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Caleidoscope

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## Caleidoscope 5/4/1992

Marisela Cadena-Smith

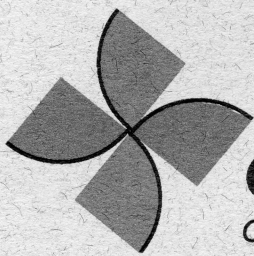
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# CALEIDOSCOPE

C C C C E m p l o y e e N e w s l e t t e r

May 4, 1992

No. 236

## CALENDAR: MAY

- May 6-12 Final Exams  
May 8 Law Enforcement Academy graduation  
May 9 Fire Science Academy's first graduation  
May 13 Graduation ceremonies at 7 p.m. in the John Anthony Theatre at Spring Creek Campus.  
May 14-29 MayMester condensed semester of classes  
May 19 Groundbreaking ceremonies for CPC addition at 5:30 p.m.

## CENTRAL PARK CAMPUS LUNCHES

May 4-7

Monday	Homemade Express
Tuesday	Subway
Wednesday	Golden Fried Chicken
Thursday	British Baker

Lunch service will not be available until fall semester.

*Lunches will be served from 11 a.m. to 1 p.m. in the second floor atrium.*

## Caleidoscope Show

Title: Jason Wade  
Moderator: Joe Jaynes  
Guests: Jason Wade  
Air Time: Plano Telecable, channel 35  
Monday, May 4, 5 p.m.  
Tuesday, May 5, 9 p.m.

Title: Men's Movement (rerun)  
Moderator: Mary Rabaut  
Guests: Tom Watson  
Dr. Joe Hulgus  
Air Time: Plano Telecable, channel 35  
Monday, May 11, 5 p.m.  
Tuesday, May 12, 9 p.m.

## PEOPLE AND PLACES



Howdy to all my fellow ROPESsters who spent two days in Palestine April 24-25 learning leadership and teamwork skills in the woods. Above working together, several of us achieved personal goals and learned there were things we never knew we could do, including climbing a 30-foot pole and jumping for a trapeze strung between two trees.

The experience was pretty incredible. Thanks to **Martha Ellis** for organizing the event.

Kudos first go to the **Special Events Task Force** for hosting the Cookin' Express cookout on Friday, April 24 and the Sewell Field dedication on Saturday, April 25. A good time was had by all at both events! Plans also are underway for a groundbreaking ceremony for the addition under construction at Central Park Campus on Tuesday, May 19. Stay tuned for more details.

Another rumor: **Carolyn Burgett** is apparently deathly afraid of a little mouse that is running around CPC, specifically in the President's Suite. She was startled one day by the little guy who visited her office without an appointment.

**Allan Garrison**, director of computer services, says thanks to everyone for the baby shower on April 10. His wife, Joy, had their son, Seth Thomas Garrison, on Feb. 3.

Thanks also go to all the faculty and staff who volunteered time to make this year's rodeo a success. **Peggy Burch** said the rodeo drew great crowds each night and that 183 cowboys signed up to compete and win more than \$8,600 in payouts.

**Donna Lyall** also says thank you to all who expressed concern and friendship after the death of her grandmother. She said it is nice to know she works with people who care so much. Thanks also to those who made contributions to the American Cancer Society in her grandmother's memory.



**Mitch Smith**, dean of arts and humanities, made a presentation to the Plano City Council Monday, April 27, on the trip to Ivanovo, Russia, that he, **Sheryl Kappus** and **Lillie Palmer** made in March. He presented the council with a plaque, a doll, some books and a giant Mickey Mouse. The lovable rodent, Smith says, apparently is the symbol for the United States in Russia.

A stamp of Dr. Anthony's signature is missing. If you have seen it or have it in your possession, please return it to the President's Office.

**Larry Stern**, sociology professor, will chair a session on "Science, Knowledge and Technology" and present a paper on "The Pursuit of 'Extraordinary Scientific Claims'" at the annual meetings of the Southwestern Social Science Association on May 29 in Austin. He also will pick up an "Outstanding Paper" award for a paper he presented at last year's meetings in San Antonio.

**Shelley Lane** made a presentation on "Nonverbal Communication" to the Plano AMBUCS at the group's meeting on Wednesday, April 15. Part-time history instructor **Donna King** gave a lecture to the Frisco Middle School on Friday, April 24 as part of the school's Celebration of the Mind. Her topic was about the history not taught in textbooks.

Congratulations go to **Mary Wright**, who became the secretary to **Tom Rodgers** and **Martha Ellis** on April 15. She was the secretary for the Institutional Research Division. Other promotions went to cashier clerk **Suzie Armstrong**, who became the revenue and receivables accountant in the business office; circulation assistant **Diane Durbin**, who is now the periodicals assistant in the LRC; and division secretary **Stephanie Hanson**, who is now an administrative assistant.

New hires for April include **Jamil Ahmad**, **Judy Bagby**, **Joanne Cook**, **Marjorie Gaulke**, **Patsy Greenless**, **Dennis Holland**, **Charles Lalanne** and **Lincoln Monroe**. New grant positions went to **Sylvia Kelley**, **Mary Jordan** and **Sherry Wood**.

Happy birthdays go to: **Jonathan Beam**, May 4; **Alan Pippin**, May 5; **Ron Jackson** and **Joan Kennedy**, May 6; **Manuel Garcia** and **Mike Crawford**, May 7; **Richard Campbell**, May 9; **Rex Reece** and **Nelson Rich**, May 10; **Dede Day**, May 11; **Lorena Taylor**, May 12; **Cathy Cotter**, May 13; **Marcia Young**, May 16; and **Cheri Hill**, May 17.

The next issue of *Caleidoscope* will be out Monday, May 18, and all submissions are due by 5 p.m. Tuesday, May 12.

In the CCCC Spirit,

*Linda Burke*  
Public Information Writer

## NEWS AND EVENTS

### Teleconferences

Title: "Alzheimer's Disease: Hope for the Future"

Time: noon-1:30 p.m.

Date: Monday, May 4

Place: Bijou II

Fee: Free

Title: "Prevention of Deep Vein Thrombosis in Non-Hemorrhagic Stroke Patients in a Rehabilitation Setting"

Time: 1-2:30 p.m.

Date: Thursday, May 14

Place: Bijou II

Fee: Free

### CCCC to Host Spring New Music Ensemble Concert

The CCCC Music Department will present the New Music Ensemble spring concert at 8 p.m. Tuesday, May 5 in the John Anthony Theatre at Spring Creek Campus.

The concert is free and open to the public.

The ensemble will perform works by Stephen Sondheim, Otto Luening, W. Francis McBeth, CCCC faculty member Keith Hays and members of the ensemble.

Guest performers will include CCCC adjunct instructor Gary Pokras, J.J. Pearce High School Percussion Ensemble and Jolie Buenconsejo.

### CCCC To Exhibit Several Spring Art Shows

CCCC will display several art shows during April and May in its two art showcase galleries, the Gallery and the Galleria, at Spring Creek Campus.

Painter Brenda Watson will open her "Myths and Secrets" show in the Gallery on Monday, May 4 with a lecture from 6:30-8 p.m. Her show will present a diversity in visual art.

Watson was awarded this solo show as a participant in a Dallas Women's Caucus for the Arts show in November 1991 at Dallas City Hall. Her exhibit in the Gallery runs through Friday, June 12.



In the Galleria, located upstairs in the Learning Resources Center at SCC, artist Jennifer Lea Spencer will open an exhibit Monday, May 4.

Her portraits, intentionally impressionistic, represent the many selves contained within and available to a given personality. Spencer's show is sponsored by the Fine Arts Department and runs through Tuesday, June 30.

## CCCC Offers Class to Deal with Ophidiophobia

Does the sight of a snake give you the creeps? Or maybe the thought of actually touching one makes you physically ill? CCCC is offering a course for the first time this summer which will address ophidiophobia—the fear of snakes.

The class will be offered as a part of CCCC's summer continuing education classes. The course will begin Tuesday, June 2 and meet from 7–8:30 p.m. at Spring Creek Campus.

The class will meet Tuesdays and Thursdays through June 18 in the SCC Conference Center and at Heard Museum program in McKinney. The fee is \$59.

Led by noted psychotherapist Dr. Lynn Weiss and museum program director/herpetologist Dr. Harold Laughlin, class members will discuss the origins of phobias and their characteristics and facts, fictions and superstitions about snakes.

Participants will proceed at their own pace through gentle degrees of exposure to snakes with the goal of increasing their comfort level around snakes, and, if possible, overcoming their fears.

Weiss is a radio talk show host, media spokesman and author. She has written and co-authored five books on a variety of mental health topics. Laughlin is program director of the Heard Natural Science Museum and Wildlife Sanctuary in McKinney. He frequently gives programs on a variety of natural science topics and has successfully counseled several former ophidiophobiacs, including Weiss.

The course is limited to 20 people for maximum personal involvement and participation, so register early. Call the Continuing Education Division at ext. 5850 for more information.

## STAFF NEWS

### CCCC Joins Electronic Transcript Network

Effective May 1, CCCC began participating in the Electronic Transcript Network. The Registrar's Office at both campuses will be responsible for

sending the transcripts upon student written request, and the Admissions Office will receive incoming transcripts for transfer credit evaluation and TASP exemption.

In addition, faculty and staff may receive copies upon request to assist with placement and advising. ETN should enable CCCC to quickly respond to student and staff needs. However, some schools have elected to send or receive only (not both), and some schools check their electronic mailboxes only once or twice a week rather than daily.

This may result in CCCC having sent a transcript, but the receiving school may not have checked their electronic mail and given the admissions/registrar's office access to it. CCCC will send and receive Monday through Friday.

About 20 colleges and universities are active in ETN. They include: Amarillo College, Austin Community College, Blinn College, Brazosport College, CCCC, Dallas County Community Colleges, East Texas State University (receive only), Houston Community College, Kilgore College, North Harris Montgomery Community Colleges, Sam Houston State University, Tarrant County Junior Colleges, Texas A&M University, Texas Christian University, Texas Tech University, University of Houston (receive only), University of North Texas (receive only), UT at Arlington, UT at Austin, UT at San Antonio and West Texas State University.

Other schools which plan to implement ETN are: Galveston College, Grayson County College, Paris Junior College, San Jacinto College and UT at Dallas.

If you have any questions, please call Registrar Vicki Harris at ext. 6741 or Peggy Burch at ext. 5741.

## New ATM Machine Installed at SCC

A new ATM cash machine has been installed at Spring Creek Campus in the Atrium area outside the Learning Resources Center.

Courtesy of Community Credit Union, the ATM machine was installed at no cost to the college and is available to all students, faculty and staff and the general public.



## Job Listing Deadlines Posted

This is a reminder of the advertising dates and deadlines for the remainder of the fiscal year for job listings. The SCC Human Resources Office must have the approved paperwork (Request for Personnel) in the office by noon on the following dates:

### Request for Personnel

Due Dates	Advertising Dates
May 6	May 10
May 27	May 31
June 10	June 14
June 24	June 28
July 8	July 12
July 22	July 26
Aug. 5	Aug. 9
Aug. 19	Aug. 23

Jobs will be listed in the *Dallas Morning News*, posted internally, sent to various agencies and companies in Collin County and listed on the Job Line.

If you want to have advertising posted in selected newsletters or journals, feel free to contact Helen Dupont to discuss it. This will be charged to your division.

## 1992 Employee Recognition Award Nominees

A list of nominees for the 1992 Employee Recognition Awards has been announced. The nominees all have demonstrated outstanding job performance and were nominated by peers in the college.

Nominees for the Ambassador Award are: Sherill Cobb, Billie Collins, Mike Crawford, Cheri Doine, Helen Dupont and Mitch Smith.

Those nominated for the Innovator Award are: Billie Collins, Susan Farrar and Estelita Young.

Unsung Hero Award nominees are: Bill Baker, Carole Boatright, Richard Campbell, Craig Cheatham, Sherill Cobb, Helen Dupont, Pat Dysart (two nominations), Craig Erickson, Kent Farr (two nominations), Shirley Harmon, Bill James, Carol Jenkins, Cynthia Jennings, Frankie Joiner, Sherri Nation, Barbara Oakry, Juanita Pell, Beth Porter, Wayne Rush and Jeri Unger.

Rose Award nominees from the adjunct faculty are: Diane Buchheit, Cathy Dukes-Givens, Rita Maher and Jane Stidham.

Rose Award nominees from the full-time faculty and staff are: Toni Allen, Juanita Austin, Richard Campbell, Sara Chacon, Cheri Doine, Helen Dupont, Pat Dysart, Judy Godwin, Joe Jaynes, Shelley Lane, Charlotte LeForge, Pat

McAuliff, Stephanie Meinhardt and Barbara Money.

Award recipients will be announced at the August All-Staff Meeting.

## Frisco Group Looking for Video Assistance

A committee in Frisco is looking for some help to put together a historical video on the town. The group is looking for someone with some video production experience and their own equipment to help in this volunteer effort.

The group has some of the town's elders available for interviews as well as other research. The committee's goal is to try and have the video completed for the Roots and Rails Festival in Frisco on June 6.

If you are interested in assisting, please call Jane Whitledge at (214) 377-2008.

## Child Development News

As a member of the Leadership Plano Class IX, Dr. Lin Moore participated in a "Suburban Renewal" project on Saturday, April 11. Moore, an owner of an old home in the Oak Cliff historic district, was one of the most experienced in the fine arts of scraping and housepainting. The class project involved repainting two homes in east Plano through the city's housing revitalization program for low income families.

Dr. Moore also provided training on "Cultural Sensitivity and Diversity as it Relates to Child Abuse" for a multicultural group of volunteers who will be the next Court-Appointed Special Advocates in Collin County.

The CASA program provides trained volunteers to represent the best interests of children in cases of child abuse and neglect. Working in conjunction with the District Courts and Child Protective Services, the CASA volunteers serve as fact-finders for judges, monitor cases until resolution, and speak for the child in the courtroom.

Child Development adjunct Professor Dr. Harriet Bachner and Dr. Moore have been invited to participate as key communicators at the Educational Equity Roundtable sponsored by the Plano branch of the American Association of University Women. The forum will be open to the public from 9 a.m. to noon on Saturday, May 16 at the Haggard Library.

The event is designed to disseminate information concerning results of the recently released Wesley Study, "Shortchanging Girls, Shortchanging America." The report, which summarizes



1,331 studies of girls in school, focuses on the adverse effects of sexism in education.

Congratulations to Johnnie Bradford, teacher in the Child Development Laboratory School, who has been nominated for the Texas Association for the Education of Young Children Teacher of the Year Award. Dr. Moore, director of the lab school, has been nominated for the TAEYC Teacher Educator of the Year Award.

## Cooperative Work Experience News

In April, Barbara Eubanks and Debbie Zimmerer attended the annual Cooperative Education Association conference in Portland, Ore., and Barbara was named the new CEA Membership Chairman.

On April 30, the CWE division hosted its Spring Employer Appreciation banquet honoring nearly 50 employers supporting the Co-op program. A highlight of the banquet was the announcement of the CWE Student of the Year, Roger Fries, a CAD major employed by JEFA International. Laurel Zeiler was named first runner-up, and Shawn Wood was second runner-up.

## What a Learning Disability is Not

The popular press has used the term learning disability in a variety of fashions and consequently much misinformation has occurred. Learning disability is a diagnosis for a group of related difficulties an individual experiences in learning.

The federal law which deals with learning disabilities specifically lists the causes of learning problems which may not be identified as a learning disability. Most importantly, learning disability is not retardation or borderline intelligence. Federal law specifically states that someone diagnosed as learning disabled must have average or above average intelligence. Clearly "slow learner" and learning disability are not interchangeable terms.

The law further states that learning disability does not apply when an individual has a learning problem which is primarily the result of a visual, motor or hearing disability. Individuals whose primary learning difficulty is the result of an emotional disturbance also are not included.

Finally, individuals whose educational process has been disrupted by environmental, cultural or economic disadvantages and are consequently experiencing learning difficulties are not eligible for identification as learning disabled.

Learning disabilities, very generally, are identified by a severe discrepancy between ability and

achievement except when any of the previously discussed conditions exist. Therefore, learning disabilities can accurately be referred to as the "hidden disability."

*Marj Ramsey*

*LD specialist*

*Project SPARK*

## Landscape Maintenance Needs Your Help

We in the Landscape Maintenance section of Plant Operations take the words "Commitment to Excellence" to heart and we are dedicated to providing excellent service.

Our Landscape Maintenance people work very hard in order to provide an attractive, peaceful setting conducive for study and work. I know most of us appreciate the results of that work, but may not be aware of the time and expense required to maintain those results.

The cooperation of all faculty, staff and students in reducing litter, being cautious of where we drive and walk and not placing things in the landscape areas will be appreciated and will help reduce our maintenance costs and keep our facility neat and clean.

To us, "Commitment to Excellence" is not only a catchy phrase; it is our way of life in the Landscape Maintenance Department.

*Bill Martin*

*Ground Maintenance Supervisor*

## Come Tour Beautiful Collin County in the Spring

Whether you're a new or longtime resident of Collin County, a springtime day trip to places and points of interest in the area is a refreshing way to become acquainted with the more beautiful spots in the county.

Sponsored by CCCC's Continuing Education Division and the Heard Natural Science Museum in McKinney, the Beautiful Collin County in the Spring Tour will let participants explore the natural beauty and resources of the area.

The excursion this year is Friday and Saturday, May 1-2, and participants will meet at the museum and travel with Steve Runnels, museum director, and Dr. Harold Laughlin, the museum's program director. The trip is an excellent opportunity to photograph or just enjoy wildflowers in bloom, old windmills, country roads, pastoral settings, low water crossings and other sights.



A natural science and history lecture will precede the tour from 7–9 p.m. Friday, May 1. The tour on Saturday, May 2, will be from 7:30 a.m. to 3:30 p.m. Participants can bring their own picnic lunches, and soft drinks, juice and water will be provided. Cameras and binoculars are encouraged. The fee for the tour is \$36.

Those interested in the Collin County tour are asked to wear comfortable shoes for light walking and layer clothing for cool morning comfort and the warmer mid-day. Van transportation is provided.

For more information on the tours, call ext. 5850.

## Wellness News

A new Wellness Advisory Committee is being formed by the CCCC Wellness Program. Volunteers are needed to serve on the committee, which will be part of a growing and viable program of the school.

One meeting is planned for the 1992-93 academic school year. Beverly Tremain, CCCC Wellness Coordinator, said serving on the committee is a good way to understand the health and wellness needs of the school and community.

Ideas about the 1992-93 Wellness Calendar will be discussed over a homemade lunch of fruits, vegetables, salads and other menu items. Interested individuals are encouraged to call Tremain at ext. 5777.

### *Open Aerobics:*

Monday–Thursday 4–5 p.m. SCC/A107

### *Circuit Weight Training:*

Monday and Wednesday, 3:30–5 p.m. CPC/B207

Tuesday and Thursday, 4:30–5:30 p.m. CPC/B207

## Graduation Set For May 13

CCCC will have its sixth graduation ceremony at 7 p.m. on Wednesday, May 13 in the John Anthony Theatre at Spring Creek Campus.

The college will graduate 167 students this semester. Faculty and staff who plan to participate in the graduation ceremony need to contact the bookstores to make arrangements for their regalia.

The commencement speaker this year will be Dr. Jerry Morris, president of East Texas State University.

Rehearsal is scheduled for 6:30 p.m. Tuesday, May 12. It is not necessary for faculty and staff to attend rehearsal.

## Volunteers Needed for Bike Race

Hundreds of volunteers are needed to assist with the Collin Classic Bike Race Saturday, June 13. There will be races of 10 miles, 20 miles, 40 miles and 100K.

This year, the races will begin and end at John Clark Stadium in Plano. Volunteers are needed the day of the race as well as the week before the race.

All proceeds will benefit the Volunteer Center of Plano.

Volunteers are needed in the following areas: clean-up; parking; packet pick-up; set-up; finish line festivities; pre-registration; routes; signage; and T-shirt/helmet sales.

If you are interested, please contact Carol Worsnop at ext. 5863, Wayne Rush at ext. 6991 or Lorraine Mattis at the Volunteer Center at 422-1050.

On the day of the race, there will be coffee, juice and donuts for the early birds who help with registration beginning at 6:30 a.m.

## Program Assessment Open Forums

Open forums have been scheduled to discuss the results of the 1991–92 program assessment process. Any or all campus members are invited to attend. Following is the schedule of forums:

**Developmental Math**—1 p.m., Monday, May 4 at CPC/A224.

**Computer Aided Drafting**—2 p.m., Monday, May 4 at CPC/A224.

**Office Administration**—3 p.m., Monday, May 4 at CPC/A224.

**Horticulture**—4 p.m., Monday, May 4 at CPC/A224.

**Speech Communications**—1 p.m., Tuesday, May 5 at SCC/C103.

**Sociology, Geography and Anthropology**—2–3:30 p.m., Tuesday, May 5 at SCC/C103.

**Economics**—3:30 p.m., Tuesday, May 5 at SCC/C103.

## Registration

Faculty, please remind your students about registration for the summer semesters.

Telephone EXpress (TEX) Registration will be up and running from May 14–25.



## Discount Tickets Available



the Scarborough Faire Renaissance Festival in Waxahachie.

New and exciting this year in the village of Scarborough are Canterbury Square, the Crown Jewels of England and much more. The new Canterbury Square features entertainment, craft shoppes and a shaded food area. The British Crown Jewels exhibit includes crowns, scepters, rings and swords. These replicas are of the most famous collection of historic jewels in the world.

Discount tickets are \$8.95 for adults and \$4.25 for children. Regular admission at the gate is \$10.95 plus tax for adults and \$4.50 plus tax for children ages 5-12. Children under five are admitted free. The fair will open Saturday, April 25, and will be open weekends through June 14.

The fairgrounds are near Waxahachie off of Interstate 35 south. Follow the signs. So cometh thou all to purchase thy tickets with great savings at the Student Activities offices on either campus.

## PROFESSIONAL DEVELOPMENT SEMINARS

### Great Teachers Seminar

*May 31-June 5—Lake Geneva, Wis., Fee: \$595.*

The 23rd Annual Great Teachers Seminar will focus on "Problems of Instruction in the Community College." The fee covers room, all meals, special events and activities. Contact Martha Ellis at ext. 6606.

### National Educational Computing Conference

*June 15-17—Loews Anatole Hotel, Dallas, Fee: \$95.*

The three-day conference is an opportunity to explore innovations in the uses of computers in education and their impact on learning. Included are topics of interest to all academic disciplines and levels in the educational system. There also will be exhibits. Call Martha Ellis at ext. 6606 for more information.

The Student Activities offices are offering discount tickets and free brochures on

## Faculty Development Conference

*June 28-30—Vail, Colo., Fee: \$245.*

The 1992 International Faculty Development Conference will focus on innovative faculty development programs in the United States and Canada. Contact Martha Ellis at ext. 6606.

## Second National Conference on Classroom Research and Classroom Assessment

*July 10-11—Berkeley, Calif.*

This is a conference for college faculty instructional developers and administrators interested in using assessment to improve learning. A stimulating exchange of practical lessons learned and new directions in classroom assessment will take place among creative colleagues from across disciplines and across the continent. Contact Martha Ellis at ext. 6606.

## CCCC Fire Academy to Graduate First Certifiable Firefighters

CCCC's Fire Academy will graduate its first 20 students as certifiable firefighters in ceremonies at 8 p.m. on Saturday, May 9 in the John Anthony Theatre at Spring Creek Campus.

The students have been in the academy since August 1991 taking 400 hours of fire protection training three nights a week and at least two Saturdays a month. The graduates will receive a Basic Firefighter Certificate and 18 semester hours of college credit which may be applied to an Associate of Applied Science degree in Fire Science.

"Our first fire academy has proved to be a success," said Pat McAuliff, fire academy director. "Each of the students are well-prepared to face the challenges of today's firefighter."

The students in the program who will be the first graduates are: Taylor Baze of Plano; Lonny Britten of Weston; Derek Chaky of Carrollton; Dane Christian of Plano; Craig Cooper of Farmersville; Jeff Delbert and Joe Delbert, both of Dallas; Brad Forder of Farmersville; Britt Grimes and Greg Grimes, both of Allen; Tony Jones of Garland; Bill Kimball of McKinney; Rob Kleam of Lake Dallas; Jeff McInnish of Plano; Shara O'Neal of Plano; Kyle Patterson of Caddo Mills; Anthony Roberts of Mesquite; Jason Smith of Lewisville; Robbie Thompson of Plano; and Matt Uppole of Lewisville.

Academy training included fire protection



Academy training included fire protection lectures on 32 different subjects such as hazardous materials, fire science, rescue, firefighter safety, inspections, ladders and hydraulics. Students also received training in basic emergency medical care including CPR, bandaging and splinting, mechanical aids to breathing and patient assessment. Academy students also were required to ride out with different fire department ambulances and work at least one 24-hour shift in a hospital emergency room.

The highlight of training was actual live firefighting performed by the academy students. They practiced their firefighting skills fighting live propane gas fires and interior structure fires.

CCCC President Dr. John H. Anthony and Capt. Bill Wekenborg of the DFW Airport Department of Public Safety are the graduation speakers.

## WIT AND WISDOM

### Originals

Most employees are pretty much the same in their approach to their work. But, as every leader knows, a few in every group will be originals. Their approach will be unconventional, and sometimes extremely valuable. They are apt to have a unique, fresh, even naive way of looking at things.

One such character used to spend a great deal of time just sitting at his desk staring out the window. A new employee finally complained to the boss; "Why is it that Smith just sits there and stares out of the window all day? Why isn't he made to work like the rest of us?"

The boss put his finger to his lips. "Shhh," he whispered, "one day when Smith was staring out the window he thought of an idea that made the company a million dollars."

\*From Bits & Pieces

## Urgency

The founder of a highly successful company was asked what it took to succeed. "The same thing it took to get started," he said, "a sense of urgency about getting things done."

The people who make things move in this world share this same sense of urgency.

No matter how intelligent or able you may be, if you don't have this sense of urgency, now is the time to start developing it. The world is full of very competent people who honestly intend to do things tomorrow, or as soon as they can get around to it. Their accomplishments, however, seldom match those of the less talented who are blessed with a sense of the importance of getting started now.

One of the fine arts of management is the ability to communicate this sense of urgency to the people who work for you without haranguing and without being unpleasant about it. The best method is by showing your personal interest in their projects and their jobs, checking on progress, and being quick to help in any way you can.

Some associates, even though they may be extremely able, are naturally slow movers. Review plans with these people. Have them tell you when they will definitely start something. Get them to estimate how soon it ought to be finished. Then follow up and see that they carry through as planned. Lend a hand in any way you can to keep them on schedule. Show your pleasure when they make good on their promised performance.

Some employees react quickly, enjoy getting things done promptly and like to beat deadlines. When you have people like this, be sure that you aren't the bottleneck. Give them attention immediately when they need it. Don't let them be frustrated by waiting for your decisions, slow-moving procedures, or unnecessary red tape. Make it your job to clear the roadblocks out of their way.

There's no substitute for interest. Things that you are obviously interested in tend to get done first and on time. If you show little interest, jobs may get done later, or perhaps not at all.

Be interested and stay interested, from start to finish.

\*From Bits & Pieces