

Grants Awarded

Middletown--Dr. Rupert Chisholm and Dr. Melvin Blumberg, both assistant professors of management at Penn State-Capitol Campus, have been awarded a grant from the National Center for Productivity and Quality for Working Life. The grant has been awarded in support of the project, "Establishing a Quality of Working Life Center for Central Pennsylvania."

Rising job expectations are occurring at a time of declining productivity in many key industries. These factors have created a need for developing new approaches to improve the effectiveness and productivity of organizations.

Through this new grant money, the Center will help organization in Central Pennsylvania begin to make jobs

more satisfying and productive, and will improve communication between labor and management. Ideally, through the assistance of the Working Life Center, participating businesses and industries will increase production, redesign jobs and work places, and increase the quality of jobs.

"Other Quality of Working Life Centers have been established in Maryland, Massachusetts, Ohio and Utah during the past few years. These provide further evidence of the growing realization that a need exists to set up institutions which can facilitate the changes required to improve organizational effectiveness and enhance the quality of employees' lives on the job," explains Dr. Blumberg.

The Center will have three general purposes: to improve organizational effectiveness and the quality of working life in Central Pennsylvania, to improve Pennsylvania's competi-

tive productivity, and to encourage businesses to continue and expand their operations. In turn, this trend will encourage new industry and business in Pennsylvania.

According to Dr. Chisholm, "People are becoming increasingly demanding in their jobs. A basic value shift is taking place which is causing individuals to be more selective about their work. Employees want to work at a job that is meaningful to them."

Through this program based at Capitol Campus, information, outreach, conferences, and follow-up plans concerning the Working Life Center, will aid Central Pennsylvania in becoming an important influence in improving the needs of an increasingly demanding society.

Cameras

student, John Jones, is helping to design the lighting fixtures for the revamped studio. Quartz lighting which uses less heat than a regular bulb will be used. This new lighting will help keep the studio cooler when in operation.

According to Joseph, the use of more modern color TV equipment will be very beneficial not only to students, but to teachers and faculty as well. For students, color adds a new dimension to their television technology knowledge and this is extremely helpful later when job hunting.

For faculty and teachers, the video tape recorders will be available for class usage and for certain projects.

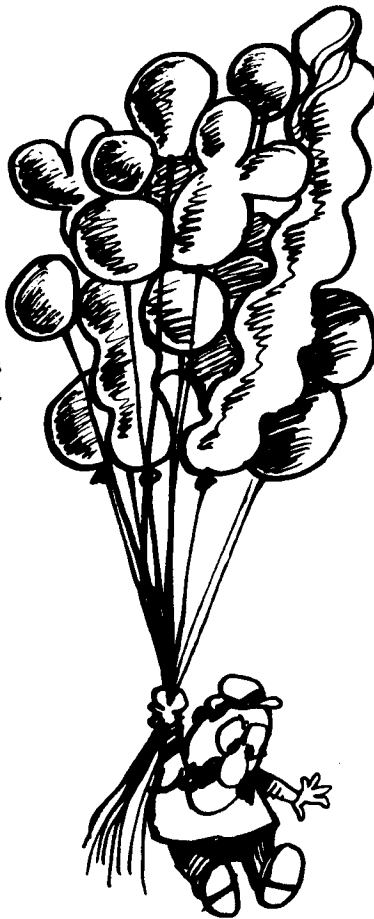
Color schemes and background play an important role in TV production and students will be able to experience it and use it so that they can become more professional and knowledgeable when being interviewed for job openings.

Computers

stored in a place that does not have the proper humidity. The paper curls as a result and cannot be used in the computer system.

Another area of concern is the phone lines. There will be a costly telephone systems change throughout the campus in June; the telephones will no longer be part of the state governmental lines. Since the computer graphics center utilizes these telephone lines this will greatly increase costs in the center.

The Committee on Computer Facilities and on the Physical Plant will make their respective recommendations to the Faculty Council who will review the material and in turn make a recommendation to Provost Robert McDermott.



Cross Country Ski

A Cross Country Ski program known as "Medals for Miles" is being sponsored for the fifth year by the Eastman Kodak Company and the United States Ski Association.

The program is designed to honor individual achievement in cross country skiing. It extends through May 1979. Membership in USSA is not a requirement for participation.

Awards of copper, bronze, silver, and gold medals, special patches and a certificate signed by USSA are given to each skier qualifying for 25, 75, 150, and 300 mile totals.

A special performance insignia is awarded to people reaching the 500, 750, 1000 or 1500 mile mark.

Milage is recorded in a log book which is available from co-operating ski-area operators, ski equipment retailers, photo dealers and ski clubs.

The log book can also be obtained from the USSA, 1726 Champa St., Suite 300, Denver, Colo. 80202.

Skiers mail the log books to the USSA when they have attained the requirements for the medal and/or certificate they desire. The honor system

prevails for recorded milage and a 10 percent terrain adjustment is allowed above the linear map distance on measured terrain.

Milage totals in a log book may be used only once towards achieving an award and milage totals may not be carried over from previous seasons.

A bright blue ski pack is available from Kodak at the cost of \$5.99.

Coupons for the ski pack will be available through the log books or through print advertising scheduled to run in **Mariah, Wilderness Camping, Backpacker and Skiing** magazines. Or individuals interested in obtaining the ski pack may write to Kodak Ski Pack Offer, Dept. 454, 343 State St., Rochester, N.Y. 14650. A check or money order for \$5.99 must be enclosed.

For those interested in the benefits of picture taking during cross country skiing, Kodak has produced and offers free of charge a pamphlet entitled, "Winter Photography". The pamphlet (AC-65) is available at retail camera dealers or from Dept. 412L, Eastman Kodak Company, 343 State Street, Rochester, N.Y. 14650.

Cont Ed Workshop

The Continuing Education department will be holding a workshop in "Creative Problem Solving and the Art of Decision making for Supervisors" December 1, from 8:30 a.m. to 3:30 pm in the Continuing Ed conference room of the multi-purpose building.

The fee which includes all instructional materials, coffee breaks and lunch is \$50. The registration deadline is November 24.

Based on the premise that decision making is a learned skill which can be developed, this workshop explores the key factors which contribute to being successful in decision making and problem solving.

Special emphasis is given to the development of practical skills which are valuable in on-the-job situations.

Workshop leader is George P. Purvis III, Associate Hospital Director at The Pennsylvania State University, College of Medicine, The Milton S. Hershey Medical Center.

Purvis is experienced as a management consultant, management systems engineer, and lecturer.

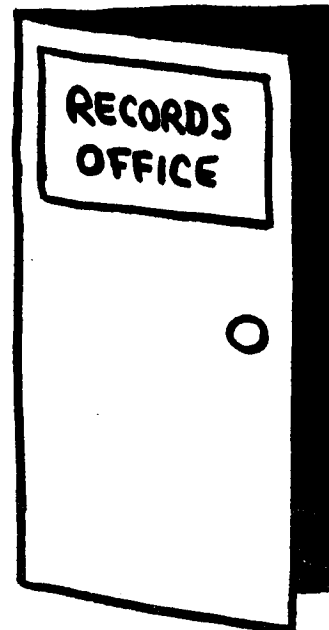
Also a workshop for secretaries entitled "Professional Self-Development for Secretaries: Transition from Secretary to Supervisor," will be held on Monday, December 4, in the conference room.

The workshop is designed to provide secretaries with a deeper understanding of management functions and emphasis now current skills can be used more effectively in accomplishing administrative duties.

Alfred R. Schaub, Associate professor of management development, college of business administration, The Pennsylvania State University will be the workshop speaker.

Fee for the workshop is \$45. Registration deadline is November 30.

For further information about the workshops phone the Continuing Ed office, 787-7753



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