The helicopter landed on the LZ (landing zone) that was set aside on parking lot A. Governor Blackburn also served as a student speaker at the graduation ceremony. His speech consisted of a poem he wrote that emphasized GSU as "the place to finish what you started."

Governor James Thompson (left) addresses the public at an education forum held in the GSU theater.

Thompson told the audience of teachers, school administrators, business people, politicians and others that five years ago the nation's governors took on the cause of reforming education before we became a nation at risk. There is a dangerous drift of education toward mediocrity. Professors, parents, students, and students have taken up the cause to reform secondary and higher education. He went on to cite the imbalance between funding and funding sources. The Governor said, "This nation worries more about their towns, than education. Since 1945 reading and writing have declined. This doesn't do much for the taxpayers who are being taxed for education."

A bit of irony was shared with the audience when the Governor told about the teacher who was elected teacher of the year. After the honor was bestowed, the teacher was asked to take a pay cut and add more hours.

Then Thompson played: (Continued on page 5)

He has worked as a truck driver, pizza maker, bartender, and part-time wedding photographer to help further his education, but his favorite job is his new one here at GSU. "I love what I do." He went on to say, "A good friend once told me that one of the best things about getting an education is that it helps you generate options in life." "When you have options to pick from you don't have to settle for a job or career that you don't like. How many people can say that they look forward to going to work every day like I do?" he said.

Blackburn holds a BA in Speech Communication and a MA in Education Administration which he received at the University of Illinois. Blackburn also serves as Assistant Director of Student Life. Blackburn's responsibilities are many. In addition to coordinating the Student Leadership Development Program and all student media programs, Blackburn also serves as student life administrator.

(Continued on page 8)

The bookstore must enforce a refund policy in accordance with the refund policies of the publishers. To receive full credit on textbook purchases, books must be returned in good condition. Books purchased for WINTER TERM must comply to the following: A) be in new condition, B) be accompanied by a register receipt, and C) be returned within fifteen days from the first day of classes. The "LAST DAY FOR TEXTBOOK REFUNDS" is January 30, 1990. Folletts G.S.U. Bookstore.

**Bookstore Refunds**

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**Next Deadline Feb. 1**

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The BHE recommendations were congruous with the BOG with a record level budget of $123,992,900 for FY1991 (FY91), an increase of $165 million, nearly eight percent over this year's budget. The BOG received the largest percentage increase among the four public university systems. The BHE recommends a $25 million increase for a job or career that you don't have to settle for a job or career that you don't like. How many people can say that they look forward to going to work every day like I do?" he said.

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(Continued on page 8)
Students become volunteers

UNIVERSITY PARK—Three Governors State students participated in the first "Leadership in Voluntary Service" (LOVE '89) conference on volunteerism at Illinois' colleges and universities. This program sponsored by the Illinois Office of Voluntary Action, the University of Illinois and Illinois Bell Telephone, marked the beginning of a "Student Volunteer Corps" action program in Illinois' college and university campuses.

GSU participants were: John O'Brien, Susan Tanner, and Kathy Roe. These students are members of GSU's "Circle K Club," the club affiliated with Kiwanis International. They were accompanied by the club advisor, Kathy Czyz. The group joined with 75 other student leaders for discussions on recruitment efforts, the value of good volunteers, long-range planning efforts, recognition for programs and volunteer efforts, the need to train student leaders, how the university can help increase volunteerism, and the need to strengthen communication among campuses about their volunteer programs.

The Illinois General Assembly approved a bill that past session that calls for developing a Student Volunteer Corps program on every campus. Under the legislation each college and university undergraduate student will be encouraged and expected to volunteer for at least 30 hours of community service each academic year. The legislature outlined community service as voluntary work or work for some form of compensation or academic credit through nonprofit, governmental and community-based organizations or schools. The work should be designed to provide direct experience with people of project planning and should have the goal of improving the quality of life for the community.

A Student Volunteer Corps task force must be in place on each campus by December, 1990. Task force members will include not only students and advisors but also members of the faculty, local businesses, government, nonprofit associations, social service agencies and philanthropic groups. The task force will help strengthen and coordinate existing on-campus and external community service opportunity and promote the Student Volunteer Corps.

Gene Koster of DeMotte has been elected to the Indiana Counselors Association on Alcohol and Drug Abuse (ICADA) board of directors. Koster's election to this statewide governing board is his first term.

Koster is an alcohol and drug therapist with the Southlake Center for Mental Health in Merrillville, Indiana. In that post he also served as president of the Indiana Consultation on Ethnicity in Education. Koster earned his master's degree in education at Butler University from which he graduated in 1987. He is also a member of the Council for the Advancement and Support of Education since 1974 and of the Cook County Economic Development Advisory Council since 1985. He also served as a director of both the South Suburban PCIC and the South Suburban Regional Economic Development Coordinating Council.

Dr. Dodd received his degree in philosophy from the same main literature from the Union Graduate School of the Union Institute of Cincinnati in 1985. He also holds the licensure in sacred theology degree from Bellarmine University of Louisville, Kentucky. He has also completed all coursework for the doctorate in theology from Fordham University.

Dr. Dodd is author of "Toward a Theology of the Priesthood," published in Theological Studies, and "A Theological Weather Report from the Mediating Left" that appeared in America magazine. His doctoral dissertation is currently under review for possible publication.

Arlene Hylander

Arline Hylander

employee of the month

Congratulations to our December Civil Service Employee of the Month, Arlene Hylander. Arlene is the secretary for the Acting Director of Business Operations. She was nominated by Cathy Swatek who supervises the collections office. Cathy said that although it's not Arlene's job description, she assisted about 500 students who needed to stop at the Collections Office to complete their paperwork making the "rush hour of student traffic flow more evenly." Arlene was friendly and courteous and able to offer a smile even to the disgruntled students who had to detour through "collections," said the collections supervisor. "Above all," she continued, "this was done in the spirit of cooperation, seeing an area where she could be of assistance, she pitched right in."
Given the amount of hoopla regarding the Writing Competency Exam found in the pages of the Innovator (and elsewhere around GSU) in recent months, I thought I'd add a few more column inches to the subject in the first issue of the paper for the new year and decade. The point I wish to make is a simple one: each of us is capable of becoming a more effective communicator, and the more effective we become, the more successful we'll be.

In my work as a career counselor, I have the opportunity to meet with many students who have completed or are near the completion of a degree program, most having high expectations for life and careers after GSU. It has been my observation, unfortunately, that many students who have completed a degree program, most having technical skills are plentiful. Consequently, employers are motivated to identify in that pool of candidates those who demonstrate a wide variety of well developed transferable skills. And communication skills, as I said earlier, are almost always near the top of that list.

Most professional careers and environments, one-on-one jobs that demand that one's transferrable skills be utilized and further developed routinely and substantively. Indeed, working professionals indicate that career success (e.g. promotion and advancement) has as much to do with one's transferrable skills as with one's technical proficiencies. Thus, writing well and speaking effectively become all the more important as one progresses along the career path.

If you are truly serious about your professional development as a student, you'll recognize the entirely valid rationales for enrolling in courses that require writing well and speaking effectively. These poor souls just won't be able to compete in a world where high expectations for life and careers after GSU are near the completion of a degree program, most having technical skills are plentiful. Consequently, employers are motivated to identify in that pool of candidates those who demonstrate a wide variety of well developed transferable skills. And communication skills, as I said earlier, are almost always near the top of that list.

Case Designs

by Dan Amari

Effective, professional, persuasive communication skills are critical to the process of landing a job (not to mention keeping it). When asked for the numerous reasons why decisions are made to hire, employers consistently rank ineffective communication skills as among the top three. Indeed, job seekers who cannot write an impressive resume, or a cover letter that elicits interest, or who cannot interact well orally in an interview, are those candidates who do not get the job offer.

Certainly employers look for candidates who meet the technical qualifications for any position opening (e.g. programming in COBOL for a programming position in a business environment). But in the vast number of search processes, candidates who have the requisite technical skills are plentiful. Consequently, employers are motivated to identify in that pool of technically qualified candidates those who demonstrate a wide variety of well developed transferable skills. And communication skills, as I said earlier, are almost always near the top of that list.

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BPA Symposium to be presented

The first meeting of an annual BPA research symposium series will be held on Friday, February 2, 1990 from 7 p.m. until 9:30 p.m. in Engbreth Hall. The goal of the series is to advance research in the college and to help encourage an atmosphere of intellectual vigor. The professors chosen to participate: "No Altematives" will be recognized for their contribution to enhancing the reputation of the college as a community of scholars.

A blind review selection committee, consisting of representatives of both the private and public sectors, chose three presenters for the February 2nd meeting. They are: Mary Howes - "Implementing Salary Administration Systems", Akkanad Isaac - "Executive Support Systems, Concepts, Technology and Products", and Carl Sover - "The New Federalism of the Burger-Rehnquist Court. Six Tactics in Search of a Strategy". Each of the faculty members will make a 15 minute presentation on ongoing research interests. Each will present to the audience a five to ten page abstract (or entire paper) prior to his/her presentation, and will conclude with a 15 minute question and answer session.

The symposium is open to GUS faculty, staff and students as well as the general public at no charge, a wine and cheese reception will follow the presentations. The formal papers will be available in a new publication titled "Working Papers/Reports - College of Business and Public Administration".

For further information call Beverly Godbold X2289 or Paul Green X2150.

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**Post-holiday musings and resolutions**

By the time you read this column we will have made it through another holiday season. Another year will have passed as well as another decade. And let us not forget that we have made it through another one of Elvis' birthdays. (Note: Everyone who writes a column MUST mention Elvis at least once a year in order to maintain the ethical code of national columnists). The 'King' would have been 55. So many of our minds aren't quite as cluttered with Nintendo games, one can't help but wonder whatever happened to Atari systems? Let's hope some entrepreneur markets an adaptor for all of the Atari cartridges, so that they can be used on Nintendo. (Why didn't I think of that?)

Somewhat for such a long time. Let's focus our attention on the New Year. Probably many have already stopped trying to lose weight or have given up on regular exercise, putting this year's resolutions out to pasture. For those who did not plan to make any of resolutions, it's not too late to consider one or more of these. Resolve to:

- Buy a parking permit for the winter trimester at GUS.
- Actually put the decal on your windshild.
- Try to avoid ever using the pay phones at Governors State, especially if you are a type "A" personality.
- Bring that book back to the library that embarrasses you because of the Hawaiian Punch you spilled on it.
- Not have an opinion on any campus related issues, let them delta from your 4.0 GPA.
- Get a 4.0 GPA.
- Only eat the junk food that you truly believe is good for you. (Ex: Microwave popcorn).
- Read 6 books all the way to the end - no matter how boring they are. (However, the following books do not count. The Biography of Moe Howard, Vanna Speaks - Part 1 or Vanna Speaks Some More. The New American Dictionary of First Names, any books on fossils or sea shells, Andrew Johnson's life story).
- Dress hip for school at all times, no matter how late it makes you for class.
- Submit a drawing to GUS officials for your idea for a sculpture to be exhibited on the campus grounds.
- Write a letter to the company that makes your cigarettes and tell them how much you really enjoy their brand of smokes. You may sarcastically cough here (Thought I'd give "quit smoking" a new twist).
- Always be on time for class no matter how hip you feel.
- Always wear your glasses or contacts because you are currently holding this newspaper about five inches away from your face and people are looking at you.
- Don't bust out laughing while reading a book in the library.
- Not to laugh while reading one of the books you resolved not to read by Vanna White.
- Call the Center for UFO Studies in Evanston and tell them about that encounter you had twelve years ago.
- Introduce yourself to the President of Governors State.
- Resist not to use any resolutions proposed by a newspaper columnist.

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**Special Events**

**BLACK HISTORY CELEBRATION**

Dr. Clarence Shelby
"Why Celebrate Black History Month?"
Thursday, February 1
12:30 p.m.
Engbreth Hall

Pin Points Theatre
production of "1983 BLACK INVENTIONS" A humorous dramatization of the contributions of Black Americans.

Thursday, February 8
12:30 p.m.
GSU Theatre

For information of any of the activities listed call the Office of Student Life at 534-5000.

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**Work Session**

A WORK SESSION REGARDING BLACK EDUCATION IN THE YEAR 2000 AND BEYOND HAS BEEN SCHEDULED FOR FRIDAY, JANUARY 26, 1990, AT 9:30 A.M. IN THE CITY HALL, 1305 BROADWAY.

EDUCATORS, PARENTS, SOUTH SUBURBAN COLLEGES, BLACK CULVUS, AD

gOVERNMENT AND BUSINESS PERSONNEL ARE ACKNOWLEDGED TO ATTEND.

PARENT/PARTNERSHIP, EDUCATIONAL PROGRAMS, AND WORKSHOPS WILL BE THE MAIN FOCUS OF THE MEETING.

ADDITIONAL RESEARCH regardeing ALTERNATIVES TO THE PRESENT EDUCATIONAL SYSTEM AS IT RELATES TO OTHER SCHOOL DISTRICTS WILL BE CONDUCTED BY COMMITTEE MEMBERS.

FOR MORE INFORMATION PLEASE CONTACT MAJOR DAVID JOHNSON AT 708-1206.

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IN CELEBRATION OF A DREAM
DR. MARTIN LUTHER KING, JR.
1929-1968

In honor of the birthday of Martin Luther King, Jr., the Black Student Association, in the celebration of his dream, a dream that fills our lives with pride, purpose and promises for the future. Through his vision, we see the possibility of that dream fulfilled. The dream of a land of opportunity based on freedom and equality for all. The Black Student Association share the dream and support the goals of Dr. Martin Luther King, Jr. and continue to work to make his dream a reality.

An editorial from BSA (Black Student Association)
Eric Harwell, President
Shirley Burnett, Vice President
Carmen Wheatley, Secretary
George Hayden, Treasurer
Wanda Rodgers, Public Relations

"I Have a Dream"

"I say to you today, my friends, even though we face the difficulties of today and tomorrow, I still have a dream. It is a dream deeply rooted in the American dream. I have a dream that one day this nation will rise up and live out the true meaning of its creed: "We hold these truths to be self-evident that all men are created equal."

"I have a dream that one day all the children of God's sons will be able to live together, hand in hand, in the true meaning of the words liberty, justice, and equality.

"I have a dream today that one day in Alabama with its vicious racists with its governor having its beloved state, and turned on the heart of many men. Racism and bigotry are again on the rise in America. It is a terrible shame that turns the beautiful myth of liberty and justice and all for into a corrupt lie. All men are created equal except Blacks, Jews, Chicanos, Catholics, Italians, Poles, and the Irish."

Is this what our founding fathers intended, or were some of them attempting to point us in a better, more civilized direction than they were able to take themselves? Was Jefferson attempting to point us in the direction of a higher road, a road less traveled in the history of man, when he wrote the "Declaration of Independence?"

On January 15th, we celebrate the life, and mourned the loss of Martin Luther King. I want to acknowledge the greatness of this man. I want to pay tribute to him for making some of us realize the terrible truth that prevades the ignorant and hateful side of the human spirit. I want to pay tribute to him for showing us that there is a better way, a just path, and a higher road for the human species. I want to thank Martin Luther King for teaching us that real Americans can "OVERCOME" their fear, vicious animal nature, and ignorant mistrust.

His metamorphosis from mistreatment to compassion for all people is a magnificent example for us to follow. It is the highest road. It is a demonstration of the duty that Americans have to stand up to racists and bigots in behalf of all the rights of all human beings.

Martin Luther King had a dream. It was a dream that all people could live together in respect and harmony. It was a dream that all the inhabitants of the earth, with our inner strength, would be able to take themselves. Was Jefferson's dream to point us in the direction of a higher road, a road less traveled in the history of man, when he wrote the "Declaration of Independence?"

When Dr. Martin Luther King Was alive and on the scene He fought injustice with prejudice With every good and honest means. He marched on Washington, D.C. And many other big cities He preached throughout the country That a prejudice person should be pitied. He wasn't afraid to fight for freedom Because he knew that it was right. He went without a fight.

Whenever injustice was practiced Dr. King wanted to give a helping hand To destroy those walls of sickness In every part of our land. Riding a segregated bus Was just one evil he was forced to endure There were many others like schools and jobs And never once did he retreat. He was a fair and honest man He didn't only fight for his race But he fought injustice for everyone Because he thought it was a disgrace.

He spoke against poor housing He spoke against the war in Vietnam He spoke against poverty for all He spoke against poor housing for the elderly. It was like robbing Peter to pay Paul.

He preached in Churches, Synagogues, and Temples In many parts of the world Not to hate but to love everybody And do justice for every woman, man, boy and girl.

But jealousy and hatred continued to flourish In the heart of many men And it was shortly after King's contribution to humanity That his life was soon to end.

Submitted by: Rev. Martin Gordon Pastor of Parkway Garden Christian Church 6600 S. King Drive

Martin Luther King, Jr.

He made the greatest sacrifice while battling bigotry, For with his life, He paved the road so mankind could be free, The obstacles that formed his path, he fought to overcome With all his heart, He vowed to fight for all, not just some.

Though incalculable the odds, with inner strength He tried, For, in his mind the will was God's, and right gave way to the might inside, He felt the sting of many blows, quite often he was jailed, But, time and time again he rose to show he hadn't failed The fire within him always raged to break the shackling chains, And fiercely was the struggle waged in hopes of grasping gain, Bold Martin Luther King held high the rights he sought to win, He preached it's wrong to judge one by the color of his skin.

The specter looms, disturbingly, that anyone's fair game, As long as one remains not free, it threatens all the same.

A great man died for liberty, in tribute may we pause—Are we so blinded as not to see humanity his case?

"I Have a Dream"
Counselor explains competency exam

UNIVERSITY PARK - Realizing the need for counselors to reach out to individuals and into the community, two Governors State University professors have created a new approach to counseling.

The new approach, called "community counseling," focuses on prevention and uses a combination of direct services and environmental interventions to help people before the onset of problems.

In their new book, "Community Counseling," Dr. Judith A. Lewis, professor of psychology and counseling, and her four-tea peers have compiled the prevention and intervention models used in the most successful agencies.

This book, the fourth co-authored by the professors, is primarily designed for use as a text. However, the book is also helpful to anyone working in the human services field.

Michael Lewis said they first coined the term community counseling in 1977. "As we researched (programs) around the country we found the model we were developing in some form in the most effective agencies," Lewis said. We put this model in textbook style and developed "community counseling." The authors' methods differ in several ways from other methods, according to Michael Lewis. She said some agencies are still working with their clients in a more traditional way, treating the clients' problems without getting to the social root causes of these problems.

These agencies are also putting their clients in the role of patients which emphasizes their powerlessness. Clients need to learn how to face their problems and then live their lives.

"If you only treat the person and release him back into the same environment, he will come back ... a revolving door effect," Michael Lewis added.

The human service profession "needs to think about goals and think about a variety of innovative ways to prevent the problems," Lewis said. "The important thing for the person in the human service profession is knowing a multifaceted approach to helping in more efficient than a single approach," she added.

Their four-step approach identifies four distinct 'facades' to community counseling: direct community services such as prevention education, direct client services such as outreach, indirect community services such as influencing public policy and indirect client services such as advocacy.

The authors found one of the best programs exemplifying this community counseling model at Aunt Martha's Youth Service Center in Park Forest. Aunt Martha's is a community-based youth-serving organization offering a host of comprehensive programs for young people and their families. Aunt Martha's not only helps provide for those experiencing problems but also provides youth with ways to feel useful and needed in the community, they said.

Aunt Martha's strongly advocates community participation throughout all levels of the agency's operations - service delivery, program planning and policy making. The professors said the agency's combination of community and youth participation guarantees its programs are responsive to the needs of young people and communities.

"Agencies like Aunt Martha's recognize the importance of combining direct services to individuals in need with indirect methods that focus on public policy," the professors said.

Scientists probe genetic link to ALS

The Muscular Dystrophy Association (MDA) has begun an international research effort to uncover a suspected genetic cause for cases of the fatal neuromuscular disorder amyotrophic lateral sclerosis (ALS) in families with a prior history of the disease.

The announcement came from Robert Ross, MDA Vice President and Executive Director, who stated that "in as many as one of ten ALS cases, someone else in the patient's family has developed the disease."

Ross added that "discovering the gene or genes we believe may underlie these familial cases" would greatly deepen our understanding of all ALS cases and would advance our search for a cure for this devastating disease.

The initiative is the latest step in MDA's multifaceted research assault against ALS, commonly called "Lou Gehrig's disease." MDA provides more support for ALS research than any other voluntary health organization in the world.

The effort involves close collaboration between MDA-supported, independent investigators from a number of major research institutions. The researchers are sharing genetic material from ALS families and information on those families.

Several of the investigators have begun analysis of the genetic material in the location of a possible ALS gene. In addition, researchers are working closely with MDA-supported scientists at the National Institute of Neurology in Tunis, Tunisia, who are conducting studies of a newly-identified inherited form of ALS in that North African country.

ALS attacks the motor nerve cells controlling muscles, causing progressive muscle weakness and wasting. It generally strikes between the ages of 35 and 65. The disorder causes death by weakening vital respiratory muscles. The cause of ALS is not yet known, and there is not, at this time, a cure or specific treatment.

In addition to Yankee baseball great Lou Gehrig, who died of the disease in 1941, ALS has also claimed the lives of composer Dmitri Shostakovich, jazz musician Charlie Mingus, actor David Niven, and most recently former San Francisco 49er quarterback and MDA Vice President Bob Water.

MDA supports research worldwide exploring several possible causes of ALS and evaluating experimental treatments for the disorder. To foster multidisciplinary study of the disease, MDA, in 1987 established five MDA research centers at major U.S. medical institutions.

Weekend college students "More Motivated"

As a reminder to those of you who have a microcomputer with a modem either in your office or in your home, it is possible to search GSU's online computer catalog by dial access.

The telephone numbers that provide access to our catalog are: 708 534-9924 and 708 534-0555.

Information regarding the commands you must use to connect is available in the Library's Reference/Information Desk. Also available is a brochure which lists telephone numbers throughout the state which provide access to GSU Online at the various campuses.

GSU Professors develop community counseling

Governors State University's official writing counselor told journal students that the two most common problems students have with the University's writing competency exam are not reading the questions carefully or responding effectively or precisely.

Dr. Don Gilman, who conducts workshops to help students prepare for the writing exam, noted that the questions on the essay exam (a student can choose between two questions) have been at least partially designed by the Educational Testing Service (ETS). Gilman said the students' main problem is their failure to read and think the question through carefully before answering.

Speaking before an informal press conference, Gilman said the pass rate for the exam had been about 50 percent a few years ago, but has declined over the past three years; the pass rate for the exam administered on Oct. 14 was over 30 percent. Asked if this was, in his opinion, a "satisfactory" percentage, Gilman said he had "no opinion."

Gilman noted that he is not a proponent concerning the exam in regards to some other questions about the exam and the course which is required of all undergraduates who are unable to pass the exam.

On the other hand, Gilman said that the workshops can help a student prepare for the exam, and to pass it. "A student has a 25 to 30 percent better chance of passing if he takes the workshop," he said.

The workshops are conducted two weeks prior to each testing; the workshops consists of two meetings each meeting hour. Gilman explained that he provides various hand-outs, and that he gives a sample essay test, and grades each one, using the same criteria as used in grading the actual test, so that students have a "satisfaction of getting it right or wrong. Gilman himself is also one of the actual test "readers", and then helps students in the preparation for meeting with students after the test to discuss their essays and the test results.

Gilman added that he generally suggests that students "keep it short and simple," although he also says that this is a matter of the "difference between simple and simple-mindedness."

Gilman received his B.A. from Roosevelt College, M.A. from Governors State. Before coming to GSU as the writing counselor, he taught English courses at Moraine Valley and Malcolm X Community College.

"What I want students to do," Gilman said, "is make more use of the resources that are here at GSU."
GSU Graduate conducts research at Iowa City

UNIVERSITY PARK — Hospi
tial employees who do a variety of tasks, enjoy their work, believe their employer is fair and allows opportunities, and see their work as an important part of their lives have greater job satisfaction, according to a study by Dr. August
tine Agbo.

Dr. Agbo, a graduate of Gover
nors State University's health ad
imistration program, conducted research at the Iowa City Veterans Administration Medical Center and compared the findings with previously collected responses from employees at five acute care hospitals in the Denver area. His findings, published as his disser	ation, in some ways contradict previous beliefs about job satisfaction.

"Historically, researchers have primarily examined the effects of organizational factors on job satisfaction," Dr. Agbo said.

"Previous empirical studies suggested that employees' job satisfaction would be high if they expected of them, receive no con
flicting demands from their super
isors, have reasonable work loads, have opportunity for up
ward mobility, have a helpful su
pervisor, and know how their work is related to the overall organ
izational work process," Dr. Agbo explained.

"However, these variables were not found to be significant in (my) study," he noted. Results of this study suggest that employees' job satisfaction is affected by repetitive and unchallenging tasks, work involvement and likes and dislikes of the job, and opportuni
ties the job offers.

Dr. Agbo's suggestions to hospi
tal administrators include explor
ing avenues to make employees' tasks less repetitive and more in
teresting; ensure that decisions regarding hiring, promotion and demotion are based strictly on performance, and that such policies be practiced at all levels of the organization; and that the basis for decisions is com
municated to the employees whenever possible.

Dr. Agbo, now an assistant pro	essor of health administration at Sangamon State University in Springfield, Ill., received a mas	er's degree from Governors State University in 1985. His doctorate is from the University of Iowa. This is the second major study Dr. Agbo has prepared. While a graduate student at GSU he con
ducted a comprehensive study on patient satisfaction with emer
gency room services at Mt. Sinai Medical Center in Chicago.
Governor Thompson's helicopter lands in the middle of parking lot A at GSU.

The Governor ended his forum by saying he would take back the questions to President Bush. He was presented with some gifts as a remembrance of his visit to GSU. As he looked over the gifts (which had Governors State on them), he said, "I will remember GSU, it has a ring to it."