

# The Northerner

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SMALL COLLEGE NEWSPAPER

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APRIL 25, 1975  
VOLUME 3—NUMBER 29

## Tenure Policy Approved By Regents

By Tim Funk

NKSC's Board of Regents met Monday night and approved a new tenure policy that incorporates items from both of the two plans (one from the faculty and the other from the administration) offered for their consideration in January.

The new policy was offered to the Board by a special Regents' committee, headed by Board chairman Ken Lucas, which had studied the question.

According to the new plan, which passed with only one dissenting vote (Warren Shonert, editor of the *Falmouth Outlook*), tenure will be granted to those faculty members who have demonstrated "1) outstanding teaching ability; 2) scholarly achievement in their discipline; 3) significant service to the community; 4) loyalty to and support of the institution, their fellow faculty, their administrators, and the goals of the institution; and 5) integrity, courage and good character."

The provisions in the tenure plan passed Monday night stating that any professor not receiving tenure after six years would be let go and that non-tenured faculty members who had been at the college for more than one year must be notified by December 15 in the event that they would not be rehired were provisions which had, in the past, been included in the faculty plan and opposed by the administration.

The Board did, however, vote to also accept, with the tenure plan, a "statement of policy" which assured the Board's support of the present administration "until such time as it (the Board) deems the administration unworthy of this support."

The policy statement, the inclusion of which Regent Shonert specified as the reason he voted against the accompanying tenure plan, further read that the Board of Regents "does not manage the everyday affairs of this college" and that "the decisions on what policy to follow for the best interests of the entire college rest squarely with the college administration and the Board of Regents."

There was initially some question as to whether the "policy statement" would be voted on as part of the tenure plan or as a separate item. Those that had served on the tenure committee replied that they had assumed the "policy statement" would go "hand in hand" with their proposed plan for tenure. Regent Henry Mann stated that "there was a general feeling on the part of the committee that along with tenure went responsibility."

It was finally decided, by a hand vote of five to three, to vote on the tenure proposal and the "policy statement" together. The new tenure plan will go into effect April 1, 1976.

The Board of Regents also voted to promote and tenure the following, all by

recommendation of the administration:

### PROMOTIONS

Roger Billings, Associate Professor; Stephen Boyd, Associate Professor; Frank Butler, Professor; Kenneth Carter, Professor; Annette T. Chavez, Professor; Warren Corbin, Associate Professor; Patricia Dolan, Assistant Professor; Edward Goggin, Professor; David Jones, Assistant Professor; Vinay Kumar, Associate Professor; William McKim, Associate Professor; Arthur Miller, Professor; Robert Mullen, Associate Professor; William Oliver, Associate Professor; Lowell Osborne, Associate

Earl Pfeifer, Assistant Professor; Al Pinelo, Associate Professor; James Ramage, Associate Professor; Thomas Rambo, Associate Professor; Mary Ellen Ryan, Assistant Professor; James Satterfield, Associate Professor; Dixiana Smith, Professor; Howard Storm, Assistant Professor; Lois Sutherland, Assistant Professor; Noel Sullivan, Professor; Rita Tobler, Assistant

Professor; Charlotte Williams, Assistant Professor.

### TENURE

Kenneth Carter, Annette T. Chavez, Edward Goggin, Martin Hils, Michael Hur, William McKim, Mike McPherson, Roger Meade, Arthur Miller, Robert Mullen, Stephen Newman, Thomas Niemann, Dennis O'Keefe, William Oliver, Lowell Osborne, Darryl Poole, Mary Ellen Ryan, James Satterfield, Vincent Schulte, Joe Smith, Howard Storm, Noel Sullivan, Rosella Zeiser.

John DeMarcus, vice-president for administrative affairs, presented the Board with a new proposed budget of \$10 million. The budget, which passed unanimously, is for the fiscal year beginning July 1 and includes \$75,000 for security and maintenance of the campus parking lots to be collected by a price hike in parking stickers.

Dr. James Ramage, assistant to the president, reported to the Board that 645 students would graduate this May and

that Northern would award its first seven master's degrees at the commencement ceremonies.

### Special Edition!

Well, as you may have already guessed by now, The Northerner staff (or at least part of it) has come up with another blockbuster issue. After we ran last week's announcement, some of us got to thinking. (A rare event, you say?). We thought about all the exciting events that occurred on campus this week, and decided to give it the old college try. After a lot of scrounging and nail biting, we came up with enough advertising to pay for a mini-Northerner. We hope you like it. (And if you don't, console yourself with the fact that this is REALLY the last issue, at least for this year).

### Tubsters Topped From Itinerary

## Bathtub Races Down The Drain

By Tim Funk

The Branch-Tucker Regatta, the bathtub race in Lake Superior that has traditionally served as the climax to Northern's annual Rites of Spring festivities, has been cancelled for this year.

The reason, according to NKSC's chief engineer John Deedrick, is that the Monarch Construction Company, the firm presently constructing the new NKSC library, "has a legal responsibility for the area around the lake and there are millions of problems—including many concerning safety and insurance—that couldn't be worked out."

Debbie Wolfe, the chairperson for this year's Rites of Spring, was told late Wednesday afternoon that the bathtub race could not be held.

According to Deedrick, "we simply overlooked it while planning for the affair. It only occurred to me late Tuesday and when I called the contractors' liaison man Wednesday morning, he told me 'no.' It's one of those things you just can't do anything about."

Ms. Wolfe, when asked to comment, stated, "I went to the nth degree to work out problems that arose during the planning of Rites of Spring and I'm sorry that the administration didn't have the same attitude on this. I don't really think they wanted to fight very hard for it. It really irritates me."



The third annual bathtub race has been cancelled because of insurance problems with the construction company that is building the library. You'll just have to wait till next year, Dr. Steely.

# A Balanced Budget At Student Expense?

Well, it's official — at least temporarily. Students will pay \$15 to park on campus and faculty and staff will have to cough up \$25.

The thing that bothers us as much as the actual increase is the way the administration went about it.

Two weeks ago, the increase was designed to control an overcrowded parking problem. Indeed, Heywood Ward, director of public safety at NKSC, made the statement that "we are not particularly interested in the money aspects but more in the control aspects."

However, at the Board of Regents meeting Monday night and earlier the same day at the meeting of the Public Safety Advisory Committee, John DeMarcus, in explaining the raise in price, never mentioned the "control aspects." Instead, he said that the increase was needed to "balance the budget."

We are sure that the budget, which rather sneakily includes the \$75,000 to come from the fees, wasn't just put together in the last two weeks and we wonder why we weren't informed until Monday that the alleged overcrowdedness of the parking lots was 'inoperative' and that the fees are necessary to help offset the formidable cost of keeping the lots in tip top shape.

We also object to the apparent reluctance on the part of those running Northern to do anything gradually. Isn't a 140% increase in one year a little hard to take? Surely the maintenance costs didn't skyrocket THAT drastically.

It all goes back, we think, to the administration's habit of not sharing the problems of the college with the NKSC community until the last minute. That way it looks like everything is being forced through.

Yet, in all fairness, the administration has invited alternative plans. We are very interested in the proposal by some in the Public Safety Advisory Committee (a proposal welcomed by Mr. DeMarcus) that a system be set up whereby those attending concerts, basketball games, etc., could be charged some amount for parking on the lots. That would probably cut down the proposed fee somewhat.

Another suggestion we would offer is a setup (working on a daily basis) where a person would be charged an amount that in some way corresponded to where on the campus he parked. If he parked adjacent to the class buildings, he would naturally pay more than the guy who parked on the farthest lot. That way, the college could collect even from visitors and non-students. Also, it would be a more equitable system for the part-time student who, under the administration's setup, would pay as much as the full time student. Also, under our suggestion, staff members and faculty would not in any way be penalized. No one would park in the higher pay lots, you say? We have confidence that there will be enough bad weather and lazy students to keep that lot filled virtually all of the time.

We also understand that some of the \$75,000 will go to further equip DPS. From our cursory look at some of the high-powered toys and the like that they have NOW, it might be well to keep in mind that this is a small college campus and not Saigon. Couldn't some money be saved (and the burden on the student and staff and faculty be alleviated) by being more reasonable about our persons in blue?

## 'It's In The Budget'

## DeMarcus Requests Hike In Parking Fee

John DeMarcus, vice-president for administrative affairs, spoke Monday to the Public Safety Committee and the Board of Regents about the College's plan to increase the price of parking stickers to \$15 a year for students, \$25 for faculty and staff members.

At the Board of Regents' meeting, Faculty Regent Frank Stallings asked Mr. DeMarcus why the fees would have to be "so high."

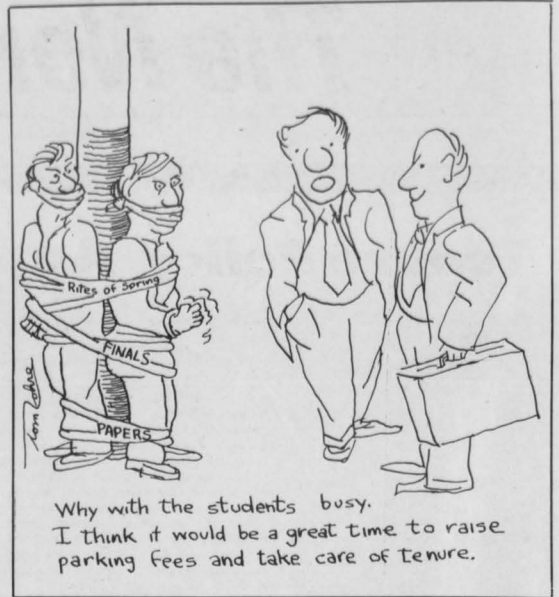
"First of all, it isn't high," DeMarcus began, "If you compare it to all of the other institutions, it's very low. At this time we are providing virtually free parking. \$3000 doesn't even cover the printing of the parking stickers."

"If you project the fact that each parking lot has to be sealed and sealant has an oil base which has tripled in price in the last three years, we pay an excess of \$70,000 a year for each parking lot. That doesn't include the cost of security, the cost of lighting and the cost of constructing to begin with. It is a loss of about \$100,000 a year."

"All of our prices are up," DeMarcus continued, "and we have to start plugging holes. It's in the budget and without the increased fee, the budget is no longer balanced."

The Board of Regents unanimously passed the budget, which did include the \$75,000 to be collected from the increased fees.

There has been some indication on campus that a further discussion of the proposed hikes will occur. The Public Safety Committee will talk about it at an open meeting Monday.



## Thumbs Up On Tenure -- Down On Policy Statement

We were at the Regents meeting Monday night and we found the new tenure plan that was passed quite reasonable. We congratulate the administration for acquiescing on the date of notification matter. Now, we hope, teachers won't be seen anymore crawling around these hallowed halls looking (and sometimes acting) like wounded animals. We think it will last and we are pleased that the Regents' Tenure Committee approached the question with an open mind.

Yet, unfortunately, our support of the Board of Regents' recent action is by no means unequivocal. We strongly object to the passing of the policy statement as if it were as important as the tenure plan. The latter seems strong and lasting. Yet, we're afraid that the policy statement will keep the tension between the administration and faculty alive.

We are inclined to believe that the strong wording of the statement, coupled with some of the other statements from the mouths of a few of the Regents (excluding Mr. Shonert, of course) Monday night may lead some faculty members and students to think that the Board may not be as openminded about cases made against the administration (those few that do reach them) as they perhaps should be just in the name of fairness.

When the Board blindly (in that they were provided only with names) promotes and tenures those recommended by the administration, it seems logical that they will be skeptical of any unrecommended faculty member who petitions for tenure personally.

We are just letting our fears come to the surface. We hope we're wrong. We bet a lot of faculty members hope we are too.

We likewise cringe when we read that the certain committees that advise the administration are considered as almost adversaries.

NKSC has to stop playing King of the Mountain.

## The Northerner

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SPECIAL THANKS TO REX THE WONDER PENGUIN AND R.A. STUDEBAKER

THE NORTHERNER APPRECIATES LETTERS TO THE EDITOR. WE ASK THAT LETTERS BE SIGNED AND OF REASONABLE LENGTH. WE MAINTAIN THE RIGHT TO EDIT LETTERS SUBMITTED AND NAMES WILL BE WITHHELD UPON REQUEST.

Editorials represent the opinions of the editors and not necessarily those of the college.

## Reminder From Accounting Dept.

All amounts owed by students for tuition or fees are now delinquent. If the delinquency is not removed by May 1, 1975, the student will not receive a grade report, be allowed to graduate, or receive a transcript.

Steely, Stallings, Eith Speak

# Opinions On Tenure, Parking Fee

Wednesday we interviewed three people on some of the matters discussed at this week's Board of Regents meeting. Following are the answers given by Dr. Frank Steely, president of the college, Dr. Frank Stallings, Faculty Regent, and Gary Eith, Student Regent.

Are you completely satisfied with the college's new tenure policy, as passed Monday night by the Board of Regents?

Steely

Yes, because I think that from every point of view it is a completely fair policy. It seems to me that the criteria for granting tenure are a universally accepted criteria. I feel that the matter of effective teaching is always assumed.

I would like to correct one idea that the publication emphasis is a "publish or perish" emphasis. It is not. But I do feel that most academicians would agree that if a professor does not publish at some point of his research, for example, some portion of his dissertation, that he is being delinquent. This is assumed in most any academic community, I would think. As to the other provisions of the tenure document, I don't see how there can be any objection to any of those. I think they're very clear, very fair.

You simply cannot applaud someone at a given institution showing, say, prime loyalty to another institution. Insofar, let us say, as counseling a student to the effect that he ought to go to another school to get the particular program of work that he is taking at this institution, I can't believe that that attitude would be an attitude that you could expect from anyone who feels any ties to the institution of which he's a part.

Yes, going into the meeting, I decided that a college is more than just the dictates of an administration. I believe that all parties were involved in the decision.

Stallings

The Regents passed a new tenure policy which, in many respect, is like the tenure policy we've had before, with some exceptions. Whereas the old faculty handbook specified that the person would receive tenure after the usual

probationary period of three years, now the probationary period may be extended to six. There was nothing in the old faculty handbook about having to grant tenure after three years. The new policy says that the person may be considered for tenure any time during the six years, it doesn't specify the shortness of time. The probationary period is now six years, and if the person is not granted tenure at the end of six years, then he will go elsewhere. It's called "up or out." This policy does not go into effect until April of 1976.

Do you think that the faculty as a whole is satisfied with it?

Steely

I certainly hope so. I have no way of assessing everyone on this, but I do feel that again, as I say, that it's a very fair policy. I do not believe necessarily, that faculty as a whole have intensely strong feeling on a number of these things. I think, and have felt rather consistently that, probably the number of people who are terribly concerned about matters of this nature probably represent a minority of the faculty in the first place. I would hope that even those who may have been concerned about the discussion would not feel that this is quite satisfactory.

Be that as it may, the governing board of the institution has spoken. Part and parcel of the process of carrying on in any institution, public or private, is the acceptance of decisions once they are made. So I believe very sincerely that the faculty of Northern accept this principle and will indeed accept the tenure decision of Monday night. It's necessary this be done, there are just no options.

Eith

The faculty seemed to be happy with the decision judging from the behavior of their Regent, so I voted to support it. There were also a number of members of the Faculty Senate at the meeting and they did not bring up any disagreements. The Regents were very receptive to the tenure changes instituted by the faculty.

Stallings

Yes, I think it is a very good tenure policy. I think it was very similar, in almost every respect, to the policy that was recommended by the Faculty Affairs Committee.

Will the Board of Regents' unequivocal support of the Administration (e.g. passing the policy statement, unquestioned agreement to promote and tenure those the Administration recommended) in any way discourage a professor who has not been recommended by the Administration from taking his case before the Board?

Steely

Well, I think the Board has indicated by its every action that it certainly is a very open group and people, indeed, have a right to take their case to the Board. I don't think there's any question whether the Board made plain that they do not claim the expertise to pass on the academic credentials of people. I might add that I don't claim that expertise. In fact, the people recommended for tenure this time were really those people whose names were presented to the Academic Vice-President by the departments, and then by the Academic Vice-President to me.

The point is very simple: if you have an individual in a given discipline, say one in which I'm not involved or in which I'm not trained, one of the natural sciences, I

would not presume to judge of the competence of a biologist or a chemist, or a physicist. It's pure folly to assume that you get a more excellent judgment made by someone other than the qualified chairman of a department, who is appointed because he is very conversant with the discipline which he is responsible for chairing. That is the thing, I think, that it's one of the reasons why it seems pointless, for example, for the administration or any department along the line to pass on credentials of people to laymen such as I am when it comes to making judgments outside my discipline.

To make assessments on the basis of credentials anybody can be made to look good, bad, or indifferent. Most people, certainly, in putting together their own credentials are going to make themselves look as good as possible.

Eith

The proper procedure, according to the 74-75 faculty handbook, is for faculty members to go through the Faculty Affairs Committee of the Faculty Senate. In 1976, the new tenure policy will be initiated. If the professor is not recommended for tenure by one department head, he or she will have to take their case to a special committee of tenured faculty members. If they are going to be judged by their own peers and not be recommended, I could not personally support their tenure. I do not believe, however, that a professor should be intimidated by a policy statement. Even before this policy statement was passed, these ideals were fully supported by the Board of Regents.

Stallings

There probably will be professors who will take their case to the Board of Regents if they are not granted tenure. It's an individual decision, and it will depend on the individual's willingness to go through with the process. I don't think the statement will discourage people because the Board of Regents stated the other night at the meeting that those who went through the process of applying for tenure would have their applications heard. Now, the Regents would probably frown on anyone being treated ill because he went through the process that's outlined in the Faculty Handbook.

Have the students of Northern demonstrated to you an interest in the course of the college's future? Are they, perhaps, apathetic about issues that don't directly affect them (like tenure)?

Steely

My answer is that I think the students, indeed, have shown interest in the college and the future of the college.

Let me work on that word apathetic for just a moment. I remember when I was an undergraduate in college. I wasn't what would be called an activist. I was very much involved in my studies. As a result, I, frankly, made very good grades. I do

think, my definition of an apathetic student, is a student who does not take his studies seriously. I can't believe that we want to define apathy, or an apathetic student as one who concentrates so much on his academic pursuits that he spends less time on extra-curricular activities. I think that's grossly unfair to the student who's going to college for the prime purpose for which the institution of higher learning exists. Just because a student doesn't take a lead in a particular movement or a particular activity doesn't mean he's apathetic. It may well mean that he has looked at the situation and studied it and considers that those who are trying to arouse him to some cause are nutty and part of responsibility resides in not participating in a particular activity.

I think today, for example, would we call students apathetic if we do not have at many of our college functions the type of attendance that existed some decades ago. We know that across the land attendance at athletic events is declining. Do we, therefore, indict those students who do not go to these events? Obviously the institution would be happy to find any of this type event supported by students, but I think to recklessly apply the label apathetic, as the press of the nation often seems to me is wont to do, is grossly unfair. I find I have contact with many students who are not involved in the sense in which many student activists would be involved, who do not merit the label apathetic.

Eith

I feel that the students do not have to demonstrate an interest in the future of the college merely for the sake of demonstrating. I believe that they demonstrate their interests by the many students that have asked me about the issues that have arisen and the many students that read *The Northerner* for the sake of understanding what is going on. I believe that the graduates from NKSC have a sincere feeling of belonging and that this has been nurtured and perpetuated through their four years here at Northern.

Stallings

I would say not, because faculty tenure probably doesn't concern the students in most respects. I would say students are not and probably are not expected to be concerned particularly with faculty tenure. What they should be concerned with is whether the faculty who are teaching are doing the job they're supposed to do, which, if they are, the teacher will likely get tenure. Most of the faculty who do their work and become increasingly good teachers as time goes by, who do work in their disciplines, and meet the criteria we have established for tenure, most of these people will be tenured. So I don't think there's any reason to assume that they won't be.

Do you think there will be much opposition to the increased parking fee?

Steely

I wouldn't like to predict. I would say very simply that I oppose it. The reason I oppose it is because I would prefer that we not have to levy a parking fee, but the discussion of its virtue or viciousness is really academic. In the process of putting together a budget, those responsible found it's simply essential to put this item into balance the budget.

continued on p. 4

## Ronstadt Next To Rock At Regents

What could be a better follow-up to Jackson Browne than Linda Ronstadt? Country rock's top female vocalist will appear at Northern May 13 at 8:00 p.m. in Regent's Hall.

Ronstadt has been a fixture in the music business for some time now, but it's been through the success of her latest album "Heart Like A Wheel" that she has finally achieved stardom. Like Browne, she is a member of the omnibus Asylum Records family.

The warm-up act is Al Stewart. He has a new album out and is the owner of a hit song, "Carol."

Tickets are \$5.50 in advance at the Student Activities office or if you are the possessor of a Student Activity card the admission is \$3.50.

## OPEN MEETING

The Public Safety Advisory Committee (PSAC) will hold a meeting Monday to discuss the proposed hike in faculty and student parking fees. The meeting will be held in the Board Room on the fifth floor of Nunn Hall at noon.

# Steely, Stallings, Eith Give Opinions

(CONTINUED FROM PAGE 3)

It seems unbelievable that the richer we are as an institution, the tougher time we have balancing the budget. But the fact is, our obligations increase. By no stretch of the imagination do I conceive there to be any unfairness in abstract principle of a parking fee. I think that the attitude, as I understand it, of the Public Safety Committee is to take the amount plugged in and to do the computations necessary to keep the amount as minimal and to make it as easy to pay as can be done.

We have, of course, had at the institution, historically a great number of fees. We say, for example, that the tuition for an in-state student per year is \$420. Most music students would remind us that if they are taking applied music, they are paying more like \$600 per year. So

the matter of special fees is not unique. I regret very much that at a public institution, created particularly for those students who cannot afford elitist private that it is necessary to charge any tuition. But the state itself has determined that this must be done.

Eith

SG has, from the outset, opposed any increase in the parking fee. They, along with the student body, had been startled at the proposal, and I'm not sure that we have recovered yet. There will be extensive, mass disillusionment within the student body and I am sure that the students will feel, as I do, that a fee should not be raised to decrease a deficit in the budget. That sets a dismal precedent.

I personally have tried to come up with

alternatives to the proposal. There is still a question in my mind concerning the fee's legitimacy. A smaller raise might be more readily accepted if accomplished through the proper democratic procedures instead of dictation. I wonder what would happen if SG spearheaded a boycott in which no parking stickers would be purchased, and all parking tickets would be torn up.

Stallings

I don't think the faculty will take too kindly to it. I think that there probably are reasons why it's necessary, but in other respects I think it's a shame that we have to have one because at this

college there aren't any alternatives to it. At Lexington, or Morehead, or Richmond, or any other colleges within the state, a student has an option. He can park on city streets or he can park within a mile of the campus and walk. There's no place around here that allows a student that prerogative. The nearest parking lot that I can think of is the one at the end of Nunn Drive across the street from the reception center where the old laundry and hamburger joints are. I would suggest that a lot of students may be riding the bus as a result. I would hope that if they do collect the fee, that some of the money be used for sidewalks for those who are going to have to walk now that they can't afford to drive.

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