

## Blue Cross-Blue Shield Increase

John M. Wynne, vice president for administration and personnel, has announced several changes in the Institute's Blue Cross and Blue Shield Master Medical Plan for all persons at MIT who are members of the Plan.

Significant improvements have been made in the benefit provisions of the Plan.

Maternity benefits for in-hospital expense was increased from \$100 to \$400 for all members of the Plan. The lifetime maximum for extended benefits has been increased from \$50,000 to \$250,000, likewise for all members of the Plan. In addition, all benefits of the Plan are extended to cover children over age 19 who are full-time students and who have not reached age 23.

These improvements were made effective retroactive to last July 1, for faculty and staff, and for all other persons not represented by a collective bargaining unit. The effective date for employees repre-

sented by a bargaining unit is the date of the recently negotiated agreement between the Institute and the particular bargaining unit.

Unfortunately, costs of medical services have continued to rise rapidly, and although there has been no increase in the amount contributed by any members of the Plan for nearly three years, the Institute must now increase the contribution rate by participants. For members of the faculty and staff, the changes will be effective with the October 31 salary payment. For exempt personnel it will be effective with the November salary. The bi-weekly increase will be implemented on November 6, and for the hourly personnel on November 8. Details concerning these changes will be found in a special announcement to be included in each pay envelope.

Additional information about these changes may be obtained from the MIT Benefits Office, E19-230, Ext. 3-4271.

## Radocchia In New Post

Robert J. Radocchia, manager of the Walker Memorial Dining Service for the past 35 years, will step down from that post November 1, to assume increased responsibilities for the MIT Quarter Century Club.

Announcement of the change was made by John E. Newcomb, Jr., personnel officer and executive director of the Quarter Century Club. He said Mr. Radocchia will continue to manage the Walker Memorial building and to be responsible for all on-campus vending services.

"Over the past five years, the Quarter Century Club has grown from approximately 40 members to some 850, and its activities have increased accordingly," Mr. Newcomb said. "Bob Radocchia was instrumental in bringing about the changes, which include extending membership in the Club to faculty members, establishment of the



Mr. Radocchia

charter trips and the recent merger of the Quarter Century and Silver Clubs.

"We are pleased that Mr. Radocchia has agreed to assume administrative responsibilities for the Club, and confident of continued growth and vitality," Mr. Newcomb said.

## Blood Drive Opens Today

Starting today, members of the MIT community are asked to "GIVE a moment, save a LIFE" and participate in MIT's first eight day fall blood drive.

The drive, which runs through Nov. 8, is being held in the Sala de Puerto Rico in the Student Center. Drive hours will be 9:45am until 3:30pm on all weekdays except Thursday, Oct. 31 and Wednesday, Nov. 6, when the hours will be from 2:30 until 8:15pm.

To encourage donors, the organizers of the drive will give away a keg of beer to each of the two fraternities and two dorms which give the most blood in proportion to the number of residents in the living group. Those interested in participating in this contest should give the name of their residence when they register.

It is not too late to make appointments and all prospective

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Violinist Rose Mary Harbison

Photo by Calvin Campbell

## Rose Mary Harbison to Solo At First Symphony Concert

Soloist with the MIT Symphony Orchestra in its opening concert of the 1974-75 music season will be Rose Mary Harbison, well-known Boston violinist and wife of MIT composer John Harbison. She will be heard in a performance of the Violin Concerto in D Major, Op. 77, by Brahms.

The concert, under the direction of conductor David Epstein, will be at 8:30pm Saturday, Nov. 2, in Kresge Auditorium.

In its initial concert the orchestra will present a special program, including the Brahms, commemorating the centennial of the birth of the composer Arnold Schoenberg. The program will open with Prelude and Fugue in E Flat Major by J.S. Bach in an arrangement for large orchestra by Schoenberg. The orchestra will also play Schoenberg's Theme and Variations, Opus 43. Both Schoenberg works have been selected to reveal the composer's concern with musical tradition and the harmonic conventions of tonal music. The Brahms is included in recognition of his extensive influence on Schoenberg's musical development.

Rose Mary Harbison studied violin with Albert Rahier, Raphael Bronstein and Joseph Silverstein and chamber music with Rudolf Kolisch. She has performed extensively as a leader of her own quartet and as soloist, and has recorded for Acoustic Research-

Deutsche Grammophon, Composer's Recordings, Inc., and Advent Corp.

Several composers have written works for Rose Mary Harbison and she has participated in first performances of many important chamber works. She has taught at Brandeis University and at the Longy School of Music.

## MIT Press Seeks New Director Fiscal Problems, Solutions Reviewed

A national search for a new director for the MIT Press was announced last week by Constantine B. Simonides, MIT vice president and senior administrative officer to whom the Press reports.

The new director will succeed Howard W. Webber who resigned in August after four years of service. Mr. Simonides said several candidates are already under consideration. A public announcement of the search will appear soon in the journal *Publisher's Weekly*.

Mr. Simonides said MIT will seek candidates with substantial and varied experience in management of major publishing enterprises.

In a recent report to the Press editorial and management boards, Mr. Simonides, who is in charge of Press operations until a new director is selected, said that a downturn in sales, together with a decision this summer to write off substantial losses accumulated by the Press over recent years, have resulted in a major review of Press operations, some reduction of staff

and adoption of tight budget controls.

"The basic challenges we face now," he said, "include general market problems—e.g., inflation and reduced acquisitions by libraries—and specific problems related to the Press' printing, pricing and credit policy. These problems are reflected in high inventories, large accounts receivable and a dramatic increase in the interest charges paid to MIT by the Press for working capital loans.

"We feel that, through tight management controls and prudent acquisition and marketing strategies, these problems can be overcome. Current measures to alleviate the critical situation include write-down of overvalued inventories, careful budgeting of expenses, and detailed reviews of marketing, editorial and fulfillment policies and practices.

"The changes are designed and implemented by a responsible and highly talented staff of professionals at the Press, assisted by experienced publishing consultants under the guidance of the editorial and management boards who are

supporting the Press with enthusiasm in this period of management transition.

Mr. Simonides said the aim of policy changes is to improve services to authors and customers, while maintaining the intellectual strength of the Press books and prize-winning standards of graphic design for which the Press is known throughout the world.

Criteria for a new director were reviewed at recent meetings of the MIT Press Editorial and Management Boards.

The editorial board, chaired by Professor Hartley Rogers, Jr., associate provost and professor of mathematics, is responsible for the Press imprint and guides the Press' acquisitions and publishing policies. Members include: Stanford O. Anderson, professor of architecture; Donald L.M. Blackmer, professor of political science and associate dean of the School of Humanities and Social Science; Peter Elias, Edwin S. Webster Professor of Electrical Engineering; Morris Halle, professor of modern languages; Daniel M. Hol-

(Continued on page 2)

## New Pages Out for Guide

"GUIDE TO MIT'S ADMINISTRATIVE OFFICES" formerly the "Secretarial Handbook" has 44 revised pages which will be distributed to department users on October 31st. The content of the book is the same but the new title more accurately describes the book's content and use.

Much in demand as an aid to knowing which department to call for which service, the GUIDE serves as a ready reference for those who want to be up-to-date on new procedures and those who are newly getting acquainted with them at MIT. Ask your administrative officer for the revised pages or call the Office of Personnel Development, x3-4277, which manages its distribution.

## APO Services Are Much in Demand

Nearly 100 telephoned and written requests for help have beckoned members of MIT's chapter of national service fraternity Alpha Phi Omega since October 17, when a feature article on the group appeared in the Living Pages of *The Boston Globe*.

At a meeting held last week in response to those requests, Service Vice-President Bill Anderson of Armonk, N.Y., announced plans for several new community projects.

Alpha Phi Omega, a non-profit organization that has been operating since World War II, has about 30 active members at MIT, 35 percent of whom are women auxiliary members.

Projects that have won them national attention in the past include the production of a handicapped students' map of the campus, and two guides to architectural barriers in the vicinity of MIT: *Wheeling Through Boston* and *Access to Cambridge*.

Last weekend, MIT's Alpha Phi chapter of APO spent Saturday

and Sunday landscaping, painting and refurbishing Camp Split Rock in New Hampshire. Boy Scout camps frequently call upon them to move tent platforms or build new foundations as campsite locations are rotated with the wear and tear of summer visitors.

Seymour Danberg of North Haven, Conn., who has been receiving the recent phone calls for help, explained that the fraternity charter was designed to help organizations rather than individuals.

"We cannot accommodate private parties who want their houses painted or roofs shingled. Nor can we commit ourselves to a long-range ongoing project such as tutoring individual students. Our success comes from the fact that we work together and we work hard—that's our only stipulation."

Work projects scheduled for November include wall painting at the Boston Center for the Blind, Nov. 2, and general cleaning at the Cambridge YWCA, Nov. 9.

During MIT's Independent Activities Period (Jan. 6-29), the fraternity members will devote their time to reading technical books to a tape recorder for the National Braille Press. Some of the tapes will become part of a talking books series while others will be provided upon request to individual science students who want specific titles transcribed.

Borrowing further from their classroom experience, they will present a variety of fund-raising ideas to the Boston Ambulance Squad, which is seeking more brain than brawn.

In addition, The Children's Center of Brookline would like

their front porch rebuilt and the Fernald School of Waltham needs four or five wheelchairs modified for handicapped students with special muscle problems.

A Boston group known as Families and Friends of Prisoners has requested a Saturday for some electrical re-wiring work. Meanwhile, the pile of books for distribution to Asian students and the Norfolk Prison Library grows higher and higher in the APO Office.

November 8-10 and 14-16 are reserved for ushering duties for the MIT Theatre Guild production of *My Fair Lady*, and November 18-22 will witness the annual recreation of an APO tradition: the Ugliest Man On Campus. Proceeds will go to a national charity such as CARE, which last year netted \$3,000 from the event.

"Then there were all those requests from area women's colleges for escorts," Danberg said. "Judging the attendance level at the last APO mixer, we just may have to give serious consideration to a project with a little less work built in."

## MIT Press Problems, Solutions Are Reviewed

(Continued from page 1)  
land, professor of management; Elting E. Morison, Elizabeth and James R. Killian Professor of the Class of 1926; Walter S. Owen, professor and head of the Department of Metallurgy and Materials Science; and John Ross, Frederick G. Keyes Professor of Chemistry.

The management board, chaired by Mr. Simonides, serves as a general board of directors of the Press. It includes: the chairman of the editorial board and the director of the Press, ex officio; Paul V. Cusick, vice president for fiscal relations; Michael L. Dertouzos, professor of electrical engineering and director of Project MAC; John M. Deutch, professor of chemistry; and John F. Rockart, senior lecturer in the Sloan School of Management; and three outside publishers—Richard B. Gladstone, senior vice president and director of the Educational Division, Houghton Mifflin Co., Boston; Jack Schulman, director, Cambridge University Press, New York City; and W. Bradford Wiley, chairman of the board, John Wiley & Sons, Inc., New York City.

A subcommittee of the two boards was appointed by President Jerome B. Wiesner to advise on the selection of the new director. It consists of Professors Rogers, Anderson and Dertouzos and Messrs. Schulman and Wiley.

Professor Rogers said the purpose of the editorial board is "to encourage and seek the publishing of scholarly works of the highest quality, with particular emphasis on areas that reflect the greatest strengths of MIT."

"We are regarded as one of the top publishers in architecture and planning and linguistics," he said, "and we intend to stay at the top in these areas while pressing hard to achieve greater distinction in our acquisitions in the physical and biological sciences and in engineering."

Professor Rogers added that although university publishers are not strong in basic texts, it would be appropriate for the MIT Press to publish advanced texts and supplemental readings in MIT's major fields.

The Press was founded in 1932 by James R. Killian, Jr. In 1937, the manufacture, marketing and distribution of its books (under the imprint of "The Technology

## David Baltimore Honored For Innovative Research

Dr. David Baltimore, American Cancer Society Professor of Microbiology at MIT, was one of seven scientists named recipients of the 17th Annual Gairdner Foundation Awards Friday, Oct. 25, at the National Club in Toronto, Canada.

He shared the \$10,000 award for "innovative and significant research" on the mechanism of action of viruses in relation to tumor production with Dr. Howard M. Temin of the University of Wisconsin in Madison.

The 36-year-old Dr. Baltimore, who was awarded the National Academy of Science's United States Steel Foundation Award in Molecular Biology last spring, has been recognized as a leader in virus research for his discoveries on the reproduction and enzymology of RNA viruses.

His discovery of reverse transcriptase—in which an enzyme catalyzes RNA-directed synthesis of DNA in purified preparations of RNA tumor viruses—was also carried out in cooperation with Dr. Temin.

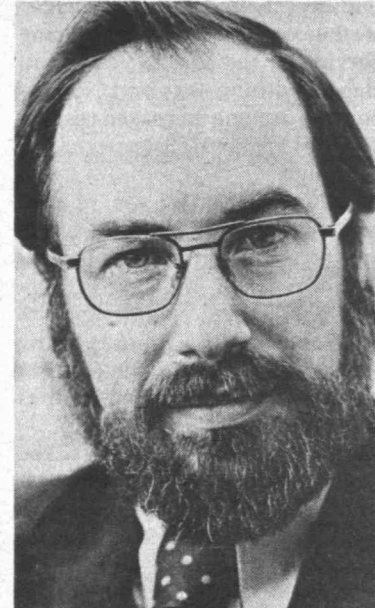
The 1970 discovery, a powerful tool for studying the relation between viruses and cancer, has earned Dr. Baltimore career support in the amount of \$1,159,000 toward his study of the growth of viruses which either cause cancer or provide models for understanding cancer-causing viruses.

A native of New York City, Dr. Baltimore received the B.A. degree from Swarthmore College in 1960 and the PhD degree from Rockefeller University in 1964. He has been a post-doctoral fellow at MIT, where he also took graduate courses from 1960-61, a post-doctoral fellow at the Albert Einstein College of Medicine, Bronx, N.Y. and a research associate at the Salk Institute for Biological Studies, LaJolla, Calif.

In 1970 he became the first recipient of the Gustav Stern Award in Virology and was the 1971 winner of both the Warren Triennial Prize from Massachusetts General Hospital and the Eli Lilly and Co. Award in Microbiology and Immunology.

Appointed associate professor of microbiology at MIT in 1968 and professor of biology in 1972, Dr. Baltimore is currently serving on the Cancer Special Program Advisory Committee of the National Institutes of Health.

Also receiving Gairdner Foundation Awards at ceremonies Friday were Dr. Judah H. Quastel



Dr. Baltimore

of the University of British Columbia, Vancouver; Dr. Hans J. Muller-Eberhard of the Scripps Clinic and Research Foundation, LaJolla, Calif.; Dr. Hector F. DeLuca of the University of Wisconsin, Madison; Dr. Roger Guillemin of the Salk Institute in San Diego and Dr. Andrew V. Schally of Tulane University.

The awards, first conferred in 1959, were established to reward individuals who have made contributions in the conquest of disease and the relief of human suffering. Funds for the awards derive from the personal gift of James Arthur Gairdner, LL.D. (Hon.), Toronto industrialist and financier who died in 1971.

## Summer Session Deadline Nears

The deadline for formal proposals and budgets for the 1975 MIT Special Summer Session Program is November 7, according to James M. Austin, director.

Last summer, registration-per-program for the one- and two-week sessions for professionals from outside the Institute was the highest since 1969.

Mrs. Mary D. Howe, assistant to the director of the program, should be called (3-2101) for further information.

## New UROP Listings

For more detailed information on UROP opportunities listed, MIT undergraduates should call or visit the Undergraduate Research Opportunities Program Office, Room 20B-141, Ext. 3-5049 or 3-4849 unless otherwise specified in the listing. Undergraduates are also urged to check with the UROP bulletin board in the main corridor of the Institute.

**Boston University**  
Medical Center Boston, Mass.  
A bioengineering facility at BUMC is conducting infant physiological monitoring for research into the causes of sudden infant death and the development of the central nervous system in the newborn. A student is invited to participate in developing safe, non-invasive instrumentation for reliably monitoring physiological parameters. Other projects are in the areas of utilizing passive sound for detection of pulmonary tract pathology, and the development of instrumentation and processing techniques to apply to the diagnosis of hearing abnormalities. Student should have skills in instrumentation, mechanics, digital hardware and programming.

**Department of Nutrition and Food Science**  
An opportunity is available for undergraduates to study the hormonal regulation of normal and neoplastic cell metabolism. The model systems are human and animal thyroid cells in culture; the regulation of function and division of the cells by thyroid stimulating hormone will be investigated. Credit Only.  
Dr. Deanna Talley or Dr. John Stanbury, Rm E18-566, x3-6737, x3-6738.

**Score**  
Student Competitions on Relevant Engineering Inc. (SCORE) is sponsoring a competition on energy resource alternatives. The competition is directed towards the design and construction of energy packages to meet the needs of homes, farms, and light industry. The emphasis will be on utilizing non-conventional energy sources such as synthetic fuels, wind, and solar energy. UROP projects are possible if students can find interested faculty support for their research.  
SCORE office, Rm E40-109.

**Civil Engineering Department Computer-Aided Building Design by Dynamic**

**Programming Project**  
The goal of this project is to develop a computer manipulatable model for building design which will account for multi-objectives and for the sequential nature of the decision-making process. Interactive computing will be used to set up a problem utilizing a user/system interface based on decision paths. Fortran programming experience essential and knowledge of optimization techniques desirable.  
Dr. John Gero, Rm. 1-225, x3-7107 or leave message at x3-7109.

**AVCO Everett Research Laboratory** Everett, Mass.  
There is an opportunity for students to work on projects relating to biophysics and physical chemistry at AVCO. One project involves investigating the uptake of cholesterol and lipids (fats) by large surface area sorbents. An interest in biophysics, physical chemistry or surface physics is desirable. Other projects, relating to physical measurements on the interaction of proteins with foreign surfaces are also possible.

## Graduate Studies

The following brief descriptions of selected graduate fellowships have been received recently by the Graduate School Office. More complete descriptions are available in the Office, Room 3-136.

**Resources for the Future**  
The Annual Doctoral Dissertation Fellowships in Natural Resources provide a stipend of \$4,500, plus a dependency allowance if applicable, to enable selected graduate students to devote full time for one academic year to dissertation research. Candidates must be nominated by their department, must have completed all doctoral requirements except the dissertation before the start of the 1975-76 academic year, and their research must relate to natural resources, their products, or their services and must involve the social sciences or related fields of study.  
Deadline: February 1, 1975.

**Grace Legendre Fellowships**  
Fellowships of \$1,000 are available for the 1975-76 academic year for women who are residents of New York State and US citizens. Candidates must have a Bachelor's Degree and must show need for financial assistance. For applications write to: Dr. Margaret M. Bergen, 923 Delamont Avenue, Schenectady, New York, 12307  
Deadline: March 1, 1975.

## Littlewood Promoted In Graduate School

Yvonne Littlewood has been named administrative assistant in the Graduate School office with special responsibility for graduate fellowship programs.

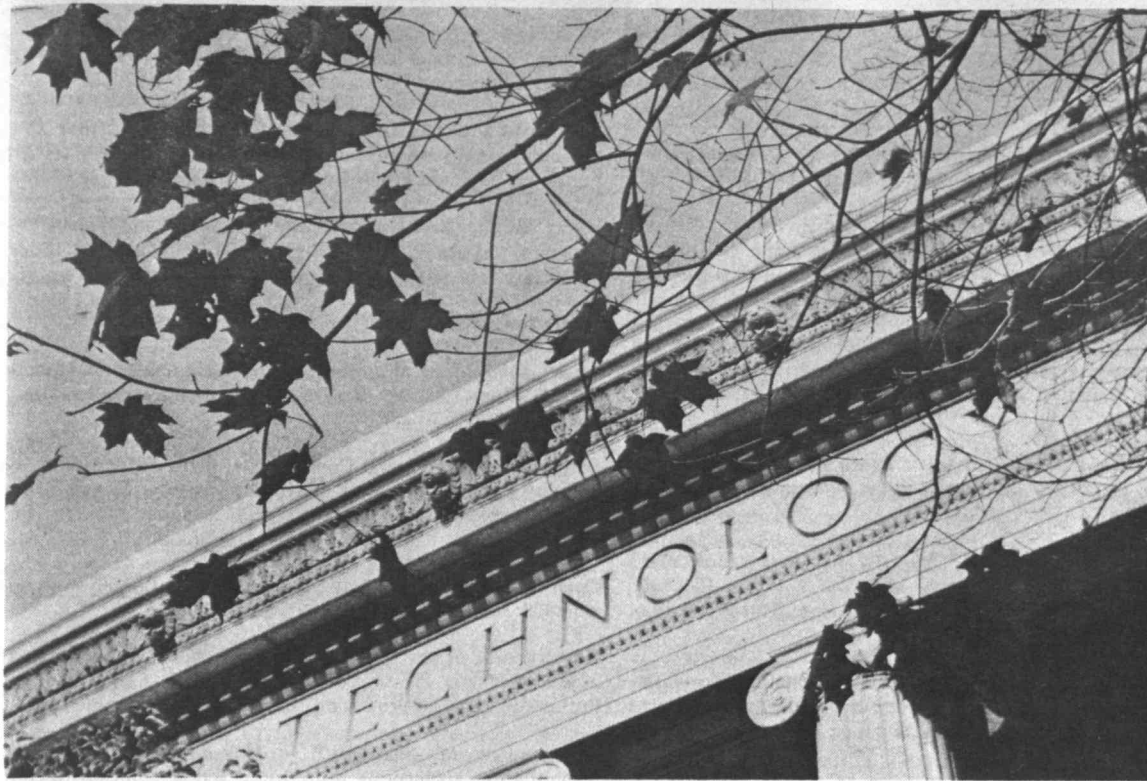
Previously Ms. Littlewood worked closely with Ronald S. Stone, executive officer and assistant dean of the Graduate School. Mr. Stone resigned recently to become associate director of the Alumni Fund.

Ms. Littlewood will be responsible for counseling graduate students regarding financial aid available and how to apply for it. She will act as a liaison person between the Graduate School, the sponsors, and the graduate departments of MIT with respect to policies and procedures concerning federal fellowship programs.

### TECH TALK

Volume 19, Number 18  
October 30, 1974

*Tech Talk* is published 50 times a year by the News Office, Massachusetts Institute of Technology. Director: Robert M. Byers; Assistant Directors: Charles H. Ball, Robert C. Di Iorio, Patricia M. Maroni, Joanne Miller, William T. Struble, and Calvin D. Campbell, photojournalist; Reporters: Sally M. Hamilton, Ellen N. Hoffman; Institute Calendar/Want Ads: Susan E. Walker.  
Address news and editorial comment to MIT News Office, Room 5-111, Massachusetts Institute of Technology, Cambridge, MA 02139. Telephone ext. 3-2701.  
Mail subscriptions are \$6 per year. Checks should be made payable to MIT and mailed to the Business Manager, Room 5-111, MIT, Cambridge, MA 02139.



Numbered leaves on tree in Killian Court silhouetted against Maclaurin Buildings record approach of year's end.  
Photo by Calvin Campbell

## Sloan Fellows, Executives Attend 1974 Convocation

More than 500 persons attended the three-day 1974 Sloan Convocation of Sloan Fellows and MIT Senior Executives alumni which ended Tuesday, Oct. 29.

The convocation was opened officially Monday morning by Dr. William F. Pounds, Dean of the Sloan School. Howard W. Johnson, Chairman of the MIT Corporation, extended a welcome on behalf of the Institute.

Dr. Peter P. Gil, Associate Dean for Teaching Programs at the Sloan School, presided and introduced the members of a panel that discussed the current action being taken to cope with the management of social and technological change.

The panel chairman was Dr. Elting E. Morison, Elizabeth and James R. Killian Professor of the Class of 1926 in the School of Humanities and Social Science.

Panel members were:

Gerhard D. Bleicken, Chairman of the Board, John Hancock Mutual Life Insurance Company, Senior Executive Fall '58.

Oliver C. Boileau, Jr., President, Boeing Aerospace Co., the Boeing Co., Sloan Fellow '64.

Donald E. Procknow, President, Western Electric Co., Senior Executive Fall '63.

Wylie S. Robson, Executive Vice President and General Manager, International Photographic Division, Eastman Kodak Co., Sloan Fellow '56.

Herman R. Staudt, Undersecretary of the Army, Sloan Fellow '68.

Jack Wexler, Senior Vice President, Exxon International Co., Senior Executive Fall '71.

The afternoon session Monday—devoted to follow-up discussions—concluded with a panel chaired by Professor Walter A. Rosenblith, MIT Provost, at which discussion group leaders summarized points covered by their particular group.

Discussion groups were headed by Dr. Gordon F. Bloom, Sloan School senior lecturer; Dr. Henry D. Jacoby, professor of management; Dr. Charles P. Kindleberger, Ford Professor of Economics; Dr. Morison; Dr. Charles Myers,

Sloan Fellows professor of management and Director of the Industrial Relations Section; Dr. Edward B. Roberts, David Sarnoff Professor of Management, and Professor Rosenblith.

A special program for spouses was presented Tuesday at the Copley Plaza Hotel. It consisted of a panel discussion on "Women in a Changing Society." Panel members were Edith Ruina, director of the MIT Workshop on Women in Science and Technology; Anita Gil, project director, Education Development Center, Cambridge; Carolyn S.P. Nanfeldt, Sloan Fellow 1974-75, formerly financial analyst for General Motors Corp.'s treasurer's office; Mary Potter Rowe, special assistant to the MIT president and to the MIT chancellor for women and work, and Dr. Phyllis A. Wallace, visiting professor of management at MIT.

A series of seminars, offered by more than 30 members of the Sloan School faculty, concluded the convocation.

A limited number of copies of the large report of the President and the Chancellor for the years 1971-72 and 1972-73 are available in the Information Center, Bldg. 7-111.

## IRS Changes Annuity Codes

Since announcing the availability of a Tax Deferred Annuity Program effective January 1, 1974 there have been changes in the Internal Revenue Code regulating this program, according to Allan J. Urquhart, MIT benefits officer.

These changes are stated in the Employee Retirement Income Security Act of 1974 (the new pension reform legislation), and impact on the Exclusion Allowance calculation (the calculations that are used to determine the maximum amount an employee can put into a Tax Deferred Annuity Program). While the full implications of all provisions of the law in this area have not yet been determined, it seems clear that for many members of the Faculty and Staff, the maximum exclusion allowance will be significantly reduced beginning on January 1, 1976. With this information in mind you should carefully consider your exclusion allowances for the calendar year 1975.

A Tax Deferred Annuity Program enables individuals to set up a plan under which select amounts in lieu of salary will be invested in accounts in their names. These accounts will be exempt from federal taxes on both principal and interest, until withdrawn or received in the form of annuity payments.

Representatives of the Prudential Insurance Company will conduct group meetings on campus and at Lincoln Laboratory to provide information about and illustrate the impact of the new legislation.

Campus meetings will be held on Tuesday, November 5, in Bldg. 1-136 from 10:00-11:00am, 12:00-1:00pm and 3:00-4:00pm.

Three meetings at Lincoln Laboratory will likewise be held on Wednesday, November 6 in Room A166 commencing at 10:00am, 12:00 noon, and 3:00pm.

All faculty and staff members are welcome to attend these meetings, whether now participating or intending to participate with TIAA-CREF.

Registration for Second Quarter Physical Education classes will be held in the lobby of duPont on Thursday, October 31 from 10am-1pm and 2-3pm and on Friday, November 1 from 1-3pm.

## Study Probes Attitudes of Oil, Auto Foremen

A study of the attitudes of foremen in the domestic petroleum and automotive industries, reported in the current issue of MIT's Sloan Management Review, recommends that those industries "bring the foreman into the decision-making process where appropriate."

The foreman, the study concluded, has "firsthand knowledge about his area and crew and therefore has important contributions to offer."

However, the study found, the foreman "feels he has no input into decisions made affecting his area."

Six major oil companies and two major automotive companies took part in the survey. Altogether 338 oil company foremen (represent-

ing about 12 percent of the entire operating foreman population in the domestic oil refining industry) and 190 automotive company foremen (representing less than one percent of the entire production foreman population in the domestic auto industry) completed questionnaires.

The study was conducted by Kenneth J. Barker, staff consultant in Chrysler Corp.'s general manufacturing division; Patrick E. Coggins, manager in Sun Oil Co.'s employee and plant services division; Roman J. Krygier Jr., assistant to the operations manager at Ford Motor Co.'s metal stamping division, and Dwaine H. Smith, manager of project engineering for Atlantic Richfield Co.

They are also the authors of the article and all of them are alumni of MIT's Sloan School of Management.

The study sought to determine the attitudes of foremen in the following areas:

Security, compensation, communication, training, advancement, selection procedure, work load, authority, attitudes of superiors and subordinates, motivation and dissatisfied groups.

In summary, the study found:

—Petroleum foremen tend to be older and automobile foremen tend to have been on the job longer.

—More petroleum foremen previously held elected positions in

their unions.

—In both industries, foremen who were former union officers were more satisfied and more positive about their jobs.

—Communication was the primary source of dissatisfaction for foremen in both industries. Foremen in both industries felt their input into management decisions was less than what they thought it should be.

—Foremen generally were satisfied with their relationships with immediate supervisors and management.

—Petroleum foremen felt their overtime compensation was inadequate. Automobile foremen felt that merit raises were not made on a timely basis.

Besides bringing the foreman into the decision-making apparatus, Mr. Barker, Mr. Coggins, Mr. Krygier and Mr. Smith also made these recommendations:

—Improve the prestige and status of the foreman's position where needed. "The foreman should be made the focal point of operating decisions. He sees job importance as a strong motivating factor. Any policies or actions which promote this aspect of his job will improve his job attitude and in turn his performance."

—Make sure foremen are clearly informed about company policies on merit raises, overtime pay and promotions.

## Variety of Musical Events Upcoming

Pianist Jesus Maria Sanroma, a well-known recitalist in the US and in Europe, will perform at MIT, 3pm, Sunday, Nov. 3 in Kresge Auditorium.

A close friend of the late Pablo Casals, Dr. Sanroma performed frequently with Casals and was one of the founders of the Casals festival held annually in Puerto Rico.

As a memorial to the late cellist, Dr. Sanroma will open the concert with a performance of Casals' Prelude in C Major.

The rest of the program will be devoted to works by Schumann—the E minor Sonata, Opus 22, Scenes from Childhood, Opus 15 and Kreisleriana, Opus 16.

A graduate of the New England Conservatory of Music in 1920, he studied piano under Alfred Cortot and Arthur Schnabel. He made his recital debut in Boston in 1924 and was a frequent soloist with the Boston Symphony under Serge Koussevitsky.

In addition to numerous concert tours, Dr. Sanroma teaches piano at the University of Puerto Rico's Conservatory of Music.

The concert, sponsored by the MIT Music Section, is open to the public free of charge.

An inter-collegiate sing featuring the MIT Logarithms, the MIT Keytones, Tufts University's Beelzebubs and the Jackson Jills from Jackson College will be held Sunday, Nov. 3 at 7:30pm at MIT's Kresge Little Theater.

This concert will be the debut for the Keystones, MIT's newly formed women's close harmony singing group.

The groups will perform popular ballads and traditional barber-shop tunes. The concert is free and open to the public.

The Chamber Music Society will present a concert featuring Gruan's Trio Sonata, Bizet's Music for Flutes and Harp and Schubert's Fantasy for Piano Four Hands, 5:15pm, today, Wednesday, Oct. 30 in the Music Library.

A musical event, "Devils and Bells," a double bill celebration of Guy Fawkes' Day and Halloween, will take place noon, Tuesday,

Nov. 5 in the Building 7 Lobby.

The premiere of composer Paul Earls new composition based on Giuseppe Tartini's 17th century work *The Devil's Trill* will be featured in the first part of the program.

Violinist Stephen Erdely will perform the work which in its new version incorporates taped music. Dr. Erdely is associate professor of music and former violinist with the Cleveland Symphony under the late George Szell.

Composer Earls is a fellow at the Center for Advanced Visual Study.

Pealing bells and a performance by the change ringers from the Boston Church of the Advent will mark the English holiday, Guy Fawkes' Day.

The change ringers, under the direction of Geoffrey Davies, will play handbells. Change ringing is a method whereby each bell weaves its note, not into a tune but into a mathematical sequence of "changes."

The lobby program is directed by Paul Earls and sponsored by the Lobby 7 committee.

## Blood Drive Opens Today

(Continued from page 1)

donors are urged to make appointments now to prevent long waits. Appointment forms will be available in the lobby of building 10 through Nov. 8. Forms and information can also be obtained from the Blood Drive Office, x3-7911 or from the Technology Community Association Office (W20-450), x3-4885.

Members of the MIT community who are 17 years old and wish to be donors must have parental permission. The TCA office has parental permission forms, but any parental letter which specifies permission to give blood Oct. 30 to Nov. 8, 1974 will be accepted. The dates of the drive must appear on the letter.

Every donor will receive refreshments and an \$.85 discount coupon for a Gershman cheese pizza. There will also be continual music, with the Logarithms appearing at various times throughout the week.









