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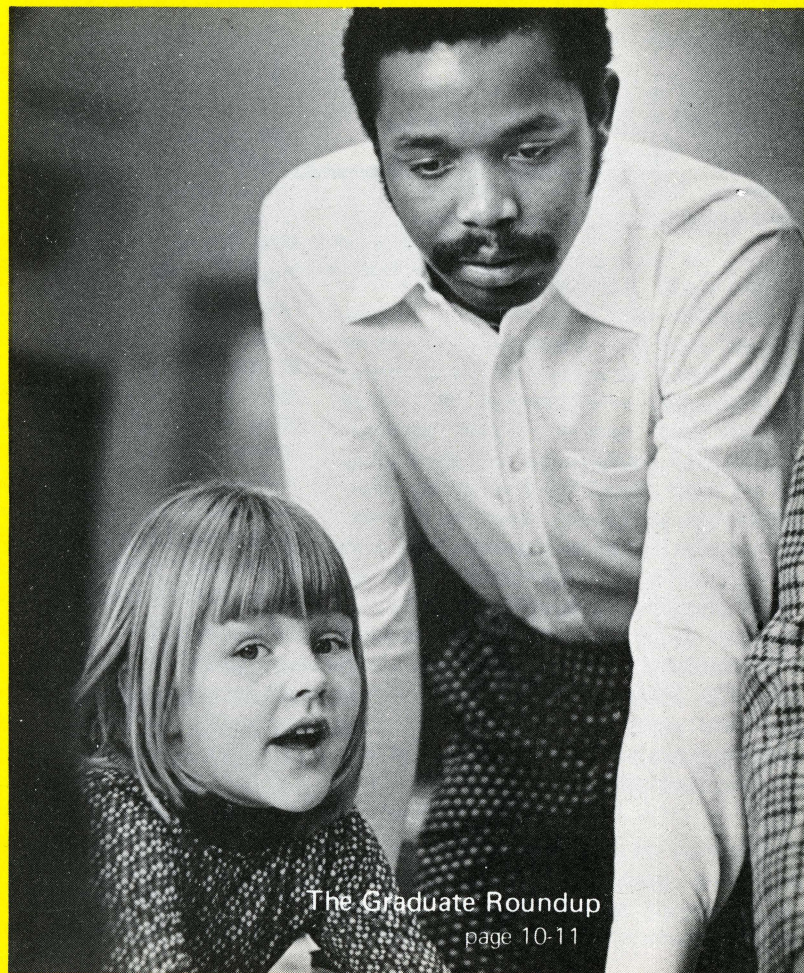
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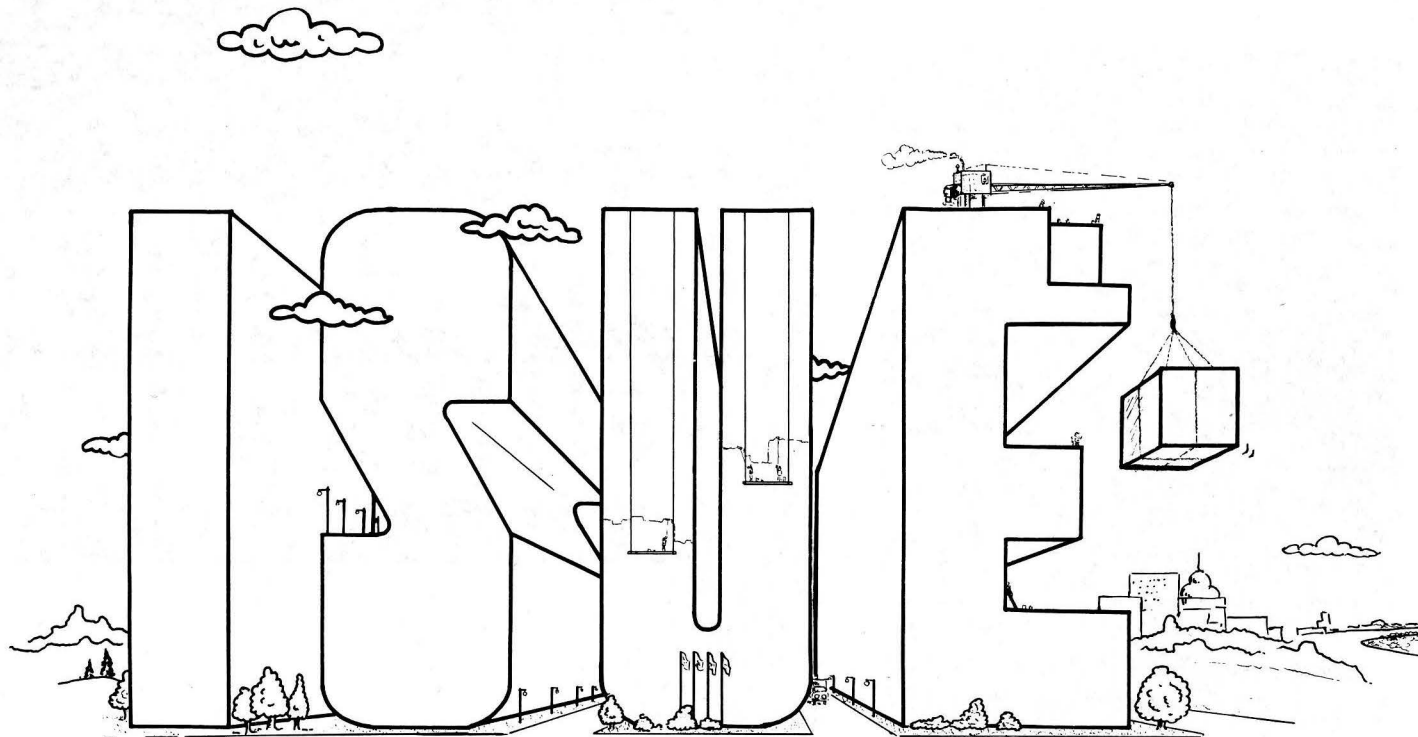
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FIRST DECADE. Graphic artist John Dawson illustrates the ten years of progress Indiana State University Evansville is observing in the First Decade. ISUE began in Centennial School ten years ago.

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EDITOR

Kathy Will

ARTIST AND PHOTOGRAPHER

John Dawson

CONTRIBUTING EDITORS

Elizabeth Buck

John Emhuff

Judy Rogers

Redefining Woman

This series of articles seeks to explore the woman issue and discusses women and the labor market, women and changing politics, and problems women encounter in professions in which they are in the minority. The fourth article deals with women graduates of ISUE and how they are reacting to the woman issue.

MS.-MANAGEMENT

by Barbara Marting

Since almost half (44 percent) of all women over 16 are in the work force, and since the United Nations and President Ford have proclaimed 1975 as International Women's Year, more emphasis should be given to the study of what motivates this growing segment of the labor market.

For many years, society has been guilty of stereotyping the woman worker with such statements as "a woman's place is in the home," "a woman works for pin money," "a woman is more emotional than a man," "that's just like a woman," and "just give her the title of 'assistant-to'".

If a manager is to be effective, more needs to be known about what forces in the working environment affect and influence a woman's attitudes and behavior. Why does a manager fail to reach women? One reason is that he fails to realize that women have hopes and needs which must be satisfied by human relations which a manager builds on the job. When a manager does not understand employee needs, productivity is hindered and human resources are underutilized.

Research results imply that ideologies cover many controversial issues of why women work and what motivates them to work more productively and with increased

satisfaction. These issues are presented within physiological, economic, cultural, and psychological frameworks.

Obviously, women are not like men physiologically, nor are they anatomically; men are stronger, more vulnerable to disease, more likely to have an accident or commit suicide, and they see better but hear worse than women.³ Also, "women, unlike men, do have a menstrual cycle and specific times when their judgment does tend to be clouded."⁴

While research indicates that both men and women have cycles of depression and buoyancy, the cycles for women are consistent and documented. Acts of violence by women have been linked to the irritability that accompanies premenstrual hormone changes; one study showed that 62 percent of the violent crimes committed by 249 women's prison inmates took place in the week preceding their menstrual period.⁵

These periods of depressions and moodiness suggest that women may be absent from work more than men. Although a study showed that women lost 5.6 days and men lost 5.3 days during the year, women's illnesses kept them away from work for shorter periods than men's illnesses did.⁶ Thus, the total financial loss caused by women's absences was about the same as that caused by men's. Also, management has found that absenteeism among women is dropping lately.⁷

"of the 32 million women in the labor force in March, 1971, nearly half were working because of pressing economic need."

In addition to documented physiological differences, economic differences exist.

The myth that women work for pin money is untrue; of the 32 million women in the labor force in March, 1971, nearly half were working because of pressing economic need.⁸ Not only do women work because of need, but their incomes are lower than men's; nearly three out of ten families (28 per cent) headed by women had annual

incomes of less than \$3,000 in 1971.

And the wage gap is increasing. In 1955 the average female employee earned 64 per cent of wages paid to similarly employed men; while in 1970, she took home only 59 per cent as much.¹⁰ And today, women tend to earn only 57 per cent of what her male counterpart makes, and they're better educated.¹¹ In fact, fully employed women high school graduates have less income on the average than fully employed men with less than 8 years of schooling.¹² This lower pay scale is primarily a result of women concentration in low-paying, dead-end jobs; of the 32 million women in the work force, 34.3 per cent are clerical workers.¹³

In addition to physiological and economic differences, cultural differences exist.

The myth that women are more emotional than men is colored by the acculturation process; this process has affected role perceptions of boys and girls. One researcher observes that social roles are assigned across culture by sex.¹⁴ Boys are taught to penetrate space,¹⁵ to seek diversion when frightened, to engage in problem solving when frustrated, to accept weaning away from parents, and to be competitive. Conversely, girls are taught to enclose space, to run to mother when frightened, to cry when frustrated, to accept protection, and to be anxious about competition.¹⁶ As women mature, this acculturation process continues to manifest itself; women with liberated views of the female role tend to come from families in which neither parent was exclusively dominant or from a family with a dominant mother.¹⁷

The ability of a brain to function has nothing whatever to do with the sex of the body housing it; environmental influences have demanded certain traits from each sex. Boys show higher aptitudes for mathematical ability,¹⁸ logic or reasoning talent, creative ability, business acumen, and aggressiveness; while girls learn to count sooner, to talk earlier and better, and have higher aptitude scores on silogram tests.¹⁹ High verbal

aptitude is suited to the medical and law professions, but women are represented in these professions by 9.3 per cent and 4.9 per cent respectively.²⁰

Competitiveness is applauded in men and criticized in women; cultural constraints have men more competitively oriented, and women are more oriented toward working out accommodative solutions.²¹ However, other researchers reveal that this conclusion is true only when a high degree of environmental uncertainty and norms of competition exist.²² Perhaps women's attributes should be viewed as complementary to men's to bring balance to the system. Psychologist Warren Bennis recognizes this need for different perspectives by declaring, "Women don't allow power needs to distract them from their goals and sense of justice, as men do."²³

"The ability of a brain to function has nothing whatever to do with the sex of the body housing it."

In addition to physiological, economic, and cultural differences, psychological differences exist.

The myth of "that's just like a woman" suggests that women have different behavioral manifestations than men, based on varying psychological needs. Very few differences exist between what psychologically motivates men or women; both want an opportunity for achievement, recognition, responsibility, and fulfillment from the task itself.²⁴ However, women see peer relationships as a motivational factor, whereas men see the relationships as a maintenance factor.²⁵ Other studies have supported this viewpoint.²⁶ One recent study reinforces the importance of peer relationships to women; although no statistical differences were found, the differences were substantially in the direction of more grapevine information initiated and received orally by female nonmanagers.²⁷

Also, a motivating force for women is the type of supervision received; they must perceive the leadership as supportive and

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must be able to respect their boss for evident supervisory competencies.²⁸ One author notes that women take criticism personally, need more reassurance than men, and desire close supervision.²⁹

Similarly to the feelings of men, women aspire to higher positions. However, a mere title of "assistant-to" will not suffice for the aspirant who wants authority and responsibility. Since one study showed that 77 percent of young women anticipate working throughout most of their lives,³⁰ they want equal opportunities of job training, educational programs, and advancement. However, one study showed that college women feared professional advancement because they thought it came at the expense of femininity.³¹

In summary, conclusions from the studies suggest that managers can expect the female working population (1) to continue to increase because of changing attitudes toward work, (2) to have somewhat different temperament cycles, (3) to have concern for the increasing pay gap, (4) to approach spatial problems differently, (5) to have anxiety about competition, and to resolve frustrations differently, and (6) to want advancement, harmonious peer relationships, and supportive leadership style.

Managers should be prepared to seek a thorough understanding of the informal organization, particularly, group dynamics theory. To identify and use informal leaders may improve the understanding of employee needs and more fully utilize human resources.

Changes in company policy and procedures should be viewed to give some flexibility in task requirements for job fulfillment of males and females who have depressions or moodiness. Also, the use of appropriate rewards and sanctions in certain environments is critical.

Additionally, managers should develop women's confidence and remove, as much as possible, overt competitive threats for those women who are reluctant to be aggressive

for fear of being unfeminine. Tutoring or coaching techniques may be used for the managerial development of males or females who experience anxiety over competition. Perhaps the development of females should be done by other females since research results indicate that women are not inclined to assist subordinates.

An innovative manager may desire to insure that different approaches are utilized to take advantage of the traditional role differentiation of men and women in problem solving. By opening promotional doors to the alternate sex for the exclusively male or female positions, or by job rotation and vacation replacement scheduling, decision making may be improved by complementing existing perspectives. Also, by using women on traditionally male board of directors, "the greatest untapped reservoir of directorial potential"³² can be untapped. In 1972, men outnumbered women at the top board-member and officer levels by 600 to one.³³

In summary, managers must develop an increased sensitivity in recognizing their own conditioning regarding the roles of women. A motivational climate should be developed for men and women in which performance can be equal. As indicated in these conclusions, some differences do exist in managing both sexes, but also vast differences exist within all managers, men and women. Perhaps as more research is completed and the results analyzed, management will become more concerned with the problems of women in general and the motivational forces of women in particular. The continued growth of a motivated and productive labor force may depend on the degree of concern shown by management.

FOOTNOTES

1. "Slow Gains at Work," *Time*. 99:80, March 20, 1972.
2. The term "he" is used to emphasize the fact that while 13.6 per cent of the managers and proprietors are men, only 4.9 per cent are women. *The World Almanac and Book of Facts-1975* (New York: Newspaper

FOOTNOTES continued

- Enterprise Association, Inc., 1975), p. 100.
3. "Which Sex is Best?" *The Economist*. 7:96. November 9, 1974.
4. "What Type Woman Can Stand Pressures of High Office?" *The Evansville Press*. 69:21 February 13, 1975.
5. Daniel H. Sugarman and Rollie Hochstein, "Are You Moody," *Woman's Day*. 77:114, April, 1972. Also in Frederick C. Klein "Roots of Violence," *The Wall Street Journal*. 46:1, July 29, 1970.
6. Facts About Women's Absenteeism and Labor Turnover, (Washington: U.S. Department of Labor, 1969), p. 1.
7. Mike Tharp, "Women in Work Force Post Better Records for Stability in Jobs," *The Wall Street Journal* 54:1, November 20, 1974.
8. Joan E. Crowley, Teresa E. Levitin, and Robert P. Quinn, "Facts and Fictions About the American Working Woman" (published by U.S. Department of Labor, January, 1973), p. 12.
9. "Women Workers," *The Evansville Courier*. 130:7, February 24, 1974.
10. "Slow Gains at Work," op. cit., p. 81.
11. *The World Almanac and Book of Facts-1975*. op. cit., p. 297.
12. "Twenty Facts on Women Workers," (Washington: U. S. Department of Labor, Employment Standards Administration, Women's Bureau, 1972), p. 2.
13. *The World Almanac and Book of Facts-1975*, op. cit., p. 100.
14. Margaret Mead, *Male and Female* (Morrow Publishing Co., 1949)
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21. John R. Bond and W. Edgar Vinacke, "Coalitions in Mixed-Sex Triads," *Sociometry*. 24:71, 1961.
22. Sidney I. Lirtzman and Mahmoud A. Wahba, "A Managerial Myth: Differences in Coalitional Behavior of Men and Women in Organizations," *Academy of Management Proceedings*. August 13-16, 1972, p. 194.
23. Kristin Anundsen and Karolyn Gould, "The Rise of Womangement," *Innovation*. 7:22, August, 1972.
24. Frederick Herzberg, Bernard Mausner, and Barbara Block Snyderman, "The Motivation to Work" (Second Edition: New York: John Wiley and Sons, Inc., 1959) p. 77.
25. Joan E. Crowley, Teresa E. Levitin, and Robert P. Quinn, "Facts and Fictions About the American Working Woman" (Washington: U. S. Department of Labor, January, 1973), p. 1.
26. D. E. Walt, "The Motivation for Women to Work in High-level Professional Positions" (unpublished Doctoral dissertation, The American University, Washington, D.C., 1962), p. 27. Also see George R. Allen, "Motivational and Maintenance Factors" (unpublished Doctoral dissertation, Arizona State University, Tempe, Arizona, 1966), p. 77.
27. Barbara J. Marting, "Study of Grapevine Communication Patterns in a Manufacturing Organization" (unpublished Doctoral dissertation, Arizona State University, Tempe, Arizona, 1969, pp. 116-117.
28. Crowley, Levitin, and Quinn, op. cit., p. 5.
29. Keith Davis, *Human Relations at Work: The Dynamics of Organizational Behavior* (third edition; New York: McGraw-Hill Book Company, Inc., 1967), p. 276.
30. "Most Women Plan to Work Throughout Most of Their Lives." *The Evansville Press*. 69:7, January 6, 1975.
31. "Women: Tyros and Tokens," *Time*. 104:34 July 15, 1974.
32. Leroy Pope, "New Type Directors Being Sought for Boards," *The Evansville Press*. 67:7. August 24, 1973.
33. "Women: Tyros and Tokens," op. cit., p.33

WOMEN AND CHANGING POLITICS

by *Quentin Davis*

EQUAL RIGHTS AMENDMENT:
Sec. 1. Equality of rights under the law shall not be denied or abridged by the United States or by any State on account of sex.

Evidence of reorientations about politics surrounds us in our daily lives. The Equal Rights Amendment (ERA) is one such substantive and symbolic manifestation of the changes which women and men are bringing to politics. Traditionally, women have been treated as a political minority (being more or less acquiescent) by the main brokers of political power—men. Today, more demands for redress of inequitable circumstances are being made through the political arena; as a result, women may not be treated as a political minority in the future. A plurality of seven million women within the potential electorate bespeaks of power not yet exercised, but which eventually may be tapped for political purposes. With or without ERA, women are going to share in more of the fruits of politics. Through the use of power in political institutions, they will be able to open up avenues of opportunity for themselves. As with other politically disadvantaged groups, women and women's issues (day care centers, equal pay for equal work, changes in Social Security laws, etc.) will tend to occupy more of the political stage in contested elections, regardless of the sex of the respective candidates. The growth of political power of and by women will continue to develop during the years to come.

Though women currently have a significantly lower voting rate than men, this may change in the future and make the realization of the seven million plurality a political force to be reckoned with as voting partici-

pation nears parity. A dramatic change in voting patterns would be recognized by experienced politicians as a new force to accommodate, not fight. During the 1972 elections, for example, women registered to vote at a 5% lower rate than men, and in the actual elections, voted 5% less often than men. In the lower stimulus off-year congressional elections, the percentage of women participating via the ballot is about 9% less than men. The implications of this are that women tend to go to the polls only during more visible elections, not being as attendant to distinctions concerning politics in non-presidential years. Of course, voting participation for the total population drops off from presidential years, but the drop is faster for women than men. While these statistics indicate lower female voting and registration rates, it must be noted that the exercise of fundamental franchise is a prerequisite for the exercise of political power. These lower rates are reflective in part of less degrees of orientation toward politics which are manifest partially of fewer degrees of exposure. The high positive relationships between education and political participation account in part for lower rates of participation by women. Women simply have not had the same degree of educational attainment as men and are less aware of political avenues for redress of grievances. Increased exposure and education for women probably would result in a recognition of women as a political group with which to take heed.

There is little doubt that changes are taking place in women's perceptions and actions within the political arena. As more of these changes are manifested, subtle and not-so-subtle shifts in politics and political cleavages can be ascertained. Politics may be changed simply because as more women come to participate in more and varied ways, the rewards of politics will undergo fundamental redistribution. Some of the reasons underlying these changes are gradual, but some too are systemic, or affect the entire bodily system. Perhaps one of the more

important systemic changes noticed within the last decade can be attributed to consciousness-raising, or the increased awareness for women of the potential and responsibilities in politics. The percentage of women indicating approval of the feminist movement and demanding increased benefits from the political system has increased markedly in just the last several years. For example, in polls conducted by the Louis Harris organization, between 1971 and 1972, the percentage of women approving of the feminist movement increased from 42% in 1971 to 48% in 1972. An increase of 6% over the course of a year suggests that more than a generational attitude change is taking place; rather a reorientation towards politics is occurring on the part of all women.

A major reason for changes about politics vis a vis women is that younger women reflected attitude differences from their more senior counterparts. In part, this change is a result of increasing opportunities for women brought about by past successes. Success thus becomes the fuel which feeds the fire for attempting to gain more of a share of society's rewards. As expectations

are raised about appropriate distribution of rewards, women will not be bought off with less than significant gains.

In the table below, the generational differences can be seen to be ones that will provide an increasing population segment demanding more women's rights due to replacement of older, more complacent portions of the population. This generational effect will, in part, account for some gradual shifts since the changes may not be drastic at any given point in time, but will be felt as the relative percentages of women holding given attitudes mature as part of the population. Incidentally, it can be seen in the table below that the attitude distribution from the sample of men in comparison to that of women is quite similar.

Reasons for women turning to politics for social change are numerous and varied, many of which are readily identifiable. Some of these shall be mentioned in an attempt to draw parallels with other social-political movements.

The success of the Black Movement in and through the political arena of the last

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SHOULD WOMEN BE MORE ACTIVE IN POLITICS?

	WOMEN				MEN			
	MORE ACTIVE	LESS ACTIVE	ABOUT RIGHT	NOT SURE	MORE ACTIVE	LESS ACTIVE	ABOUT RIGHT	NOT SURE
AGE								
18 to 29	65	6	26	3	59	4	33	4
30 to 39	64	6	25	5	56	9	30	5
40 to 49	58	7	31	4	55	12	31	2
over 50	52	11	32	5	50	11	34	5
EDUCATION								
8th grade	41	13	36	10	46	13	34	7
High School	56	9	32	3	49	10	37	4
College	75	4	19	2	65	6	27	2
Favor Efforts to change Women's Status								
78	3	17	2	73	2	22	3	

Louis Harris Poll, 1972

several decades constitutes an interesting analog for women to emulate. With the success gained thus far from the Civil Rights Acts of 1964 and 1968 and the Voting Rights Acts of 1965 and 1970 (up for renewal this year), women have been able to see very positive gains in the black political participation in less than a decade. As one measure, there were 575 black elected officials in the South in 1970 as compared to 1609 elected officials in 1974. The impact of legislation in order to improve political conditions is impressive for minorities seeking access to the exercise of power. Traditionally blacks have been discriminated against more than women in the exercise of their fundamental franchise; but once these have been granted and assured, that franchise has opened doors to policy making which were formerly closed. When it is considered that blacks comprise 11% of the American population compared with women's composition of 51%, the potential for management of political power can be appreciated.

As more women take advantage of educational opportunities, information about possibilities within the political arena become more widespread. Today, women are enrolled in colleges and universities in greater numbers than before, with the consequential, liberalizing influences redirecting their attention toward what have heretofore been considered 'closed' occupational patterns. Additionally, women have learned a great deal from the political successes within their own sectors. Specifically, the employment opportunity gains made under Affirmative Action pursuant to Title VII of the Civil Rights Act of 1964 and Executive Order # 11246 have opened potential careers generally not available to women before this time. Pursuit of success via political means fosters demands for increased and increasing gains through those same institutions. For instance, legislation passed by the 93rd Congress includes a Equal Credit Opportunity Act which will permit married women to establish credit in their own right as well as eliminate certain institutional barriers of

credit for single women. Women now have the possibility to gain credit in the same manner which men have always enjoyed--one predicated upon their earning prospects and character record.

Women are becoming more visible in policy development roles within government. While Governor Grasso of Connecticut is just one example of this, political executives increasingly appreciate the capabilities (and political mileage) inherent in potential female appointees. Secretary-designate Hills of the Department of Housing and Urban Development is an example of women occupying both substantive and symbolic positions in government. President Nixon designated a White House staff member (Ms. Barbara Franklin) to recruit qualified women for higher government positions (GS-16 and above) and more than doubled the number of women in high positions in less than six months. President Ford appears to be following a similar program. In part, this shortage of women in policy development roles is a manifestation of discrimination in past educational opportunities and acquiescence of women's positions as clerk-typist grades. Changes in this picture probably will be largely incremental as qualified women are trained for responsible decision making positions.

In the context of the above discussion, it is appropriate to return to the section from the Equal Rights Amendment cited at the beginning. Essentially, ERA is a symbolic recognition of the equality of or between the sexes. It simply states that discrimination on the basis of sex shall not be permitted. Period. The equal protection provisions of the Fifth and Fourteenth Amendments already provide such forms of protection, yet the symbolic nature of ERA cannot be overstated. If at last, governments of the United States are going to accept women for an equal share of society along with equal responsibility, then the symbolic recognition 187 years after the original document (the Constitution) was drafted seems a small price for granting recognition to over one-half of the citizens of the nation.

WOMEN IN BUSINESS

by Wanda Hibbitts

The problems of women in business are the same problems women have in any profession in which they are in the minority. The problems are usually complex, many times emotional, and often brought on by the woman herself. However, they can probably be divided into three major categories.

The basic problems peculiar to a woman are those that exist simply because she is female. A woman must bear the children, and most women want to spend as much time with them as is possible and necessary. Consequently, a good portion of her best working years is spent with her children as her primary consideration. During this period of her life her business skills become rusty and she can not keep up with the knowledge in her field so she must work extra hard later on if she expects to catch up.

In spite of this age of women's liberation, there are very few women, or men either, who do not feel that it is the woman's job to manage the food, clothing, housekeeping, and social responsibilities for the family. She may get some help with it if she hires and pays for it, or, upon occasion, even if she asks; but the responsibility remains hers.

Even a single woman can not compete on even terms with a married man. Think of the extra time he has that he can spend on the job or getting in shape for the next day if he can come home from work to a hot meal on the table, a clean house, and clothes all ready for tomorrow. Our society expects a wife to do this for her husband and children, as well as for herself, or see that it is done, regardless of the importance or the responsibilities of her position.

The people she must work with and for create an additional set of problems for the working woman. Much has been written about the fact that men feel threatened by

women, but experience indicates they are more inclined to be amused by a woman who is intent on a career and that they may have difficulty in taking them seriously. This is understandable because our attitudes towards others have been developing since childhood; and an ideal woman in most people's minds is one who is gentle, considerate, helpful, and yielding. These are almost the exact opposite of the traits that one associates with the successful businessman: determined, demanding, authoritarian, and strong-minded. No wonder it is difficult to visualize a woman in the role of a top-level executive. No wonder men in business feel that women are not really sincere in their desire to excel.

The third group of problems are generated by women, themselves. Men have difficulty in knowing how to act toward a woman who is working in a job of equal responsibility. This is not surprising since women are not agreed on how they want him to act. Some women prefer the designation "Ms.", others don't like it at all; some women like having a co-worker hold the door for them, others are insulted; should she laugh at a dirty joke or let him know that she does not approve.

Women do not know how to act in this new life of theirs, because there is no one to show them. We are told from childhood, and it is true, that if we want to become a particular kind of person, we act like that person and we become that way. But it is almost impossible to find a president who is not a man, and the last thing a woman wants is to develop mannish traits.

There are statistics that prove a direct correlation between a successful woman graduate and the fact that she has had a woman teacher in her professional area. We are all imitators and we all need someone to pattern after.

Some of these problems may be solved by time; others may never be. But for now, an encouraging word for the business woman would be appreciated; she is working under heavy odds.

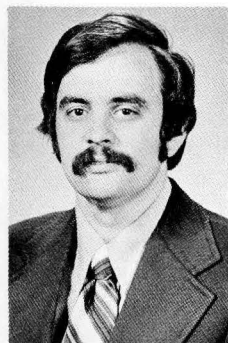
ABOUT THE AUTHORS



Barbara Marting

Barbara J. Marting, ISUE Professor of Business, received her M.B.A. at Indiana University and her D.B.A. at Arizona State University. For twenty-five years, she has worked closely with women, both on the professional level and in many volunteer, national, state, local and civic activities. She was appointed by Governor Otis Bowen to the Commission on the Status of Women in Indiana for a three-year term. Among her varied teaching assignments, her specialties concerning women in the work force are in Personnel Administration, Human Relations, and Organizational Theory classes.

Quentin Davis, a native of Indiana, is a graduate of Purdue University where he is currently working on his doctoral dissertation in Political Science. An Assistant Professor at ISUE, Mr. Davis teaches political science as it relates to political behavior and public



Quentin Davis



Wanda Hibbitts

policy. Mr. Davis comments on his interest in the woman issue, "Women provide one of the most dynamic elements of the American electorate, and as such, constitute a potential for reorganizing politics through their influence. Since my major field is political behavior and attitudes, it is only natural for me to be interested in this development."

Mrs. Wanda Hibbitts, Assistant Professor of Business, joined the ISUE faculty in 1970. She received her AB degree in Business from Western Kentucky and her Masters in Business Administration from Indiana State University. Mrs. Hibbitts is a Certified Public Accountant and holds a CPA license in the state of Indiana. She is faculty co-sponsor of the ISUE Accounting Club. Mrs. Hibbitts has worked in the business world as secretary, office manager and accountant, and has spent the last 15 years in the classroom.

A Reply from the Woman Graduate

by Kathy Will

A medical student, a truck driver, a teacher, an accountant, and an insurance sales representative—a listing from the Office of Career Placement. No, it is a listing of the positions women graduates of Indiana State University Evansville are holding.

The women graduates of Indiana State University Evansville were recently polled to see what avenues the ISUE woman graduate was pursuing, and the route is certainly diversified. ISUE has a combined total of 484 women graduates from four graduating classes, which is 39% of the total alumni membership.

Twenty-three per cent of the women who received a questionnaire completed it and returned it to the office. Of those returning

16% were from the class of 1971, 28% from the class of 1972, 24% from the class of 1973 and 33% from the class of 1974.

Forty-one per cent of the graduates are doing some postgraduate work, with eleven graduates having completed a Masters degree.

The women graduates remained in the field of their college major, for the most part, with 68% in the field or related to the field of their college major. The majority of graduates were hired to their present position, with 83% hired to their position and 17% promoted to the position. Many of the graduates hired to the position were teachers, or in the field of dentistry or related health field; for persons in the business world, more graduates were promoted to their present position.

Fifty-seven per cent of the graduates who answered the survey are teachers or in the education field and 20% are in business; 8% in health related fields; and 5% in other positions. Ten per cent of the women who returned the questionnaire are not working and the reasons for their not working are 35% with family responsibilities; 30% unable to find a position in their profession; 10% prefer not to work and 25% are working on advanced degrees and currently not employed.

When questioned as to if they feel prejudice toward them as women in their position, seventy-seven per cent responded that they did not. But many had comments as to problems they face daily in their work. One respondent noted that a woman's retirement pay is less than a man's retirement pay. A teacher explained, "Our principal considers women to be inferior educators. He believes that women cannot handle discipline since he believes that all discipline problems must be corrected by physical punishment. And since women cannot handle discipline, they cannot teach properly." Another teacher feels that a "a woman's word is not taken as important as a man's." A woman sales representative noted that "When the sales manager or a male sales representative is with me on a

sales call, some businessmen act as though I am just along to take dictation and not able to discuss insurance matters." Another graduate pointed out this observation. "A woman who works has more responsibility and duties in the home than a man who works."

But women also note some advantages to being a woman. The truck driver explains, "People respond less hostile and are seldom suspicious or afraid of me coming to their doors." A student of costume design writes, "Women seem to feel more comfortable in this field. Women tend to be more clothes minded." A social worker explains, "Female patients look to me for guidance and feel comfortable talking to a female social worker." Another teacher writes: "I do not have to do some of the extracurricular activities the male teachers do in coaching."

And other respondents felt women are being treated very fairly. A young woman writes, "I am more than happy with my position as person, wife, mother and teacher. I resent very much the Ms. placed before my name. My title is Mrs. because I have earned it." A teacher explained: "The job I have is not in any way prejudiced against women. We are hired by our education, experience and test scores. Men and women are treated equally." An educator writes, "Attitude is the magic word. I feel one's attitude makes the difference in achieving success in life. Never before have women had such opportunities to achieve success in a myriad of areas."



ISUE SUMMER SCHOOL

TAKES TO THE ROAD

by Judy Rogers

Enroll in an ISUE Intersession class and see the U.S.A. If that sounds suspiciously like an old advertising gimmick and empty promise, just read on. The Life Science 491 Intersession Class instructed by Jackson Marr, Asst. Professor of Life Science, will depart on May 12 for a 5000 mile, 23 day trip that will take them as far south as the Louisiana Bayou, Texas gulf and plains, New Mexico and Arizona desert, and north into the Rocky Mountains. Nineteen students will make the trip accompanied by Dr. Marr, Marlene Shaw, Asst. Professor of Life Science, and Johnny Reising, Instructor in Life Science.

Why go to such a great distance to examine our environment when there's a wealth of natural phenomenon in this area? As Dr. Marr explains, "Several of these students have never traveled any distance out of Indiana. This trip will enable them to look at the inter-relationship of climate and the physical area to vegetation and animal life." A serious Life Science student should definitely have an opportunity to examine other sections of our environment, for this in itself helps develop a greater appreciation for the variety of habitats in the United States. "You don't have to go on a world tour," Dr. Marr said, "to determine how each effects the whole interrelationship."

The group of students and instructors plan to travel in two vans, one van toting a trailer with luggage and necessary equipment. Most days will be spent with one half in travel and the other half in the field. Dr. Marr has contacted directors of various national monuments and university professors in areas they plan to visit to give interpretive demonstrations and guide field trips. With lectures planned by the host professors, needless-to-say, it all won't be a so-called "field day."

The expedition will leave Evansville the morning of Monday, May 12, and head southward toward Mississippi where their first night will be spent camping at Lake Grenada. Half of the Intersession participants are female, and hopefully experienced campers, since all meals will be prepared out-of-doors, and camping out is the order of the day. Tuesday in Louisiana, Dr. Marr will take the group into the swamps to study vegetable life. If possible, the class will tour the Bayou area in boats. After leaving Louisiana, they drive to the Pineywood National Forest of East Texas.

Texas itself will provide several days of study in different habitats with one day spent in the Pineywood Forest, another in Galveston at the Gulf Coast where shrimp fisheries--a complete marine habitat--will be studied;

and a third day in the Central Texas plains where range management is a top priority. This is a wholly different type of country where clearing mesquite out of range land is a grave problem and keeping deer, goats and sheep at a workable number is important in this cow-calf area. The last Texas attraction on the agenda are the West Texas Highlands. From there the class travels to Carlsbad Caverns National Monument in Tucson, Arizona. This is a desert ecology area, and the class will also gain exposure to hydrology, which is managing and taking care of water needs in the desert.

A Phoenix arboretum will be the next stop. The arboretum, which is an outdoor growing museum, consists primarily of desert species. And then--a trip highlight--the class spends two days at Grand Canyon National Park in Arizona before heading onward through Utah to Arches National Monument. Arches National Monument is a large area near Moab where sandstone was eroded by wind and water forming the largest number of natural arches and bridges in the country. Now, minds reeling with new sights and information, the group travels across Colorado for a three-day stay in Rocky Mountain National Park where there is tundra on the mountains. This stop will bring out the back-packs and more than a little fresh air and exercise.

Now it's homeward bound as the caravan heads toward Evansville through Kansas, with one planned stop at Hayes, Kansas and a look at "short grasslands" ecology, and another stop at Columbia, Missouri. On Tuesday, June 3, a whiskery, tired but happy, and hopefully knowledgeable group of scholars will arrive in Evansville after twenty-three days of study through a total of twelve states. The variety of locales studied on this intersession trip should bring forth some interesting papers and future studies, and the success of an undertaking such as this will undoubtedly prompt other equally interesting ventures. So, perhaps it won't be false advertising to say -- Come to ISUE and see the world!

Eagle Gran Prix 1975

Sixteen teams will be competing in the Eagle Gran Prix bicycle race on April 26, 1975 at Indiana State University Evansville, The five-man teams will bicycle 30 miles for the championship.

"Preliminary races will consist of eight women's teams and four faculty-administration teams" according to Van Jones, chairman of the race.

The race will be run on a dirt track being constructed on the multi-purpose field on east campus. For the past two years the race was run in the parking lot. "We've decided to go to a dirt track primarily because of safety," Van Jones explained. "The parking lot track is hazardous, especially when trying to maneuver a turn."

The Eagle Gran Prix is sponsored by the Student Union Board. An 8' traveling trophy is awarded to the winning team. Individual team member trophies are presented to the winning team and the runner-up team. Time trials, to determine race starting positions, will be held on April 19, 1975.

The activities on race day are free and open to the public. Refreshments will be available.



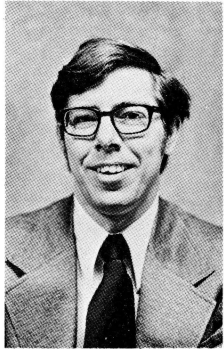
ISUE

Student Union Board artist Charles Koressel designed the above cyclists for the Eagle Gran Prix. The cyclists appear on buttons, and other promotional materials for the race.

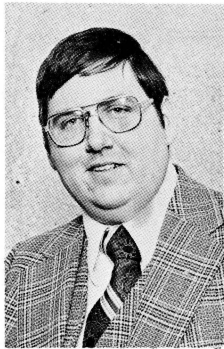
OFFICERS NOMINATED

**DENNIS ORSBURN
NAMED FOR TOP POSITION**

The Nominating Committee of the ISUE Alumni Association named four ISUE alumni to the slate of officers of the ISUE Alumni Association for the 1975-76 academic year. Persons named were Dennis R. Orsburn, 1971, President; Bill Burgdorf, 1971, Vice-



Dennis Orsburn



Bill Burgdorf

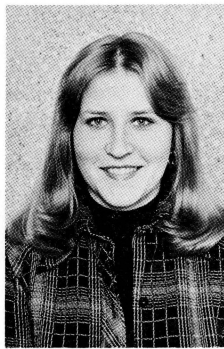
President; Connie Dartt Romain, 1974, Secretary and Joyce Crabtree, 1973, Treasurer.

Dennis Orsburn, vice-president of the Alumni Association, is employed by Glidden Paint Company, a division of the SCM Corporation. Active in the Alumni Association since its inception, Dennis has chaired the scholarship committee and the constitution committee and helped in the annual fund drive. Dennis also serves as member of the ISUE Intercollegiate Athletic Board and the ISUE Varsity Club Board of Directors. He is active in Thompkins PTA and Thompkins Baseball Club. He and his wife Sue have three children, David, Deborah, and Donna.

Vice Presidential candidate Bill Burgdorf is purchasing agent at Kuebler Heating and Air Conditioning. Bill served on the Alumni Association Executive Council in 1973. He is a member of Aldersgate Methodist Church

and Reed Masonic Lodge 316. Bill is married. His wife Nancy is a graduate of Indiana State University-Terre Haute.

Connie Dartt Romain is a substitute teacher in the Evansville-Vanderburgh School Corporation. She is serving on the Alumni



Connie Romain



Joyce Crabtree

Association Executive Council and is chairman of the spring Alumni Banquet. She was President of Sigma Sigma Sigma social sorority at ISUE in 1973. She is married to to Ron Romain, 1973 ISUE graduate.

Joyce Crabtree, ISUE Staff Accountant, has served as Treasurer of the Alumni Association for two years. Joyce is a member of the National Association of Accountants. Joyce and her husband Ivan have three children, Pam, Jacalyn, and Michael.

The officers will be elected at the annual alumni meeting in May.

Annual Dinner - Dance Planned

The annual alumni dinner dance will be held Saturday, May 3, 1975 in the International Room of the Executive Inn Hotel in downtown Evansville. The evening, sponsored by the ISUE Alumni Association in honor of the 1975 graduating class, will begin with a social hour and include a steak dinner, entertainment, and dancing from 9:00 p.m. to 1:00 a.m. Tickets for this event are \$8.00 per person.

Connie Romain, 1974, is chairman of the Dinner Dance. Connie explains: "This year we are looking forward to seeing many of our alumni from out of town who will return to Evansville for this special night. Entertainment for the evening will include the Mid-America Singers and a special surprise." Dance music will be provided by Cros-Rodes Band under the direction of Robert Michael Libs, a 1973 ISUE graduate.

LOST ALUMNI

The Alumni Office has been unable to locate some alumni and mail sent to them is returned. Persons knowing the addresses of the following alumni are asked to send in new addresses to the Office of Alumni Affairs, ISUE, or ask the alumnus to phone or write to let us know where he/she is and what he/she is doing.

- Linda K. Hatfield '72, Evansville, Indiana
- Philip P. Renz '72, Paoli, Indiana
- James Seibert, '72, Terre Haute, Indiana
- Jack M. Snyder '73, Newburgh, Indiana
- John T. Wheeler '71, Evansville, Indiana
- Richard D. Walker '73, Boonville, Indiana
- Marilyn B. Yunker '72, Newburgh, Indiana

**WANTED -
OUTSTANDING STUDENTS**

Indiana State University Evansville alumni and friends can assist ISUE by helping recruit outstanding students to the University. Do you know an outstanding student in your area that you and ISUE can contact? Do you know an outstanding athlete who could be an asset to our athletic program? Send us their names and addresses and the Admissions Office will act on each and every person recommended by alumni and friends.

Contact Bill Straeffer, Director of Admissions; Wayne Boultinghouse, Director of Athletics; or John Emhuff, Director of Alumni Affairs..

Another tremendous need our students have is to obtain summer employment, If you are able to provide a student with a summer job or know of someone who can assist in providing a summer job, please contact the Office of Alumni Affairs.

ALUMNI ASSOCIATION GIFT

Where will 1975 graduates find answers to the number of decisions confronting them after graduation? The ISUE Alumni Association is providing a gift of The Graduate magazine, to be distributed to ISUE seniors as a part of the young alumni service program.

The Graduate, A Handbook for Leaving School, was written expressly for seniors--to help them make the transition from college. The '75 issue is a special "hard times edition" to help graduates cope with the economy and the job market. The Graduate magazine is published by Approach 13-30 Corporation of Knoxville, Tennessee, a six-year-old marketing firm which provides educational publications for the 13 to 30 age group.

the GRADUATE ROUNDUP

by Elizabeth Buck
Office of Alumni Affairs

The Graduate Round-Up features alumni of Indiana State University Evansville who are making noteworthy contributions in their respective fields. Information is gleaned from the Alumni Information Card, friends of alumni, and the Alumni Association officers and Executive Board. Alumni are invited and encouraged to record their accomplishments on the Alumni Information Card (found on page 11) and return it to the ISUE Office of Alumni Affairs.

CENTENNIAL CAMPUS ALUMNI

Steve Britt, who teaches U. S. History at Mt. Vernon High School is assistant coach of the freshman basketball team. They had an 18 game schedule and a successful year. Steve also assists with the football and track programs.

Jerry R. Garrett has been named Acting Director of Fiscal Services at Welborn Baptist Hospital. He has served as manager of the hospital's general accounting department and began work there in 1973. Jerry and his wife Nancy live in Fort Branch, Indiana and have two daughters.

William E. Hudson II, attorney at law, recently opened his office in Washington, Indiana in association with E. Brayton Smoot. Mr. Hudson is the first ISUE alumnus to complete his law degree and begin practice.

1971

Stephen Dezember, Kalamazoo, Michigan, was recently promoted to Venture Research Associate with responsibilities for marketing research efforts for new products in Upjohn research and product and/or company acquisitions. His wife, Phyllis, is employed by Upjohn Clinical Research Laboratory and conducts hematology studies for potential new products. Steve completed his M.B.A. at ISU in Terre Haute in 1973.

Bruce Eisterhold was married December 27, 1974 to the former Brenda Ann Frost. She is a student at ISUE. Bruce is a surveyor for the city engineer's office in Evansville.

1972

Marylee Giolitto was recently promoted to Claims Representative with the Social Security Administration in Evansville. She began working as a Service Representative in December 1973.

Karen Byrd Jaquess, an instructor of Business at North High School in Evansville, has been elected to "Outstanding Young Women of America - 1974." Karen served on the Executive Council of the ISUE Alumni Association during the 1973-1974 year.

Susanna Lee, who completed her Elementary Education degree, began teaching at Bethel Temple Nursery School in January 1975. She and her husband Richard have a daughter two and one half years old. Susanna is one of few women to be named Colonel in the Order of Kentucky Colonels.

Paul Reising who graduated with a B.S. in Social Sciences and Psychology is now a graduate student at Eastern Kentucky University working toward a Masters degree in Clinical Psychology.

Mary Ellen Schultheis was married on February 15 to William Ray Thompson in Sts. Peter and Paul Church, Haubstadt. The new Mrs. Thompson is Dental Assistant for Dr. Maurice Keller of Evansville whose practice is limited to work with children.

Elizabeth Latham Walter is now teaching 3rd grade in Aurora, Colorado. She makes her home in Denver. Elizabeth formerly lived in Indianapolis.

1973

Michael Collier is living in Harrison County, Indiana, where he serves as a conservation officer. He is a graduate of the 30th session of the Indiana Law Enforcement Academy. Mike's wife, **Camilla Ann**, is a 1974 ISUE graduate with a degree in Elementary Education.

Marcia Dick, who completed her Management Degree at ISUE and went to work as Administrative Specialist at IBM in Evansville in July 1973, has earned the IBM Means Service Award. This award includes a trip to Montreal, Canada in July 1975.

Donald Funkhouser, who earned a Masters degree from Indiana University in the summer of 1974, is teaching at Mount Marty College in Yankton, South Dakota. He was recently selected as chairman of the Business and Economics Division of the Colleges of Mid America, a consortium of 10 colleges in Iowa and South Dakota.

Mary Beth Goedde became the bride of Arthur Phillip Minar on December 27, 1974. The wedding took place in St. Wendel Catholic Church. The couple now reside in Cambridge, Massachusetts.

Kerry Higgs whose degree from ISUE is in Marketing is now Senior Buyer for Anaconda Aluminum Company in Sebree, Kentucky.

Kathy Musgrave Kanowsky is the remedial reading teacher for grades 1 - 8 at St. Matthew School in Columbus, Ohio. While at ISUE, she was a member of Sigma Sigma Sigma

sorority, serving as vice president and scholastic advisor. **John Lawrence**, who began as Revenue Agent with the Internal Revenue Service in July 1973 in Wooster, Ohio, was promoted after one year of service.

Michael Woods is currently employed in the engineering department of Anchor Industries, Inc. He and Pamela Rae Seifert will be married April 19, 1975 at Bethel Temple in Evansville.

1974

William Blackard, who is employed with American United Life Insurance Company, was honored by the National Association of Life Underwriters with a National Quality Award. This is granted to those underwriters who have established a superior record of extending and maintaining in force the benefits of life insurance.

Mark Allen Britt has been named Insurance Adjustor with the General Adjustment Bureau. He now makes his home in Greensburg, Indiana.

Susanna Lee

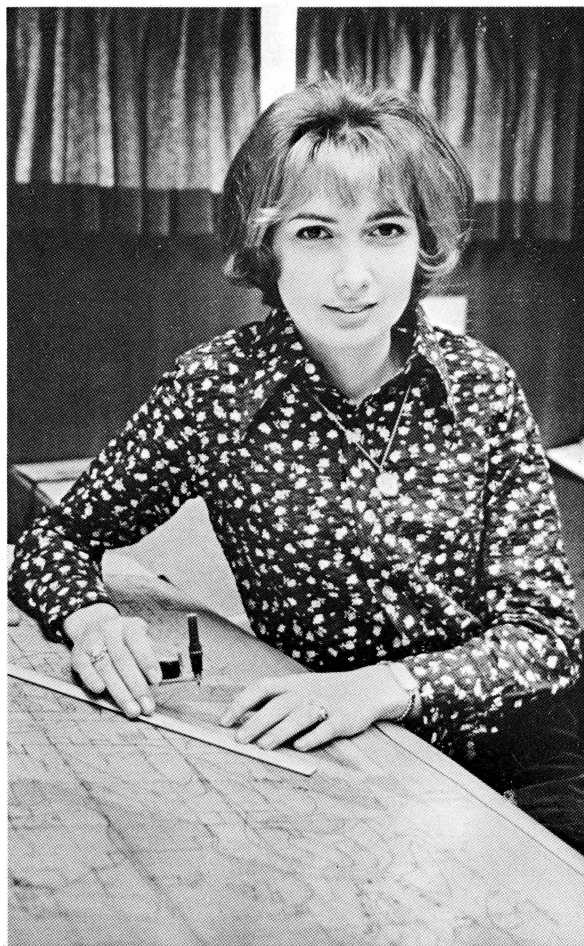


Stan Covey was married to the former **Mary Jo Berger** on November 23, 1974 at St. Boniface Catholic Church in Evansville. He is an elementary school teacher in the North Montgomery Schools in Crawfordsville, Indiana and a basketball coach. Stan was a member of the varsity golf team at ISUE. Mary Jo completed her Dental Assisting certificate at ISUE in 1972.

Mary Beth Farny became the bride of **Philip Bender** on January 25, 1975. The wedding took place at St. Boniface Catholic Church in Evansville. The new Mrs. Bender teaches math at Sacred Heart School in Evansville. Mr. Bender completed his degree in Elementary Education at ISUE in December 1974.

Mary Freihaut is teaching mathematics and science at St. Philips School, west of Evansville. Mrs. Freihaut has two sons who completed work at ISUE in 1973, **Robert, Jr.** in Accounting and **James R.** in Elementary Education. The Freihauts have four other children.

Mary Beth Will

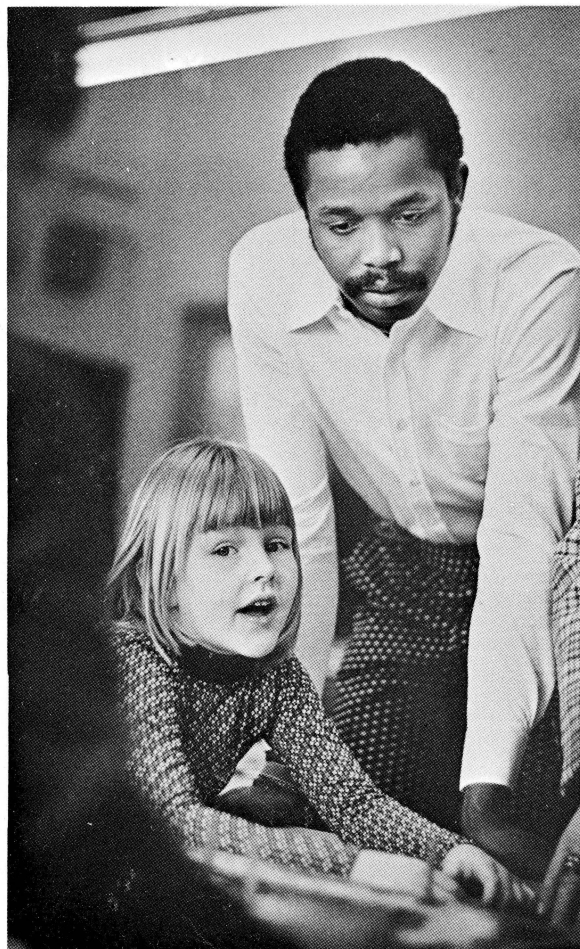


Glenda Harman became the bride of Steve Miller on February 16, 1975 at Neu Chapel in Evansville. The new Mrs. Miller completed the Dental Assistant program and is employed with Drs. Stephen Fischer and Alan Eggleston.

Robert Grannan was married on February 7, 1975 to the former Kendra Henson of Evansville. Bob is a staff accountant with Ernst & Ernst in Indianapolis. He was a member of Sigma Tau Gamma fraternity, the ISUE Accounting Club, and a four-year letterman with the basketball team. Kendra was a student of Secretarial Administration and served as Student Assistant in the Office of Vice President for Business Affairs at ISUE.

Nancy Gail Hankins, who completed a degree in Political Science and History at ISUE, is now a graduate student at Southern Illinois University School of Law. She is a member of the Student Bar Association and Phi Alpha Delta. Nancy was active in the History Club and earned scholastic awards in 1973 and 1974 at ISUE.

Michael Young



Edward Hayes, who completed a degree in Finance and Economics, is a Claim Representative with the Hartford Insurance Group. He makes his home in Orlando, Florida and has a Florida Insurance Adjustor's license.

Stephen Hoepner was married on February 14, 1975 to the former Kathleen Shelton at Calvary Baptist Church. He completed a degree in Social Science and is employed at Orr Steel Company in Evansville. Steve is a member of Tau Kappa Epsilon fraternity.

Janet Miller has become a Maryknoll Sisters novice at ceremonies at the order's Maryknoll, New York Center. After two years, she will become a nun in the missionary congregation. She has taught at St. James Elementary School in Haubstadt, Indiana.

Mary Beth Will had a painting in the Mid States Art Exhibition at the Evansville Museum. She completed her degree with a major in Art and is employed as a draftsman and map maker with Consolidation Coal Company of Evansville.

Michael Young, who completed his Elementary Education degree with a Physical Education minor, is teaching at Howard Roosa School in Evansville. Mike was a member of the ISUE basketball team and worked for two summers as playground supervisor for the Evansville Recreation Department.

Alumni Information Card

Please complete the Alumni Information Card with updated material and send to Director, Alumni Affairs, ISUE.

NAME _____

ADDRESS _____

CITY _____ State _____ Zip _____

Present position (list title and date you started this position):

Recent personal information (Include marriage, births, awards received, business promotions, and other pertinent personal information.)

Year graduated and major field of study:

LAUGH: IT'S GOOD FOR YOU

Humor is a popular ingredient in much contemporary entertainment -- but is there anything in humor worthy of serious consideration? Writers ranging from the time of the Biblical book of Proverbs down to Freud and contemporary researchers have suggested that humor has both deep significance and therapeutic value.

Mark Twain argued for deep underlying meaning in humor. According to his famous saying, if we scratch a funny man we find a sad man underneath. A friend of mine once tried to dismiss Twain's saying with the comment that, if you scratch anybody and do it hard enough, you'll make that person sad indeed. Yet the more serious truth behind Twain's saying cannot be sloughed aside quite so lightly.

An example of a story many people find funny apparently comes from Woody Allen's first appearance on national television. In his monologue he was complaining how difficult it was for him as an adult to remain living with his neurotic mother. "You can't believe how maladjusted and far-out a mother can be," said Woody, "until you know my mother. Why, just the other day on my vacation from college, I was sitting at home in the bathtub minding my own business, when -- for no reason at all -- mom came storming into the bathroom and sank my boats!"

We might try to explain the joke in a common-sense way. We are first led by the big, dramatic buildup to expect some really weird act from the mother. Just when our expectancy is at its peak, there is a sudden twist. In a sudden burst of insight coming from the "punch line," we see that Woody's infantile fixation on the boats is a maladjustment as bad as his mother's alleged neuroticism. Thus, a strange turn of events, neatly timed, causes us to reverse very suddenly our original interpretation. We laugh at Woody while he, unawares, is

laughing at his mother.

Man may be the funniest species, but he does not appear to be the only species to laugh at playfully humorous events. Chimpanzees also seem to laugh at situations similar to those in which human children would laugh.

By contrast, lower creatures have no such sense of humor. In fact, a premonkey called the lemur has only one type of emotion which can be reliably indicated by his facial expression. When threatened and angry, he bares his teeth in defiance.

The chimpanzee also bares his teeth as a threat to ward off attack, like the lemur. Sometimes, however, a seeming attacker rushing toward the chimp turns out to be a playful companion chimp who at the last split second veers aside in teasing fun, causing no harm. On such a sudden turn of events, the "attacked" chimp's eyes brighten, his facial muscles relax, and the inner tension built up is released in a humanlike laugh.

More generally, experiments show that chimps and people laugh when a threatening

by Robert E. Gehring
Asst. Professor of Psychology

message is suddenly reinterpreted as a harmless and in fact congenial message. A pie in the face in slapstick comedy seems to threaten human security, comfort, and dignity, but if no serious harm to anyone comes from it, a person might laugh the event off. The effect is to transform an unpleasant situation into an enjoyable one by noticing and identifying with a lighter, more pleasant evaluation of what happened. Sense of humor thus helps man and higher monkeys alike to escape from much of the oppressiveness of reality. In this it provides a kind of psychological medicine or therapy.

Seriously ill mental patients typically fail to see the humor in jokes. They are "hung up" instead on the fearful, threatening elements. Hearing Woody Allen's story, a patient might become very upset because the mother was ruining the boats, or upsetting Woody, or becoming upset herself.

Mental patients are particularly poor at

seeing jokes on themselves. Living too exclusively in fantasy or imagination, they do not have the necessary perception of reality or control over feelings to shift from an expected threatening outcome to understand the happier actual outcome. Recently the lack of humor of mental patients has been experimentally demonstrated, and tests of humor may in the near future become important diagnostic tools in the classification of mental illnesses.

Under mounting threat of possible impeachment, President Nixon exhibited some good, healthy moments and some psychologically weak moments on national television. His better moments were typified by a winning sense of humor. For example, on one occasion he appeared before newsmen to defend his involvement in Watergate and related matters. When Dan Rather of CBS news stood up to ask a critical question and received a rousing hand of applause, the President asked whether Dan was running for some office. This got a big laugh from the crowd. So did Mr. Rather's reply, "No, Mr. President, are you?"

Later, during the last two days he spent at the White House, humor was conspicuously lacking in Mr. Nixon. The mood was continually heavy. The threat was so strongly perceived that the resigning President could not overcome it or treat it lightly.

Humor is both an important therapeutic process and an indication of a psychologically healthy, adaptive state of mind. As our world becomes increasingly complicated and stressful, humor becomes ever more necessary to our mental health. As the television commercial suggests, the world does indeed need more good humor.

ABOUT THE AUTHOR

Robert Gehring is an Assistant Professor of Psychology at Indiana State University Evansville. He has been on the faculty since 1973. Dr Gehring received his B. A. from Yale, his M. A. from the University of Hawaii and his PhD from the University of Colorado.

GENESIS: TIME LINE 7

by Brad Awe

At my birth I was free
Save for the fear of not surviving.
The boundless space before me
Was mine to roam at leisure.
My mind and body wandered endlessly
As one learned how to dream
And the other how to re-create.

But soon the boundaries began to appear.
I became a provider,
A tool-maker,
An artist bound to recording my culture.

And the boundaries became stronger.
I created political ideologies and governments.
I created societies and social classes.
I created religions and gods.
I created education and schools.
I created philosophies and thinkers.

I created machines.
I created sciences.
I created formulas and theories.
I began equating and unequating.
I became discriminatory

And I again knew the fear of not surviving . . .
And the boundaries began to affect my free spirit.

I built walls in which to live.
I built fences around my houses.
I poured streets around my fences.
I squared cities into blocks.
I stuck needles in the sky.
I sparked fires in the timber.
I dumped waste into the ground.
I shot spheres into the void.
And the bounds grew stiff and rigid.

Now my body wants relief
And my mind a bit less grief
And my soul's a barren reef
Worn by time and all the suffering
Of a world that needs some buffering.
And I need to be unbound. . .
And to hear the virgin sound
Of free spirit in the round
And time's clock firmly unwound.

Tomorrow . . .

INDIANA STATE UNIVERSITY EVANSVILLE 1975

GOLF SCHEDULE

BASEBALL SCHEDULE

After winning two consecutive golf matches last fall, Coach Hamilton is looking forward to the NAIA District #21 Tournament.

"This is by far the toughest schedule in five years of baseball at Indiana State University Evansville," comments head baseball Coach Jim Brown.

Six new teams have been added to the Eagle schedule this year. They include Huntington College, Butler, Washington University-St Louis, Kentucky State, Harris Teachers College and McKendree College. The remainder of the teams were on last year's schedule.

Coach Brown said his club will be short on experience with only four returning regulars: Asay, Redman, Bell and Keegan and two pitchers, Brenton and Hammerstein from last year's squad. Redman led the ISUE league in batting last year with a .339 average. Hammerstein was the Eagles' best relief pitcher with a 3.91 earned run average. Last year's regulars, according to Coach Brown, should show a considerable amount of experience this season. "We have an enthusiastic and eager group of newcomers that want to play baseball for ISUE," comments Coach Brown. He added that a much improved defense and an absence of injuries to a slim pitching staff would be the keys to a successful season. He stated that offensively ISUE won't score a lot of runs, but won't be shutout often either.

Spring will mark the second season of play for the ISUE tennis team. Coach Jack Marr said, "The team is looking forward to intra-city competition with the University of Evansville, and an expanded schedule involving teams in the Tri-State area. Returning lettermen are Bob Hughes and Scott Thornburgh. A transfer from Vincennes University, Bob Duryea, is expected to play number one singles.

Coach Marr added the 1975 team will be a young team. He expects three or four freshmen to play important roles.

Date	Opponent	Place	Course
March 31	Ball State	Home	Oak Meadow
April 4	I.U.-So East	Away	Valley View N. Albany, In
April 7	St. Meinrad College	Away	Christmas Lake
April 10	Kentucky Wesleyan	Home	Helfrich
April 14	Indianapolis Intercollegiate	Away	Coffin, Indianapolis
April 22	Vincennes Jr College	Home	Helfrich
April 24	Kentucky Wesleyan & Western Ky		Ben Hawes, Owensboro, Ky
May 2-3	S.I.U.-Edwardsville Invitational	Away	Wood River

Golf Coach-Jim Hamilton

Date	Opponent	Time	Place
March 22	University of Evansville	9:30 a.m.	Away
April 1	Vincennes University	2:00 p.m.	Home
April 3	Brescia College	2:00 p.m.	Away
April 5	Lincoln Trail College	9:00 a.m.	Home
April 8	I.U.-P.U.-Indianapolis	3:00 p.m.	Home
April 10	Kentucky Wesleyan College	2:00 p.m.	Home
April 12	St. Meinrad College	10:00 a.m.	Home
April 15	Oakland City	2:00 p.m.	Home
April 17	Vincennes University	2:00 p.m.	Away
April 19	Brescia College	1:00 p.m.	Home
April 24	St. Meinrad College	2:00 p.m.	Away
April 26	Kentucky Wesleyan College	10:00 a.m.	Away
April 29	I.U.-P.U.-Indianapolis	3:00 p.m.	Away
May 1	Oakland City College	2:00 p.m.	Away

Tennis Coach-Jack Marr

Date	Opponent	Place	Time
March 25	Indiana Central (2)	Away	1:30 p.m.
March 27	Bellarmine College (2)	Away	1:00 p.m.
March 28	University of Evansville (1)	Away	3:00 p.m.
March 29	Huntington College (2)	Home	1:00 p.m.
April 1	Kentucky Wesleyan College (2)	Away	1:00 p.m.
April 4	U. Missouri-St. Louis (2)	Home	1:00 p.m.
April 6	Kentucky State University (2)	Home	1:00 p.m.
April 7	Bellarmine College (2)	Home	1:00 p.m.
April 8	University of Evansville (1)	Home	3:00 p.m.
April 10	University of Evansville (2)	Away	1:00 p.m.
April 12	Eastern Illinois University (2)	Away	1:00 p.m.
April 13	Butler University (2)	Home	1:00 p.m.
April 15	Harris Teachers College	Away	1:00 p.m.
April 18	Washington Univ.-St Louis (1)	Home	2:00 p.m.
April 21	University of Evansville (2)	Home	1:00 p.m.
April 23	David Lipscomb College (2)	Away	1:00 p.m.
April 25	McKendree College (2)	Away	1:00 p.m.
April 26	S.I.U.-Edwardsville (2)	Away	1:30 p.m.
April 27	S.I.U.-Edwardsville (1)	Away	1:00 p.m.
April 29	So East Missouri State U. (2)	Home	1:00 p.m.
May 1	Kentucky Wesleyan College (2)	Home	1:00 p.m.
May 4	Marian College (2)	Away	1:00 p.m.

Baseball Coach - James P. Brown

GOLF, TENNIS, BASEBALL

SPRING SPORTS REVIEW

by Ron Lyles
Sports Information

During the past few years, the Indiana State University Evansville golf team has built a tradition of winning and this year's team hopes to continue that tradition.

This spring should be a rebuilding one for Golf Coach Jim Hamilton, since graduation left only two returning members from last year's squad. Two freshmen, Matt Duncan and Ken Swango, have been added to the squad. Coach Hamilton feels that they should supply much needed assistance.

According to Coach Hamilton, the golf team plays a vigorous and very competitive schedule. The first spring match was held on March 31 against Ball State University at Oak Meadow Golf Course in Evansville.

ISUE STUDENTS REGISTER 6000 VOLUNTEER HOURS

"I get more out of it than they do" is the way Mrs. Dan (Dosey) Lehman describes her volunteer work with patients at the Evansville State Hospital. A part time student at ISUE, Mrs. Lehman was required to do ten hours of volunteer work as part of an ISUE introductory psychology class in which she was enrolled. Dosey continued her volunteer commitment after her ten hour contract was fulfilled and she had continued doing volunteer work for two years. During "fun night" held every Tuesday evening at the State Hospital, Mrs. Lehman visits patients, organizes card games, pool, and bowling tournaments. The mother of four boys, Mrs. Lehman feels the volunteer work is necessary and very rewarding. The Lehman family resides in rural Evansville.

ISUE Assistant Professor of Psychology Susan Donaldson, who has initiated the volunteer program in her introductory psychology class, feels that students who have an interest in social and psychological work need the opportunity to have "real life experiences in community social service agencies." "They need to go beyond the textbook," Dr. Donaldson affirms. "The volunteer program teaches students the theory and practice of community service," Dr. Donaldson added.

Several students this semester are doing their volunteer work at the Children's Psychiatric Center in Evansville. The Director of Volunteer Services at the Center, Margaret Luerssen, explained that some student volunteers are working as teacher-aids to the teachers at the Center, several are tutoring patients in the evening, and one student is transporting a child to piano lessons. "The students began their volunteer service with the intent of completing the required hours for the class assignment, but many volunteers continue for additional hours beyond the required hours. The students realize this is good training for their chosen career, and they see the real needs for their service. I see it as an excellent program." Mrs. Luerssen said.

Over 6,000 volunteer hours to more than 100 agencies and schools were a result of the volunteer work requirement Dr. Donaldson assigned. "Students gain many benefits from the volunteer experience," Dr. Donaldson believes. "They learn how difficult it is for the poor to receive services; what it is like in mental institutions; and how lonely it is to be elderly with no family. The students are future voters in society. We need more awareness in the community concerning human needs."

SPECIAL TELEFUND REPORT

John Hoggard, 1975 Telefund Chairman, has reported that this year's response from alumni exceeded even the most optimistic expectations! At the close of the final evening of telephoning, the alumni had pledged a record \$5,102.00!

There were 866 alumni contacted by telephone throughout the United States and a whopping 83% of them indicated an interest in participating. We are hoping that some of those 17% who were contacted and not interested may come through and help us go even higher. Those alumni who could not be reached by phone are being contacted by mail.

It took 20 volunteers to conduct the telephone campaign during the six evenings of work. The gifts ranged from \$1.00 to \$150.00. This is especially rewarding when we consider the fact that our "oldest" class is only four years old!

Thanks to the volunteers and all of the alumni who have pledged continuing support and confidence in ISUE!



ISUE alum John Hoggard discusses a pledge with another ISUE alumnus during the March telefund campaign.

IN A METRIC WORLD

by Van Jones

What will life be like when the metrics take over? No one can really say just how many adjustments we'll have to make, but if you're an average married male, your Saturday afternoons might go like this:

You sit down and make yourself comfortable in front of your new .64 centimeter color TV set to watch the baseball game. First, of course, are the commercials, and you're told you must now walk a kilometer for a Camel instead of the usual mile. Back to the game where the Reds are thrashing the Cards by hitting that 155 gram baseball over a fence that's a mere 123 meters from home plate with a bat that's over 85 centimeters long. With the game at an end, a quick glance at the thermometer reminds you it's a scorching 35°C outside and time for a cool dip. You jump into your car and race to a nearby pool at a streaking yet energy saving 90 km/hr, but it's all worth it when you can sit and admire the young beach beauties filling out their skimpy bikinis with shapely 92-60-92 figures--not bad for girls entering the competition barely exceeding heights of 1½ meters.

As the sun sets, you must once again think of home, but not before the usual stop for gasoline. You can almost smile about paying a mere 13¢ per liter until you find out it takes 57 liters to fill a 15 gallon tank. A few quick punches, and your calculator grinds out your gas mileage (better make that gas meterage) at 11 kilometers to the liter. That's pretty good for your small foreign car, so you head home with a little bit of satisfaction.

Your satisfaction may be short-lived, however, because your wife has spent the day shopping with her new credit cards. Perhaps you should have listened to your father when he told you, "you give them 2.54 centimeters and they'll take 1.61 kilometers." She can't help but brag about buying 30 yards of carpeting on sale for

only \$9.99 a square yard when it usually sells for \$11.95 per square meter. A few quick calculations reveal that there was no sale--and she paid regular price. You can't really blame her, though, because she has just recently caught on to buying liters of apples, plums, milk and gasoline instead of bushels, pecks, quarts, and gallons; so you pop a frozen pizza in the oven at 220° Centigrade and try to remember the good old days when pizzas baked at 425° F, 95° was a hot day, and it snowed when the temperature stretched below 32°.

You always end up realizing, however, that things will never again be the same: Abdul Jabbar will be stuffing baskets 3 meters high, O. J. Simpson will have to run an extra 9 yards on the new hundred meter field for a touchdown, John Wayne will gallop into town wearing a 38 liter hat, and the morning scales will stick on 80 kilograms (176 lbs). In consolation, however, you can still pay homage to one everlasting unit of awkward disorder--for as you crawl into bed each night, you will still drop off to sleep to the steady ticking of a clock which ticks off 60 seconds to the minute, 60 minutes to the hour, and 24 hours to the day. If you are one of the many who dread and despise metrication, you may find solace in the fact that time will always be on your side.

ABOUT THE AUTHOR Van Jones is a senior math major at Indiana State University Evansville. An honor student and recipient of the ISUE Alumni Association scholarship last year. Van is on the Student Union Board and chairman of the Eagle Gran Prix, a student bike race held during Spring Week. Van is the son of Mr. and Mrs. E. C. Jones of Evansville.



Laura Rohrbacher

DECEMBER GRADUATE GETS ADMISSIONS POST

Mrs. Laura M. Rohrbacher, ISUE graduate, has accepted the position of Admissions Counselor and assumed her responsibilities in January, 1975. Mrs. Rohrbacher, a social science (psychology) major, is responsible for the transcript evaluation of all transfer students, the implementation of the Credit-by-Exam Program, and counseling and advising prospective students regarding the university.

Laura and her husband Jim Rohrbacher have one son, Todd Jason, age 5. A former employee of the President's Office Laura brings with her not only the practical experience of attending and working for ISUE, but knows of the hardships a 22 year housewife faces in attending college after being out of high school for four years. Her ability to relate to all students, especially adult students, is enhanced by her experiences.



The Office of Alumni Affairs is happy to announce births in this column, **Alumni Additions**. To keep us informed of your new baby, write to the office of Alumni Affairs or complete the Alumni information Card found on page 11.

Jo Lynn Adams '72 and husband Steve, a son Jay Brandon, born November 18, 1974.

Robert Bone '71 and wife Faith, twin daughters Laura Renee and Stephanie Ann, Born December 9, 1974.

Daryl Dassel '73 and wife Susan, a son Daryl Wayne, born October 12, 1974.

Carol Sue Deusner '74 and husband John, a daughter Erin Lynn, born January 22, 1975.

Randall Flamion '72 and wife Lana, a son Jeremy Jay, born June 1, 1974.

Pam Granderson '74 and husband Wayne, a daughter Dora May, born September 7, 1974.

Diana Hamer '71 and husband John, a son Scott Eric, born January 15, 1974.

Kerry Higgs '73 and wife Janis, a daughter Laura Marie, born January 25, 1975.

James O. Holder '73 and wife Barbara, a son Jeremy David, born November 21, 1974.

James Levell '71 and wife Patricia, a son Patrick James, born December 16, 1974.

James Nelson '74 and wife Pam, a son Jeffrey Gordon, born January 26, 1975.

Thomas Reel '74 and wife Kathy, a daughter Angela, born September 27, 1974.

Marion Shuler '74 and wife Janet, a daughter Beth Ann, born October 5, 1974.

Carlos Snider '73 and wife Evelyn, a son Kensey Carlos, born January 17, 1974.

Gregory Wezet '71 and wife Judy, a daughter Melissa Lee, born November 16, 1974.

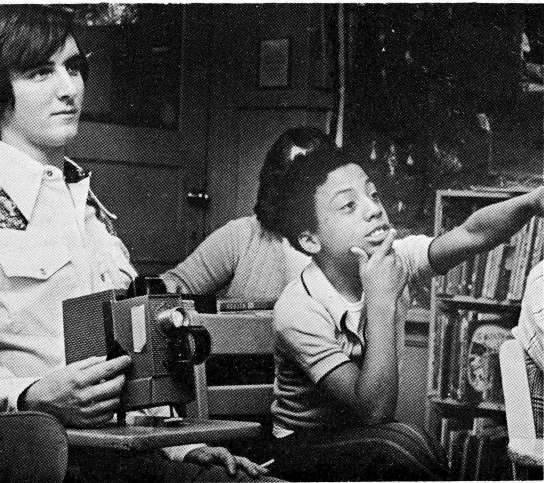
Richard Yonts '72 and wife Vicki, a daughter Tina Renee, born February 12, 1975.

Dwain Zehr '71 and **Beverly Zehr '73**, a son Eric Wesley, born December 30, 1974.

News Around Campus

HELPING THE URBAN CHILD

A minor for elementary education majors, Metro-Core, enables students to develop the understanding, skills, and attitudes needed by teachers to assist children to grow intellectually, socially, physically, and emotionally. Operating on the basis that an important aspect of their professional education involves learning to teach children through actually working with children, students in the Metro-Core course are located at Howard Roosa School this Spring semester. The students work with Howard Roosa children, receive professional instruction, and are committed to making a genuine contribution to the ongoing program at Howard Roosa while demonstrating the competencies required in the Metro-Core course.



ISUE Metro-Core student Randy Wilhite gets an enthusiastic response from a film he is showing to students at Howard Roosa School.

These competencies are knowledge level, dealing with what a student knows; performance level, dealing with specific tasks a teacher must perform in the act of teaching; and consequence level, dealing with

objectives concerned with bringing about change in the learner.

Melvin Denner, Associate Professor of Life Science, is currently on sabbatical leave. He is a visiting professor at Clemson University, Clemson, South Carolina, where he is teaching Comparative Anatomy and engaged in research. Dr. Denner is also broadening his biological expertise by taking graduate courses in Plant Anatomy and Insect Taxonomy.

James Blevins, Chairman of the Division of Humanities and Associate Professor of English, is on leave the spring semester to pursue a program of study in film at U.C.L.A. in Southern California.

The Humanities Division is sponsoring Clive Davis during the annual Ohio River Arts Festival. Mr. Davis is former executive with the Columbia Record Company and has been influential in the careers of many

rock musicians, including Janis Joplin and Simon and Garfunkel.

Charles Barber, Assistant Professor of Political Science, participated in the 16th annual convention of the International Studies Association in Washington, D. C. by presenting two academic papers: "Reform of Relationships: National Participation in Specialized Agencies" and "Regional Functionalism: An IGO Communications Test."

A chapter of the National Collegiate Association for Secretaries, a professional organization for undergraduate men and women who are planning business or teaching careers in the secretarial area, has been established on campus. An organizational meeting was held in January. Student officers elected to serve the organization through its probationary period include: Patricia Parkinson, President; Deborah Reis, Vice President; Mary Kittridge, Secretary; Deborah Schmuck, Treasurer; and Debbie Deutsch, Historian. Larry W. Arp, Assistant Professor of Business, will serve as advisor to the organization.

Members of the ISUE Art Department have been honored by having works accepted in the Swope Show in Terre Haute. Exhibiting original art pieces are Jack Cascione, Asst. Professor of Art, with two prints; students Mike Deicken, one painting and one sculpture; Dave Straka, one painting, and Jim Greer, one painting.

The Swope Show is the largest of its kind in the state of Indiana and is very competitive. ISUE art students and faculty compete against colleges within a 160 mile radius.

Robert E. May, Associate Professor of Education and Director of Student Teaching, and Robert M. Small, Associate Professor of Education, have co-authored an article which was recently published in the Hoosier Schoolmaster, a publication of the Indiana State Department of Public Instruction. The article was entitled "A Partnership in Teacher Education." Robert E. Mays was also recently named as an advisor to the Careers Resource Project, a project sponsored by the Indiana State Department of Public Instruction geared to "career education."



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