clear to us. Possible we have not understood fully the two previous suggestions. If you have questions which you would like to restate, we shall be glad to answer them or refer them with recommendations to State Personnel.

6. That employees be insured of one day of paid leave for each day that they are required to serve on jury duty.

This is currently in effect and will be re-emphasized and administered by my direction.

7. That employees be granted 2 hours of paid leave for voting.

It is State Personnel policy and University policy that employees desiring to vote shall be granted time off with pay if this is necessary to permit voting.

8. That there be 15 minutes of paid break time twice per day.

This is present approved practice. Breaks may be scheduled as the employees in a particular work group desire.

9. That the lunch break be one hour and be taken at the discretion of the employees.

By request of employees in certain areas one-half hour lunch periods have been scheduled. The University does not object to a one-hour lunch period and it is so approved. This lunch period should be free of any duties. In order to insure continuity and efficiency of operations, the lunch hour schedule of a particular work group must be approved by the responsible supervisor.

10. That the University provide free reserved parking space for employees near their work areas.

A desirable but unrealistic objective on behalf of all employees. The University Traffic Committee, including Faculty, Student and non-academic representatives, has responded to this request as follows: "That free reserved parking, close to place of employment, be provided for non-academic employees of the North Carolina State University at such time as the same facilities can be provided for all other SPA and EPA employees." State funds are not available to accomplish these objectives. We do not regard this objective as feasible in the foreseeable future.

11. That all pay and overtime records be checked by professional auditors and that observers of our choosing be present during the process.

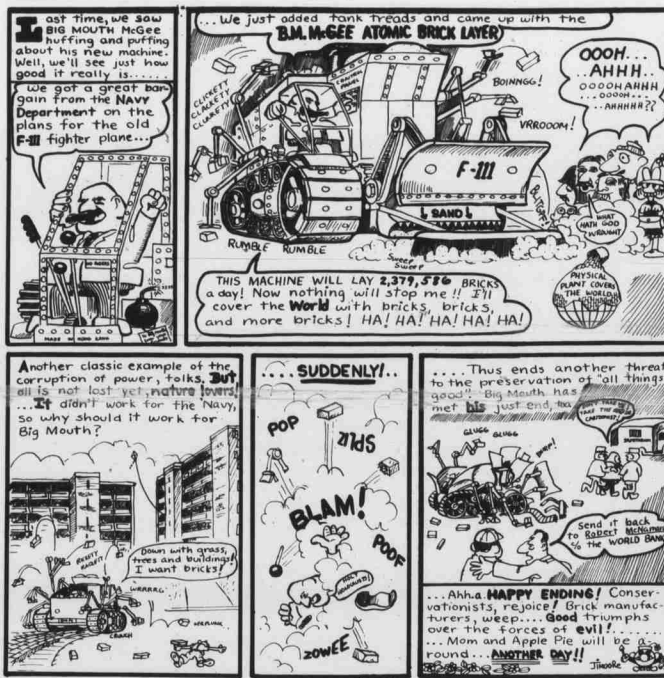
We are asking the Wage and Hour and Public Contract Division of the Federal Department of Labor to make a complete review of pay and overtime records of all employees subject to the Federal Fair Labor Standards Act.

12. That there be a complete review of job classifications for each employee with a view toward upgrading.

A continuous audit of job classifications for each employee at North Carolina State University is desirable. This University is not staffed to provide this function. We have in the past and will again request assistance of the State Personnel Department but even their staff capability is limited. An employee's request for review of his position is always undertaken as promptly as feasible, and such requests are welcome.

13. That the University provide free tuition and fees to all legal dependents of University employees.

This is controlled by State Law and Regulations of the University Trustees. We will recommend that a study be made by the University Trustees of the possibility of such a provision.



READER OPINION

To the Editor:

Your editorial of Friday, March 21, entitled "Exam Issue Needed Student Opinions" has at least one dubious implication: that the students did not, or could not, know of the Faculty Senate's action on the exam issue until "this fact was reported to the editor of the Technician, who is a member of the Chancellor's Liaison Committee yesterday" and that "no explanation was offered for the measure [even then] until such explanation was sought by a student member of that committee."

The Faculty Senate minutes of January 7 contain the record of the Senate's initial discussion of, and action on, a recommendation about exams. A follow-up consideration of the same issue took place in the Senate's next meeting (January 28) and is recorded in the minutes of that meeting. It was in the January 28 meeting that the motion to permit individual exemptions from examination was finally lost.

The record is there for all to see. Copies of all Senate minutes are available in the reference room of the D. H. Hill Library. Copies are also specifically sent to the editor of the Technician, who is a member of the Chancellor's Liaison Committee, at the same time that they go out to the members of the Senate themselves.

Most of us are interested in better communications. I am. But the communications that we have are sometimes better already than we think, or know. Students in general and their representatives on the Liaison Committee in particular may have been ignorant, as late as March 20th, of the Faculty Senate's actions of last January. But they need not have been. I hope that they will keep themselves informed via the channels indicated of what the Faculty Senate does in the future.

Keith S. Petersen

Liberal Arts Representative, Faculty Senate

14. That the University, in conjunction with the Union, establish an educational program using its facilities to provide training for non-academic employees. Such a program should include tuition grants and paid time off to attend the necessary classes. Course of study might range from high school equivalency to engineering programs. Where the University lacks adequate facilities, it should provide tuition grants to neighboring institutions.

The State Personnel Department has established a policy of limited time off for all state employees when necessary for a personal educational program. The State Personnel Department also administers a program of refunds for tuition and book expenses and has a request for continuing funds for this purpose in its proposed budget. I have asked our University Personnel office and line supervisors to provide information and encouragement to all employees and assist any who are interested.

15. That the University provide the Union with a place to hold general meetings and grant Union members 2 paid hours per month to attend general meetings.

We have no authority to act in this area. These proposals will require consideration by the University Trustees, and we will refer the question. The State Personnel Board, subject to the approval of the Governor, controls changes in policy granting time off with pay. State law limits the purposes for which payroll deductions can be made at the request of the employee.

16. That the University withhold the amount of \$1 per pay period at the request of individual Union members and pay this amount to the account of the NCSU Non-academic Employees Union at the Mechanics & Farmers Bank, Raleigh, N.C.

We have no authority to act in this area. These proposals will require consideration by the University Trustees, and we will refer the question. The State Personnel Board, subject to the approval of the Governor, controls changes in policy granting time off with pay. State law limits the purposes for which payroll deductions can be made at the request of the employee.

17. That the work week be officially defined as 8 am to 5 pm, Monday through Friday.

18. That any work performed at any other times than that above be considered as overtime and paid at the overtime rate.

19. That any work performed on a holiday and Sundays be paid for at double the employees normal rate of pay.

It is impossible, of course, to operate the University with all employees working 8 to 5, Monday through Friday. Administration believes that work at unusual times should be recognized in compensation. This is not possible under current personnel policies, rules and budget procedures. We will recommend study and possible action by State Personnel Board.

20. That all employees be given a guaranteed work week of 40 hours.

Due to unevenness of work load in certain areas it is not possible to guarantee full-year-round 40-hour schedule of work to each employee. In certain operations there occur periods where no work is available. State regulations prohibit payment for time off except for leave authorized by regulations and law. To the maximum extent practical the University desires to and will provide full employment.

21. That compensatory time off be granted instead of overtime pay only by agreement with the employee involved. Compensatory time shall be 1 1/2 times amount of time worked overtime.

Current State Personnel policy is to compensate for overtime hours worked by time off at 1 1/2 times hours worked in excess of 40 hours per week when possible. The Federal Fair Labor Standards Act requires that overtime be paid for if such time-off is not given within the pay period in which the overtime is worked. A change to permit the employee to be paid when he could have been given time off would require approval of both the State Personnel Board and the Director of the Budget. We tend to favor the suggestion.

22. That sick leave be accumulated at the rate of 2 days per month.

Currently under State Personnel policy sick leave is accumulated at the rate of .833 days per month or 10 days per year. We regard this as reasonable. Any change must be state-wide and will require new statutory authority. We shall refer this question to State Personnel.

23. That the following holidays be observed: New Years Day, Easter Monday, Good Friday, July 4th, Labor Day, and December 23, 24, 25, 26 and 27.

24. That holidays which fall on Saturday or Sunday be observed on the following Monday.

State Personnel policy authorizes a fixed number of holidays per year. Educational institutions are authorized to set their own schedule to fit academic needs within the total days authorized. We shall continue to consult employees on the holidays which this University shall observe. Historically, we have taken approximately one week during Christmas period and therefore have foregone certain holidays observed by other State employees. We do not establish any University holiday on Saturday or Sunday.

25. That if a holiday falls on a scheduled vacation the employees will get another day off.

This is current policy. I will direct that it be followed.

26. That the University supply and furnish comfortable lounge areas for nonacademic employees similar to those available to academic employees and staff.

We agree with the suggested policy of providing appropriate lounge areas for all employees of the University. However, we must find space, which is in very short supply. The Business Manager's staff will undertake whatever is practical.

27. That employees be allowed to choose their own vacation time.

Employee preference should be primary. However, requirements of keeping University work going necessitates coordination with other employees' requests for vacation. Hence approval by unit head is essential. This is State Personnel policy. In units where peaks or valleys characterize the annual work schedule limitations on scheduling of annual leave should be explained and understood at time of employment.

28. That no women be required to do heavy work such as stripping floors, operating buffers, or carrying heavy containers.

University agrees no employees should or will be assigned work beyond normal capabilities. In the fall of 1968 maids were upgraded in title and salary to that of janitor with the understanding they would perform janitorial duties. If janitorial duties are not performed by female employees, this could result in a downward reclassification. Male janitors' viewpoint on this subject has been previously expressed and must be considered.

29. That no women be assigned to men's dormitories and that those women presently working in men's dorms be reassigned to other buildings.

We understand this request. The change has been initiated with full implementation expected within three weeks.

30. That the overtime rate of pay be 1 1/2 times normal rate of pay.

This is current policy.

31. That present employees be given first choice at new job openings within the University.

32. That regular listings of job openings be posted at key stations and offices, and that these listings include such information about the jobs as job description, qualifications, experience, wages, and hours, number of openings, and any other pertinent information.

33. That such listings should remain posted for one week (5 working days) before applications from outside the University be accepted.

These three suggestions are being implemented immediately. There will be special situations where such procedures are not workable. We will immediately begin a study to provide a more complete plan for accomplishing this purpose as fully as possible.

34. That no employees be required to clean undue filth caused by malicious actions of students.

No employee is expected to clean up "undue filth caused by malicious actions of students." Employees are requested to identify and report all such cases to their superior who in turn will

notify Housing Director for corrective action.

35. That any employee called to work outside his regular working hours be paid for at least 4 hours work at the overtime rate.

This is a matter of State Personnel policy. We shall request that the Personnel Board consider the suggestion and provide an adequate plan for compensation.

36. That employees be given permanent status after 60 days employment.

In accordance with State Personnel policy, at the expiration of a 90 day period of temporary appointment, department heads and activity directors must submit justification to the University Personnel Officer for continuation of temporary status. Personnel Officer evaluates the request and recommends a decision. It has been and is the policy and instructions of the University to classify "temporary" employees into "permanent" positions when the "permanent" position for which the employee is qualified is available and has been budgeted.

37. That petty leave policies be uniform for the whole campus and include all departments within the Physical Plant and Auxiliary Services.

Already State Personnel policy authorizes 14 hours petty leave annually for brief permissive absences from work for personal reasons such as medical or dental appointments. This has been generally the practice at North Carolina State University and will be re-emphasized to all departments.

38. That the University place Black people in supervisory and managerial positions on something more than a token basis. This should be especially done in areas where most of the employees are Black.

Additional effort will be exerted to place qualified Black people in supervisory and managerial positions whenever opportunities occur. See also our reply to items 31, 32 & 33.

39. That all employees be addressed with titles of respect such as Mr., Mrs. or Miss and that degrading terms like "boy" and "girl" not be used.

We concur in the purpose of this suggestion. The Chancellor will state this as University policy. Individuals, of course, in many instances will express to their associates a desire to be addressed more informally.

40. That new nametags be made bearing the title of respect and the last name only (e.g. Mr. Smith).

The University will gladly adopt the recommended practice, but individuals who wish to have a more informal name tag may have it. The existence of many common last names as "Smith" or "Jones" suggest the need for some distinguishing device.

41. That the University stop hiring unqualified persons for supervisors and foremen only to have them trained by people already on the job.

Policy is and has been that supervisors and foremen shall be selected on the basis of training, experience and qualifications. See also our reply to items 31, 32 and 33.

42. That employees be allowed to have witnesses or advisors of their choice present at any conferences between the employees and their superiors.

This suggestion is too broad. Supervisors and employees must always be free to hold private or group conferences on operational matters without the presence of third parties. Also private conferences are often required for evaluation. We assume that this suggestion is directed to the case of an employee who feels he has a grievance which may not be fairly heard and handled. If so, we concur with the view expressed.

43. That all the above requests be accomplished with no discharge of present employees.

It is our desire that all personnel improvements can be made without reduction in force. However, in any organization, increased wages and costs often force economies in operation which can force personnel cutbacks. Increased costs in University self-supporting enterprises and activities may very well compel economy measures.



The driver of a Trans-Am Camaro sits patiently behind the wheel while trying to get to the starting grid. (photo by Curtis)



Another picture of the race? Heck no, this is "Clickstop" and it's still rolling, or whatever it does, at Thompson Theatre. See it as a double-header with "Everyman."

## Harrington Forsees "Nothing Dramatic" From New President

(continued from page 1)

inadequate aid." He cited the fact that monthly welfare payments for dependent children in Mississippi are only \$8.50.

The overall cost of the national anti-poverty programs is far less than many items in the federal budget, Harrington announced.

"Rich farmers—those with incomes of \$20,000 a year or higher—get more in subsidies than all welfare and anti-poverty programs combined.

Among solutions Harrington sees to American poverty are "genuine full employment," guaranteed incomes and housing programs.

Harrington said that poverty has increased "in the midst of prosperity."

He noted that "in the five years since we've had a war on poverty, housing for the poor has grown worse."

Citing estimates from the National Commission on Urban Problems, headed by former U.S. Senator Paul Douglas, Harrington said that one-third of all Americans "cannot get adequate housing without subsidies."

On President Nixon's administration, Harrington said: "Nixon, like Eisenhower, will ratify the social programs of his predecessors. I don't think he will do anything dramatically new—good or bad."

Using a bit of Irish humor, Harrington concluded that if a person must be on welfare his best bet "is to be a Cuban refugee."

For, said the author, "Cubans don't qualify under any state programs and therefore they were put under a comprehensive federal program that has been enormously successful."

## Race?...Who Goes To See The Race?

by Rick Curtis

The smell of orange blossoms wafted gently on the breeze-soft, puffy white clouds were silhouetted against the deep blue Floridian sky—the coolness of the Bud against your hand—and the high, ear-splitting scream of the 3-liter Ferrari accelerating from the eses, shifting to third, and then motoring briskly away from the pack—are now only memories of Sebring '69.

Sun, suds, and fun and of course THAT Ferrari (which was rumored to be better than sex...) accompanied by various and sundry high-revving Porsches, thunderous Camaros and collapsible Alfa's were the order of the day as 65,000 spectators, parents, drunks and police gathered to rub elbows with the more prestigious of the racing world.

The race? Who watches the race? For the benefit of those who haven't already heard—the Ford GT of Ickx and Oliver had the race handed to them via overheating problems of the Ferrari and suspension woes of the Porsche team.

From the first it was all Porsche, as they led 1-2-3-4 followed closely by the Lola-Chevy of Donahue-Bucknum, and THAT Ferrari of Andretti-Amon.

Words are hard to find to describe the sound of Andretti's red charger as it screamed through the eses into the "big bend" at something over 100, passing various and sundry aforementioned Porsches, Fords, Lola-Chevys VW prototypes (yes, VW fans...there was even one of those...and that give-it-the-old-college-try Volvo in the process of trying to catch the

leaders after a bad start.

It did. And then for 600 miles they went at it hammer and tong.

The first to go where the never-say-die Porsches as the little white cars with the brutally quick acceleration experienced suspension woes on the harsh Sebring 5.2 mile track.

The Ferrari pressed on. Meanwhile, back in Green Park where all the drunks were...evidence of the Spring migration of all the Northern schools and a reasonable representation of Florida Southern and FSU was in the ever-growing pile of beer cans in the "beer can ditch" which some thoughtful person had provided.

Camping has just got to be in. So are 'Vettes...Mustangs...and if you're a Ferrari owner you're alone. Porsche owners just got in the way. If you saw anything it was the Ford performance corner exhibit with all the Mickey-Mouse Shelby Mustangs, and the tough, tough Chevrolet Corvette with accompanying Z/427 Camaro.

The heat of the day started claiming more than the cars on the track. One Florida State man ran into a tree (no mean feat considering the lack of trees in the vicinity), the Olds finally got stuck in a sand hole after three unsuccessful tries immediately before a Corvair followed it (only it took considerably longer to get the Corvair out...he thought it was as good a place as any to watch the race) and everyone came down with a headache.

But nothing to match the headache of old Enzo Ferrari as Andretti brought it into the

pits with a white-hot engine and a radiator problem.

The Ford slipped into the lead.

The Ferrari came out of the pits going hell-bent-for-leather in an effort to catch up.

He did. Then he overheated again as

white smoke could be seen spewing from the favorite as he braked and downshifted for the hairpin.

Back onto the track. But to no avail, he tried and tried hard, and given another 10 minutes would in all likelihood

would have buried the Ford behind him. Must be the story of someone's life...certainly not Enzo's as Lady Luck has smiled on him seven times in succession here at Sebring.

The Porsche contingent, usually world-known for their reliability, succumbed again to a minor problem.

The Ford was prepared, ran well, awaited his chance and then walked off with everything short of American Legion Concessionaire stand. But then again he might have gotten that also...it was gone the next morning.

The Camaro's, also a crowd pleaser 'cause everyone's got one, ran like the very saints of hades and sounded like their big brother NASCAR stockers. Reliable, and they finished high...and you can buy six of them for the price of the Ferrari.

As for the town of Sebring itself...situated on the shores of beautiful Lake Jackson and rumored to be rough and nasty to race visitors, did everything but give away their daughters to the visiting mob.

They're changing their image...friendly, easy going, ready-to-serve (they even cashed a check for a college student for a large amount...some people in Raleigh won't do that!) the townspeople with the help of the local peace-makers made the holiday enjoyable.

We hit the road the next afternoon...along with most of those 65,000. It was a sad moment, having to leave those orange blossoms, hot days and warm nights, the sounds, sights and smells of big-time racing. But we know we'll return. Will you?

The songs are in a class by themselves. As has been the case many times before, there is nothing to compare them to. So why try? They are unique and meaningful and have melodies that will cling to the back of your mind and won't let go. Fantastic.

As David Capilouto explains the disc, it is a story of the events in the lives of the GFEB, told in such a way that everyone can relate to them. One of the best numbers in this regard has to be "Once Again," telling the story of a young wife whose husband is too busy to show the affection she needs. This kind of material hits home for all too many people. Maybe it should.

Best cuts are "House of Glass," "The Means," "Passage 17" (great single makes here!) and "Agony," the only instrumental on the album. I predict that material such as The Glass Family Electric Band is coming up with will not go unnoticed. I hope it won't, at least. Everyone likes to have recognition—it's time these guys had it.

## OUT OF THE GROOVES —DAVID BROWN

If you have been reading "Out of the Grooves," you probably have noticed that there has been quite an emphasis on the new groups and artists that have yet to make a name for themselves. In that context, this column will not be different from some of the previous ones. It serves as an introduction to a new trio whose sound is not "psychedelic" (I kick myself every time I use that word. It stinks.), rather this group has a sound that, like so many others, is hard to categorize. We hear much these days about such and such a person "doing his thing," and if there was ever a phase that says so little and means so much, I don't know of it. Suffice it to say that The Glass Family Electric Band is quite content to "do their thing" without the sometimes restricting burden of classification.

After being together for over two years, playing club dates and concerts, David Capilouto, Gary Green and Ralph Parrett were brought into a recording studio for Warner Brothers—Seven Arts to cut the album *THE GLASS FAMILY ELECTRIC BAND* (WS 1776). As far as I am concerned, this new release represents one in a continuing series of recordings by groups that have talent to spare...and polish.

It has been said that the reason the new jazz artists of today are so fantastic is that they look at the greats of today—Miles Davis, Herbie Mann or Thelonious Monk—as only average, the run-of-the-mill jazz artist. While it is evident that this is not the case, this erroneous assumption causes the new artists to strive to be better than the present greats. The result is that these new jazz musicians START their careers at the proficiency level of Davis, Mann or Monk. So it is with rock. And the GFEB have proven that they are the musical equals of anyone in rock today. What is disconcerting is that they make it look too easy.

As any album does, this record has a few low spots. Very few. One of my few concerns would be the lead vocalist Ralph Parrett, who is no Frank Sinatra (but then again, who is?). To some, the sound of a voice that just sings and doesn't try to be something it is not can be a very beautiful expressive medium. That's the way I feel, but I'm not sure everyone would agree with me.

The songs are in a class by themselves. As has been the case many times before, there is nothing to compare them to. So why try? They are unique and meaningful and have melodies that will cling to the back of your mind and won't let go. Fantastic.

As David Capilouto explains the disc, it is a story of the events in the lives of the GFEB, told in such a way that everyone can relate to them. One of the best numbers in this regard has to be "Once Again," telling the story of a young wife whose husband is too busy to show the affection she needs. This kind of material hits home for all too many people. Maybe it should.

Best cuts are "House of Glass," "The Means," "Passage 17" (great single makes here!) and "Agony," the only instrumental on the album. I predict that material such as The Glass Family Electric Band is coming up with will not go unnoticed. I hope it won't, at least. Everyone likes to have recognition—it's time these guys had it.

## Dos And Don'ts

by Rick Curtis

Didn't go to Sebring, 'huh? But you're going to Danville for the SCCA regionals come the last weekend in April, right?

Right! Some of the do's and don't's we learned at Sebring:

1. Be prepared. 2. Don't take anything in the way of clothes you value very highly. 3. Take comfortable shoes...you'll need them.

4. Take plenty of beer and food...you'll find the prices higher there. 5. Camp out, or sleep on the floor of her grandfather's house.

6. Don't drive fast in Georgia (Yes, I know you don't go through Georgia on your way to Danville, but...)

7. Take something to sit on. 8. Take plenty of film. 9. Take a girl.

10. Watch her closely...especially when in near vicinity of lone males.

11. Bring her back. 12. Don't drive fast in South Carolina either (Yes, I KNOW you won't go through S.C. on your way to Danville, but...)

13. Buy a program. 14. Don't try to drive around the track the next morning in a race with a Healey 3000...Big Brother will more-than-likely throw you with cohorts under the nearest jail.

EXPERIENCED SHOE SALESMAN MALE OR FEMALE

J C PENNY CO. NORTH HILLS 787-4920 MR. STEVENS

GE 19" Portable model T.V.'s. Like new & fully guaranteed.

Price \$49.50 T.V. Sales Co. U.S. 401 South PL 772-4387

## FOR SALE

CLEVELAND SAXAPHONE \$95

CLARINET \$15

Excellent Condition Call: Steve Trauth 834-4594

## FOR SALE

1964 V.W. Bus 755-2411 8346994

BARKER

## UPTIGHT about the DRAFT?

CALL US! (no charge) 833-8712 772-6601

7215 782-1978 832-9484 (ask for J.B.)

## Blow Yourself Up

TO POSTER SIZE 2 ft. x 3 ft.

Send any Black and White or Color Photo from 2 1/4 x 2 1/4 to 16x20 also newspaper & magazine photos. We will send you a 2 ft. x 3 ft. BLOW-UP... perfect POP ART poster.

A \$25 \$3.50 value for

Add 45¢ for postage and handling. Send Check or Money Order to: PHOTO POSTER

P.O. Box 407, Dept. C37 North Bergen, N.J. 07047

Original returned unopened. Dealer inquiries invited.

## B.S. CANDIDATES IN CIVIL ENGINEERING

## JOIN THE RAPIDLY EXPANDING FIELD OF NAVAL OCEANOGRAPHY

The Naval Oceanographic Office seeks June/August grads for surveying positions aboard hydrographic research vessels. Positions of this nature involve as much as 50% sea duty with short stops at various foreign ports of call. Our engineers use scientific equipment ranging from the most modern electronic and optical devices to the old fashioned sextant to establish geodetic control nets and survey coastal waters of the world. Opportunities for advancement are excellent. Trainee positions begin at GS-5 (\$7456 per year) and GS-7 (\$9078 per year) depending upon qualifications. For consideration, send resume directly to:

Mr. Richard M. Requa Code 1810 Naval Oceanographic Office Washington, D.C. 20390

An equal employment opportunity employer.

## Key to Raleigh's Latest TASTE SENSATION

**TIPPY'S TACO HOUSE**  
2404 Old Wake Forest Road  
Raleigh, N.C. 27608  
NEAR K-MART  
OPEN TILL 9:00 PM DAILY

**MEXICAN FOOD**

## ANNIVERSARY SPECIAL

TWO TACOS

PRICE OF ONE PLUS 1¢

OFFER AVAILABLE THROUGH

MARCH 27

ZESTY MEXICAN FOOD SPECIALTIES & "TIPPY-CHICK" FRIED CHICKEN.

TO TAKE TO HOME OR TO DORM.

## the Technician CROSSWORD PUZZLE

Answers on Page Four

**ACROSS**

- Writing implement
- Wink
- Cry of sheep
- Kill
- Pitch
- Ancient
- Symbol for tantalum
- Organ of sight
- Colonize
- Perform
- Before
- Parcel of land
- Vegetable
- Goal
- Otherwise
- Scold
- Female deer
- Organ of hearing
- Pronoun
- Sharp replies
- Parent (colloq.)
- Small child
- Deface
- Unit of money
- Smoke and fog
- Employ
- Period of time
- Number
- Lamprey
- Man's nickname
- Come back
- Things, in law
- Note of scale
- Beverage
- Hindu
- Pronoun
- Possessed
- African tree
- Ventilate

**DOWN**

- Location
- Babylonian deity
- Brood of pheasants
- Cubic meter
- Proposition
- Adapted being
- Skin of fruit
- Container
- Everyone
- Fruit drink
- Piece
- Old pronoun
- Pedal digit
- Number
- Approve
- Sailor (colloq.)
- Man's nickname
- Period of time
- Precious stone
- Quick letter
- Antelope
- Possessive pronoun
- Man's nickname
- Greek letter
- Pigeon
- Sounded a horn
- Afternoon party
- African antelope
- Word
- More competent
- Paper measure
- Gaelic
- French article
- Cheer
- Guide's high note
- Catch
- Music
- As written
- Artificial language
- Greeting

Distr. by United Feature Syndicate, Inc.

**ELLIASON'S RESTAURANT**  
227 S.W. WILMINGTON STREET  
ACROSS FROM WACHOVIA BANK

Special Rate for STATE STUDENTS NIGHTLY

Jumbo Spaghetti Plate with Meat Sauce, Salad, Coffee or Tea: \$9.95

1/2 lb. Choice Ground Hamburger Steak, Choice of Two Vegetables, Coffee or Tea: \$9.95

**SALE!** 40-WATT AM/FM STEREO PHONO CUSTOM SYSTEM

Compare With Systems Costing Twice As Much

**\$199** COMPLETE Plug 'N Play! TERMS

Go Stereo Now & Save!

Sophisticated, luxurious solid state receiver with all the extras such as tuning meter, stereo light, tape recorder input... tape output for recording stereo radio. Stereo headphone jack. Garrard 30 4-speed automatic turntable with base. Two full range WXL speaker systems (oiled walnut).

Our 30th Year in Electronics

**SOUTHEASTERN RADIO ELECTRONICS**

Bank Americard First Bank Credit Card 414 HILLSBOROUGH ST. Phone 828-2311

## Netters Winless In Three Starts

by Joe Lewis

Williams College stopped State's netters 5-4 in a close match here yesterday as the Wolfpack is still looking for a win on the clay courts after three outings.

Senior Bunny Coward and freshman John Pfefferkorn both pushed their matches to three sets before bowing. A victory by either would have reversed the outcome of the meet.

The play of both sides was hampered by high, gusting winds that proved especially detrimental to play on the clay courts which are "slower" than asphalt or concrete courts.

Porky Byrd, playing in the number one position, bowed to Williams' Ed Cunningham, 6-2, 6-4, but James Hunt came back to take a quick 6-1, 6-4 decision over Dave Johnson in the second court match.

Hunt has proved State's most consistent winner, taking three of his four singles matches, including a practice match against Wingate College, and teaming with Byrd in the number two doubles position of three victories.

Jack Blakenhorn picked up the Wolfpack's second victory with a 7-5, 7-5 decision over Corky Corkran while Scott Crawford defeated State's Jeff Griffith, 6-4, 6-4, in another close match to finish the singles play.

In the number one doubles, Cunningham and Crawford teamed to defeat Griffith and Byrd, 6-3, 6-2.

State took the other doubles matches as Byrd and Hunt stopped Corkran and Johnson, 6-3, 6-4 and Jim McComas and Coward defeated Bob Hershey and Jack Sands, 9-7, 6-4.

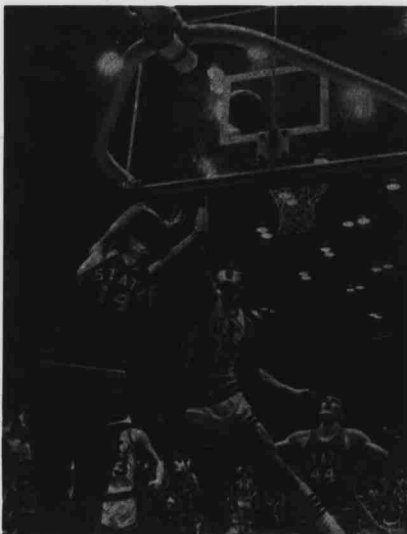
State lost its opening match of the season to Ohio University, also by the score of 5-4, and then was stopped by defending ACC co-champion South Carolina, 8-1, in a match much closer than its final score.

The Wolfpack hosts a strong team from Appalachian Saturday afternoon at 3 in what coach Joe Isenhour feels should be a good match. The Apps have their entire team back from last year, when they beat State 6-3, with two additions.

## Williford Named To Look Team

by Don White

A most important laurel has been added to the growing list being compiled by State's



Vann Williford, who compiled the second highest scoring average in State history (21.6) last season, lays the ball in for two against Duke and is fouled by Rick Katherman in the process.

GREAT SOUTHERN FINANCE CO.

Special rate loans to students

UP TO \$70.66

Apply or Call

**STATLER-HILTON**  
Style Shop

1707 Hillsborough Street  
Phone 834-4563

Appointment Only  
There is a difference  
Try Us  
FREE PARKING

B. Humphries

- HAIR STYLING
- HAIR PIECE FITTING
- COMPLETE PRIVACY
- 2 HAIR STYLISTS

### HOT LUNCH SPECIAL

2 hamburgers, french fries  
10 cent coke, root beer, or orange

59¢ with this coupon

Mon-Fri 11:30-1:30 p.m.  
Good only 24th-29th

**RED BARN**  
2011 HILLSBOROUGH

## State, Indians Split

The Wolfpack used an old combination, the pitching of Mike Caldwell backed with the hitting of Chris Cammack and Steve Martin, to stop Dartmouth, 4-0 in the season opener here yesterday afternoon.

Caldwell three-hit the visiting Indians as he coasted to his first victory of the season behind a single run in the first inning and three in the fifth of the abbreviated contest.

Clement Huffman, batting in the leadoff position, collected two doubles in three trips and scored both times he got on base. Returning All-District

### Moody Scores Twice

## Red Beats White, 31-12

By Art Padilla

Look for a well-balanced football team next fall.

The annual Toilet Bowl, i.e., the Red and White game, left many questions unanswered about next year's starters, as both sides displayed great ability.

Even Coach Earle Edwards is uncertain about who will start and who will substitute at this point. Usually starters are fairly well established by the end of spring practice, but not so this year.

Individuals shone on both sides, and the score (31-12, in favor of the Reds) was not

third baseman Cammack followed Huffman with two singles and a stolen base in two trips.

Darrell Moody and Caldwell were the only other State players to get hits, each connecting for a single. Moody also claimed a stolen base, and was hit by a pitch.

Caldwell walked only two and struck out five as he worked the full seven innings.

While All-America Martin went hitless in two trips, he led the team in RBI's as he lofted a long sacrifice fly to bring Huffman and Cammack home

in the fifth.

In the second game of the doubleheader, Dartmouth came back with four runs in the seventh to tie the score at 9-9, then picked up three runs in the extra eighth inning to win 12-9. The loss left the Wolfpack's season record at 1-1 going into the third game with the Indians this afternoon at 3.

State has a three-game series scheduled with Bucknell to fill out the remainder of this week, followed by two games with Brown early next week before beginning conference play with a doubleheader at Clemson April 4.

indicative of the overall balance.

The Reds, led by Darrell Moody, who scored two TD's, Charlie Bowers, and Leon Mason ground out some tough yardage against the unheard White defense. Mason, injured last year, was his old self on end sweeps and Moody excelled at scrambling.

For the Whites, Jim Hardin, who rushed for over 100 yards against the Red defensive wall (Carpenter, Medlin, and the rest) proved to be the workhorse. The junior halfback averaged 4.3 yards per carry in 24 tries.

Bob McLean, a converted

basketball player, and Don Bullington, established themselves as the best catchers of the afternoon. McLean snagged five aerials for 61 yards and Bullington caught six for 54 yards.

Jack Whitley was particularly impressive on punt returns. Whitley also intercepted a pass, and Marcus Martin did likewise, snatching a long bomb and returning it for good yardage.

The back-up quarterback affair is still up in the air, but Dennis Britt made a gallant effort for the job, throwing seven completions in 15 attempts.

Soccer coach Max Rhodes has announced spring practice every Monday, Tuesday, and Friday afternoon at 4:30. Anyone interested should come by the varsity soccer field and try out. Fullbacks are needed.

### Athletic

Directors  
Needed

### Requirements:

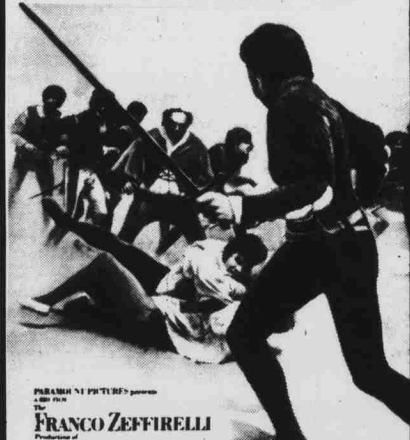
Must live in residence hall.  
Must have 2.0.

### Contact:

Dave Atkins  
Intramurals Office



### THE ONE FILM EVERYONE MUST SEE!



FRANCO ZEFFIRELLI  
The  
**ROMEO & JULIET**



1:20-3:49-6:39-9:14

**NEW COLONY**  
GLENN ROAD, AT FIVE POINTS

ALL SEATS  
\$1.75

4 Academy Award Nominations—including Best Picture & Best Director



The nation's best will be here beginning tomorrow morning as State hosts the NCAA fencing championships. Sixteen rubber strips have been placed on the floor of Reynolds Coliseum to accommodate the 108 entries from across the nation.

## NCAA Dominates Week

While State will be hosting the National Collegiate Athletic Association (NCAA) fencing championships this week, Wolfpack athletes will be off seeking NCAA honors elsewhere.

Coach Willis Casey's Atlantic Coast Conference swimming champions will be at Bloomington, Indiana, after some NCAA swimming laurels, as Jim Pace and Chuck Amato represent the Wolfpack at the NCAA wrestling meet at Provo, Utah.

"We'll be taking the greenest team that has ever represented State in the nationals," says Casey, who won the Pack's fourth straight ACC title in 1969 with predominately freshmen and sophomores. State took 16 of the 18 events in the conference meet.

The Wolfpack will have five freshmen, two sophomores and a junior, swimming to gain State a place in the nation's top ten teams.

ACC freshmen champions who'll go to Indiana will be ACC triple winner John Long, of Charlotte, double champion Tom Evans, of Wilmington, Del., 1650-yard freestyle winner Steve McGrain of Westbury, N.Y., and one-meter diving champion Dave Rosar of Glendale, Cal.

Sophomores Bob Birnbrauer, winner of the ACC 200-yard freestyle race, and Eric Schwall, champion in the ACC 50- and 100-yard freestyle events, will be strong challengers in the freestyle

competition at Bloomington.

Mike Witaszek, elder Statesman as a junior, won the ACC's 100-yard breaststroke title and will be entered in the 100- and 200-yard breaststroke events in the NCAA meets which start Thursday.

"I think we have good chances in the relays, with the 800-yard freestyle relay group of McGrain, Evans, Birnbrauer and Schwall our best bet," adds Casey.

State's strongest individual events will be Rosar and freshman Don Mutz in the one-meter diving, Evans in the 200 backstroke, Long in the 200-yard butterfly, Birnbrauer and Schwall in the sprints, and Witaszek in the 100-yard breaststroke.

State's wrestling representatives at Brigham Young University will be two men who did not compete in the ACC wrestling meet due to injuries.

Amato, who won every collegiate dual meet he entered except his last against Maryland when he had to default with a knee injury, will wrestle in the 191-pound class, starting Thursday at BYU.

Pace, a junior from Cary, broke his foot in practice about two weeks before the ACC championships. He was undefeated in eight matches this year at 137 pounds.

## Harriers Place Fifth

"Freshman Jerry Spivey really came through for us in a big way," commented track coach Mike Shea on the sprinter's strong lead-off leg in the mile relay at News-Piedmont relays held Saturday at Furman, S.C.

"Spivey took three seconds off his previous best time in the 440, running 50.9. In addition, he ran a smart tactical race which gave us good position for the second leg," Shea continued. The relay did not place in the final standings, but coach Shea was pleased with the performance of his runners. Fred Bell covered the

second leg in 50.4 seconds. He handed off to Gus Thompson who went around in 49.7 before Jeff Prather clocked 49.8 on the anchor leg. The times were hampered by bad wind conditions and the short rest Prather, Bell and Thompson had after the sprint medley, run thirty minutes earlier.

In this event, Glen Williamson, a freshman from Raleigh, and Thompson ran the 220-yard legs, with Prather following in the 440 with a time of 48.0 and Thompson handling the anchor 880 in 1:55.0 as State placed fifth. Thompson's time was his best ever in the 880 while

Prather's was his best in two years. The relay's time of 3:28.5 was only one-half second slower than the school record and only 1.5 seconds behind the winning time.

Although he didn't place, Coach Shea noted that Bob Svoboda had a good long jump of 21 feet, 4 inches.

The track team will pass up the Florida Relays Saturday to spend extra time in preparation for the Virginia meet next weekend.

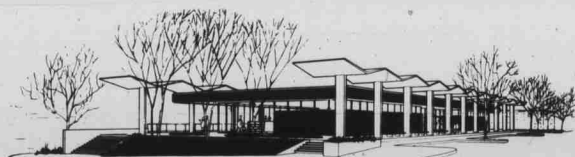
Construction on the new track is not expected to be completed until May 1, so the runners may not make a home appearance this year.

## INTRODUCING THE GRADUATES

EACH GRADUATE PRICE INCLUDES:

1. YOUR SCHOOL IDENTIFICATION
2. YOUR INITIALS
3. YOUR GRADUATION YEAR DATE

ASK OUR SALES PERSONNEL FOR YOUR GRADUATE ESPECIALLY PERSONALIZED FOR YOU!



**STUDENTS SUPPLY STORES**