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Office of Communications

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Faculty and Staff Newsletter
Office of Communications
Governors State University
Park Forest South, Illinois 60466

APRIL 30, 1973

Vol. 2, No. 35

IT'S OFFICIAL...The letter to BILL ENGBRETSON informing GSU about its status as "Recognized Candidate for Accreditation" (dated April 9) said, in part: "...The Association wishes to commend you and your staff for the progress that has been made in developing Governors State University..." The letter also noted that, effective this July, all pre-accreditation categories will be combined into a single grouping to be known as "Candidate for Accreditation."

GET ON BOARD...And help plan next year's activities calendar. The Student Activities Office and Student Services Advisory Committee plan a workshop Wednesday, May 16, 10:30 a.m. to 5 p.m., in the Commons and invite all GSUers to get involved in setting up the 1973-74 calendar. Agenda includes: Films (choosing those to be shown next school year); Speakers and Topics; Entertainment Ideas (drama, dancers, poetry, student entertainment nights, etc.); Musical Groups (to perform at GSU); Art and Exhibits; Bus Trips (suggesting places of interest for monthly trips); Planning Social Activities; Deciding what to include in new student orientation; and Sports. Even if you can't stay for the whole workshop, the planners want you to drop in some time during the day.

"WHERE IS HUMAN NATURE...So weak as in the bookstore?" -- Henry Ward Beecher

LAMENT FROM A DESPERATE PROFESSOR...Ever since we lost the Xerox -- there's no more fun around here.

WE KEN TEN...Project proposals submitted to the Fund for the Improvement of Post-Secondary Education (HEW). Funding requested for these projects totals \$1,690,221. The total cost, which includes GSU's contribution, is \$2,475,124. GSUers submitting proposals are: JERRY WARTGOW (R & I); DIXON BUSH (CO-OP ED); BOB BAILEY (A & R); TULSI SARAL (CHLD); MARVIN BROTTMAN (CHLD); DAVE WIGHT (ICC); PAUL LEINBERGER, ED MILLER (both CEAS); ED STORMER (CHLD); AL MARTIN (JRC); and BOB KREBS (R & I), PAUL WATSON (ICC).

SPECIAL EVENT OF THE WEEK

2nd Annual GSU Junior College Jazz Festival

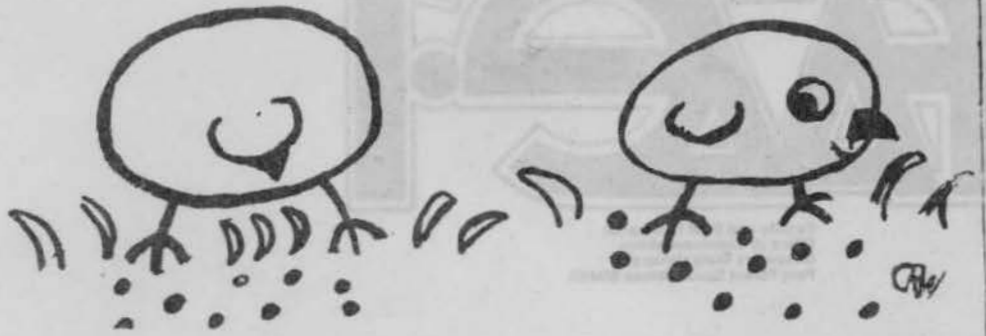
Competition:

Semi-finalists - Friday, 8-11:30 p.m.
Saturday, 2-5 p.m.

Finalists: Saturday, 8 p.m.

IN THE COMMONS

You can't blame me for being nervous -- I live in a high-risk neighborhood -- EARTH.



TELLING A STORY...That might suggest institutional eligibility, The Chronicle of Higher Education reported "Women's liberation has affected the Veterans Administration (VA) vocabulary. According to the VA, the term 'wife' now also means 'husband' and 'widow' also means 'widower.' This 'liberated' definition of the terms resulted because recent G.I. Bill amendments changed regulations to allow husbands and widowers of female veterans the same eligibility for G.I. Bill educational benefits that wives and widows of male veterans have had for many years. Instead of changing the official terms to include something more neutral, like 'spouse' or 'surviving mate,' the VA has decided that henceforth 'a husband is included' in its official definition of 'wife.' By the same token, 'widower' now is also part of its standard definition of 'widow.'"

CRIME DOESN'T PAY...Provoking all sorts of questions and comments this week (both written and oral) is "What Is A Secretary?" which appeared on the back page of the last FAZE I. The item was lifted in toto from a promotion for National Secretary Week. Feedback from GSUers was positive and negative. Several other secretary treatments came in, but after we'd already gone to press. The deadline is Wednesday morning. Please keep the items coming -- and I'm so glad to know that everyone's reading FAZE I.

KNOW THYSELF...Office of Communications has a limited supply of name tags that actually stick. Call ELAINE STRAUSS (Ext. 221/222) if you're planning a GSU conference requiring limited quantities. Eventually, the name tags will be available through Central Stores.

SETTING THE STAGE...A Junior College Theatre Conference at GSU attracted about 40 faculty and students from Moraine Valley Community College, Malcolm X College, Prairie State College, the Homewood-Flossmoor Park District, and GSU. Chairman of the Conference was AL SHERMAN, CCS Dean. MARY ENDRES, V.P.-Academic Affairs, brought greetings from the President and faculty. After GSU theatre staff was introduced, they explained various programs and facilities. Discussion centered around continued and increased cooperation between junior colleges and GSU, improving coordination and relationships, and relative merits of various theatre programs.

BROADER HORIZONS...An exciting learning experience for an entire family can be to host a foreign student. Rich East District of American Field Services (AFS) is looking for a family in Rich East School District who'll add an extra member by hosting a foreign high school student August, 1973, to June, 1974. For applications and interviews, contact ELAINE BOVENKERK, 748-4588. The deadline nears, so prospective families are urged to act quickly.

STAR LIGHT STAR BRIGHT...Take a journey through space in the Adler Planetarium (on Chicago's lakefront at about 12th Street). The current sky show, "A Voyage to Andromeda," runs through May 6. By the way, you'll find Andromeda, a North constellation of the brightest and nearest spiral nebula, just South of Cassiopeia, her mother, and next to her father, Cepheus. (But, of course, you already knew this). Show times are Monday, Wednesday, and Thursday at 2 p.m.; Tuesday and Friday, 2 and 7:30; Saturday and Sunday, 11, 12:30, 2 and 3:30.

GSUings...ELLIS FRANKLIN (LRC) winning top vote count and seat on E. Chicago Hts. Dist. 169 School Board...

GLENN KOVACE-VICH (ICC) appearing in "1776" at Candlelight Dinner Playhouse...

LOWELL CULVER (CBPS)

writing Chicago Tribune

feature article on dangers of more inflation...SANDRA WHITAKER (CCS) speaking to Chicago Chapter of Mensa, international organization for unusually high IQ people. ...HERMAN SIEVERING (CEAS) presenting "Introduction of Simulation to Community Decision Makers" at Modeling and Simulation Conference, Pittsburgh...TED REID and PHIL ORAWIEC (both DPS) attending Law Enforcement Seminar by Ill. Institute of Technology and Chicago Kent College of Law...JON CARLSON (CHLD) giving "How to Sell Guidance and Counseling" and a demonstration consulting group and ED STORMER (CHLD) lecturing and demonstrating Adlerian group counseling at American Personnel and Guidance Ass'n. Convention in St. Louis...JOHN CANNING (COMM) and KAY CANNING vacationing overseas to handle news relations for 109-voice Homewood-Flossmoor H.S. Viking Choir's "A Rhine



Journey" concert tour like three years ago and all paying own way...DAVE CURTIS (R & I) telling Harvey Rotary Club about GSU...CORNELIUS O'SULLIVAN (DPS) graduating from Police Training Institute as class president and missing high score by one point...OTIS LAWRENCE, JIM GALLAGHER, RICH POLLAK, and JOHN HOCKETT (all CEAS) attending Nat'l Ass'ns. for Research in Science Teaching and Science Teachers, Detroit...MARY LOU CAMPBELL (COMM) on WBEE Opinion Show analyzing "Black People, Fund-Raising, and Money Responsibilities" ...LEE HERTZMAN and RICH POLLAK (both CEAS) attending AERA meeting in New Orleans... TED ANDREWS (CEAS) chairing panel on innovations in science teaching at NSTA...ANDY PETRO (CEAS) being elected a Richton Park Village Trustee and receiving highest number of votes...TULSI SARAL and JIM SMITH (both CHLD) leading roundtable discussion, "Validation of Communication Science Competencies" at Annual Conference of Int'l. Communication Ass'n., Montreal...PAUL LEINBERGER and ED MILLER (both CEAS) attending 4th Int'l. Conference of Environmental Design Research Ass'n...AL SHERMAN (CCS) presenting a paper, "Changing Images of Black Characters in Theatre and Television," at Nat'l. Popular Culture Convention in Indianapolis, and serving as banquet speaker at Nat'l. Ass'n. of Dramatic and Speech Arts Convention in Chicago...



CAN YOU MATCH...The caricatures with members of this group? Answers next week.

1. Gosh, I don't know anything.
2. Just wait until I knock them out with my verbal counter-punching.
3. I don't care but I don't want to miss a thing!
4. The wise owl.
5. Where's all the action around here -- all this is a drag!
6. Hey! Look at me. I'm funny.
7. Ask me. I know all the answers.
8. I'll shoot that guy down if he keeps talking.
9. My armor will protect me from everyone.
10. If I open my mouth, my foot will fly in!
11. Gosh, everyone is so confident and smart.



IF YOU HAD TO NAME THIS GROUP WHAT WOULD YOU CALL IT? NOW, SEND IT ON TO FAZE I.

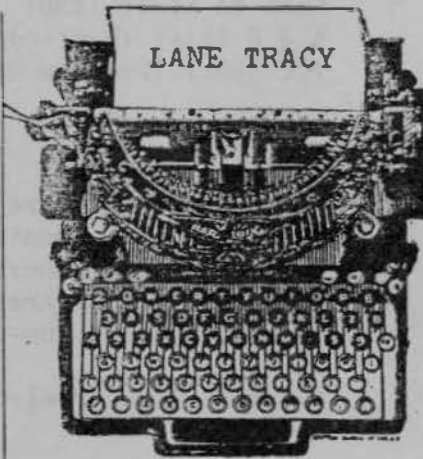
WHAT HAPPENED TO THEM ONCE THEY WERE THERE...

"In a hierarchy, every employee tends to rise to his level of incompetence."* This proposition, known as the Peter Principle, is based on the following facts:

A man, unless he is obviously incompetent, will soon be promoted. Furthermore, men are usually promoted on the basis of faith that training and experience will develop their "potential," rather than on any hard evidence of their ability to handle the new job. It only requires a slight weakening of our faith in the powers of education to realize that sooner or later, and probably sooner, most men will come to rest in a job that is too much for them.

The only difficulty with the Peter Principle is the fact that, despite the plausibility of Peter's argument and the observed incompetence of many employees, our organizations still seem to function well. Workable decisions are made, orders are transmitted and carried out, and as often as not the product is delivered on time. If the Peter Principle is basically valid, why do not more things go wrong?

The obvious conclusion is that our organizations somehow are able to retain a cadre of competent people to whom the Peter Principle does not apply. These people cannot be part of the organization-



al hierarchy, for there the Peter Principle operates at full force. And yet, to be in a position to carry out the necessary functions of planning, directing, and controlling the enterprise, such people must reside at all levels of the administrative hierarchy. What class of people fits this description? The obvious answer is secretaries.

Secretaries permeate all administrative levels of business, government, schools, nonprofit organizations, and so on. But what makes a secretary competent when her executive counterpart is not?

The answer comes from Peter's analysis that the introduction of class barriers into a hierarchy greatly retards the growth of organizational incompetence. Members of a subordinate class, restricted from entry into the higher ranks, find little opportunity to advance to a position in which they would be incompetent.

In our society, women form just such a subordinate class. No matter how competent they are, women are not

expected to aspire to a position higher than the level of secretary, nurse, or elementary school teacher (at most, a secondary school or women's college teacher). There is a distinct class barrier that prevents most women from rising to executive positions; thus they are expected to be satisfied to remain in, and efficiently fill, the same position year after year. Men, on the other hand, are expected to advance rapidly; and it is this cultural expectation of regular advancement for men which provides much of the motive force for the Peter Principle.

--From MS Magazine,
May, 1973

(To be continued
next week)

*Lawrence J. Peter and Raymond Hall, "The Peter Principle: Why Things Always Go Wrong" (New York: Bantam Books, Inc., 1969).

Excerpted from "Postscript to the Peter Principle" by Lane Tracy, in the "Harvard Business Review" (July/August 1972). Reprinted with permission.

EVENTS

MONDAY, APRIL 30

8:30 a.m. - 10:00 a.m.
9:30 a.m. - 12:00 noon
10:30 a.m. - 12:00 noon
3:30 p.m.

First Day of Instruction, M/J 73 Session
Academic Affairs Staff (AA Area)
Coop Ed Staff (830)
A & R Staff (Mini-conf.)
ICC Staff (Preview Room)

TUESDAY, MAY 1

8:30 a.m. - 10:00 a.m.
10:00 a.m. - 12:00 noon
1:00 p.m.
1:00 p.m.
12:00 noon - 1:30 p.m.
1:30 p.m.
1:30 p.m. - 3:00 p.m.

V.P.'s meet with President (Mini-conf.)
Human Services Committee (Mini-conf.)
Innovator Staff (North Rotunda)
HSRC Staff (HSRC Area)
Student Affairs Sub-Committee (Mini-conf.)
LRC Staff
Academic Wing (Mini-conf.)

WEDNESDAY, MAY 2

10:00 a.m. - 12:00 noon
12:00 noon - 1:15 p.m.

Educational Policies & Programs - Open Hearing on
Instructional Systems Paradigm (802)
FOCAL POINT (Mini-conf.)

THURSDAY, MAY 3

9:00 a.m. - 10:30 a.m.
9:00 a.m. - 11:00 a.m.
12:00 noon - 1:30 p.m.
1:00 p.m.
1:30 p.m. - 3:00 p.m.
1:30 p.m. - 2:30 p.m.
1:30 p.m. - 3:30 p.m.
2:00 p.m.
3:30 p.m. - 5:00 p.m.

Civil Service Information Meeting (Mini-conf.)
CEAS Administrative Council (802)
Committee on the Future (Mini-conf.)
BALANCE (780)
CBPS Staff
SCEPP Open Hearing on ISP (802)
Civil Service Personnel Committee (Mini-conf.)
Student Advisory Committee
Graduate Education Sub-Committee (Mini-conf.)

FRIDAY, MAY 4

8:30 a.m.
12:00 noon - 1:15 p.m.
1:30 p.m. - 3:00 p.m.
7:00 p.m.
8:00 p.m. - 11:30 p.m.

V.P.'s meet with President (Mini-conf.)
Executive Committee (Mini-conf.)
R & I Advisory Committee
Geoffrey Holder program (Commons)
Semi-Finalist's Competition, 2nd Annual GSU Jr.
College Jazz Festival (Commons)

SATURDAY, MAY 5

8:00 p.m. until completion

Finalist's Competition, 2nd Annual GSU Jr. College
Jazz Festival (Commons)