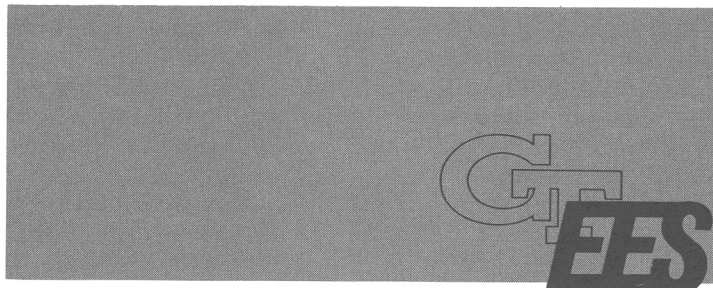


STATION NEWS

ENGINEERING EXPERIMENT STATION • GEORGIA TECH



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MAY, 1977

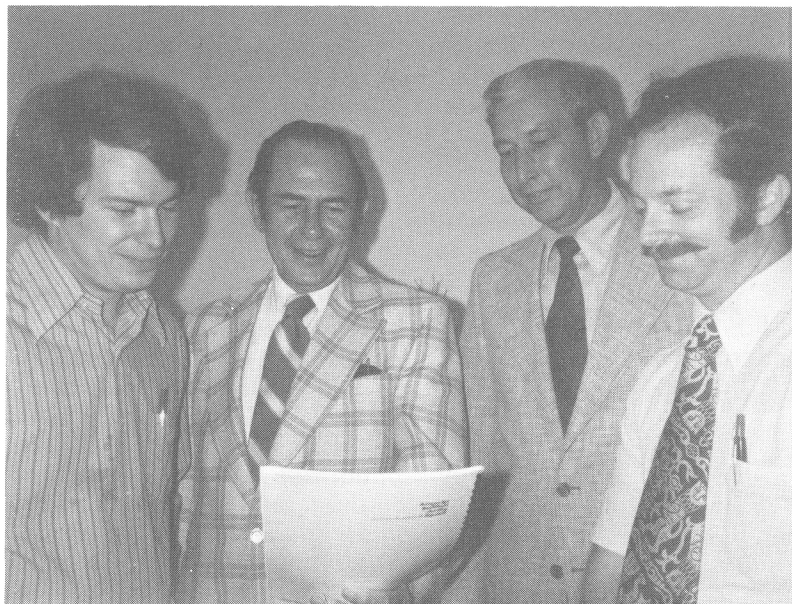
Station to Station

As I'm sure most of you recall, we had the first meeting of an external advisory committee at EES last November to study our functions and offer suggestions for our future. Composed of prominent and experienced leaders in the technological, academic and business communities, the committee was selected through the Office of the Vice-president for Research and this office.

From this External Advisory Committee evolved seven internal policy planning committees whose final reports have now been submitted to my office for study. In this and succeeding issues of *Station News*, I'll briefly review their major findings in the hope that, if you haven't already done so, you will communicate your reactions to committee members or to my office.

I chose the Personnel Policy Planning Committee (PPPC) as the first to review because it most directly relates to all of us. Dealing with all aspects of EES personnel, this committee met weekly for almost three months and was composed of: Fred Dyer (RAIL), Gordon Harrison (ASL), Tom Hedges (RAIL), Bill Howard (EDL), Bill Leverett (STL), Betty Yarborough (R&P), R. A. Young (ASL), and with myself as chairman.

Devoting several sessions to brainstorming and to detailed discussion of various topics, the PPPC made 15 recommendations for action, some already implemented and several other subjects awaiting further consideration by a continuing committee. Much of the discussion emphasized "staff," rather than "professional," personnel because a long standing Professional Staff Development Committee has been very active. Salient points from the report are as follows, recommendations appearing in italics.



Left to right, Tom Hedges, Don Grace, Gordon Harrison and Bill Leverett discuss personnel final report.

It is recommended that an on-going EES Personnel Committee be established, numbering 6-12 members, appointed by the Director, with staggered 2-year terms. Membership should include staff representation. Greater efforts should be made to keep everyone fully aware of EES goals, functioning and ways staff can best contribute and be recognized for contributions.

Consideration should be given to extending benefits to staff similar to that arranged for professionals, such as tuition reimbursement. The staff will be included in the EES Register (picture book) of personnel. An EES Directory showing buildings, rooms, and telephone numbers for all employees should be re-issued, updated often, e.g., every two months.

Regarding employee orientation and on-the-job training, more should be done to help new employees "get up to speed" and knowledgeably happy in their work context sooner. Also, updating and refreshing of Georgia Tech general infor-

mation to employees not new to the institution is needed.

The need to meet and know each other better might be met by such activities as informal no-host luncheons, picnics, an EES Newcomers' Club, and a room in each major building for employee use for lunch and lunchtime activities.

It was recommended that a system of annual/semi-annual conferences between supervisor and each employee to discuss weakness, strengths, professional development, etc., be held. The Work Performance Evaluation form should be revised or amplified to be more useful for strengthening weaknesses as well as indicating strengths.

Promotion Guidelines for professionals need to be clarified, and there should be feedback to the employee regarding promotion/non-promotion.

Criteria should be established for hiring and promoting technologists and other specialists having no degrees or non-related degrees. EES should develop

Continued next page

its own on-going committee to evaluate and amplify all staff positions and re-grades.

Among other needs was one for promotional opportunity within an expanding job without need for changing jobs (which would help those who feel the only way to a higher salary and more responsibilities is to change jobs).

Finally, the value of information items and concerns being brought to the attention of higher echelon administrators on employee initiative was recognized and should continue to be encouraged by the EES administration.

So that ends an overview of major points from the committee on personnel. Let me hear your responses and further comments...so that we can strive for still better working conditions by personnel action in an already excellent environment.

Donald J. Bruce

Energy Conservation and Management for Georgia Schools

EES researchers have recently done a study and report on energy conservation and management of the Thomas County School District. Their findings could save thousands of dollars for Georgia taxpayers.

The energy problem for school districts throughout the nation has been particularly acute because they consume relatively large quantities in both the operation of the school facilities and the school transportation systems. The spiralling climb in energy prices has not been sufficiently offset by increases in school tax revenues.

Obviously, it has become desirable to improve the systems' energy use efficiency. The need to make more efficient use of energy resources highlights the necessity of knowing how energy is currently being utilized operationally throughout the system and knowing the quantity and type of energy being consumed at each facility.

To meet these needs, EES, in cooperation with the Southwest Georgia Planning and Development Commission, conducted an audit of energy consumption by location for the school years from 1972-1973

through 1975-1976.

Grant Curtis, of PTAL, is directing the study and explains that the various buildings are checked to see if they operate efficiently, i.e., if the heating, ventilating systems and air conditioning were on day and night and how subsystems such as cooking and refrigeration units affected costs.

Working with Curtis, **R. B. Kutas** noted that special purpose rooms such as gymnasiums are large consumers of energy with their requirements for heat and light. However, conservation procedures are possible that could result in 30% savings in costs for schools. This would amount to as much as \$20.00 per student and thousands of dollars in reduced operating costs for each school.

Living With The Energy Crisis In The Plant And Office

More than half of all our energy resources are consumed by the combined commercial and industrial sectors. Waste is estimated to be 20%, so the potential for savings by these users is tremendous. But, in addition to dealing directly with fuel shortages, you must also be prepared for shortages of supplies and services which are heavily dependent on fuel. The wise businessman will be ready for shortages of plastics, synthetic fibers, aluminum, natural gas, fossil fuels, steel, paper products and other supplies. Transportation, especially by truck and air, will be limited and expensive. Newspaper ad space will continue to decrease and mail service will slow down even more. Substitute supplies and services should be considered. The following are specific suggestions for conserving energy and supplies:

1. Use less heat in winter and raise thermostat settings in summer. Insure proper insulation of all buildings. Recover heat being expelled wherever feasible. Close off all areas not in use.
2. Make a thorough study of lighting. First, turn out all lights and then turn on only needed lights. Relocate activities to utilize daylight where possible. Use fluorescent or high intensity discharge lighting.

Replace old, inefficient bulbs and clean dirty ones.

3. Minimize building use, especially after dark. Simultaneous vacations, shorter work-weeks, weekend closings, etc., should be considered.

4. Examine all machines and processes to insure that the most efficient fuels and methods are being employed in each operation. Electricity, for example, is the least efficient space heating fuel. Mechanical drying methods are usually superior to drying with heat. Reduce the ventilation rate and do not waste conditioned air.

5. Encourage employee suggestions for energy conservation.

6. Discourage excessive travel, long distance commuting and frequent transfers of employees. Provide incentives for carpools.

Contract Development Seminars

Dr. Dick Johnson reports that the second Contract Development Seminar for EES staff project planners and proposal authors was a success.

Held 18-20 April, some 45 people attended the lectures and discussions. They received valuable reference notes and handouts. The attendees testified to the value of the course but suggested more case examples would be helpful, according to Dick.

An Equal Education and Employment Opportunity Institution

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Dr. Grace Attends Meeting with States on SERI Regional Network

On April 26, ERDA and the Solar Energy Research Institute (SERI) met with representatives of states to discuss the establishment of a SERI network to undertake regional solar energy efforts. The meeting was in Denver, and **Dr. Donald Grace** represented Georgia Tech.

Last month, ERDA selected the Midwest Research Institute for negotiation of a contract to operate and manage SERI at an initial site near Golden, Colorado, west of Denver. The contract was signed on April 8. At the time of the SERI selection, ERDA said the most effective way to encourage widespread use of solar energy is through a regionally diversified effort.

The April 26 meeting focused on definition of regions and the proposed issuance of grants by ERDA to representatives designated by the regions. The grants would enable the regional representatives to work with ERDA and SERI to identify solar activities to be carried out within the regions. Officials from ERDA and SERI discussed the regional ideas with representatives of interested states.

EEAD

Jeff Tiller presented a paper entitled "Determination of Economically Attractive Locations for Steam and Electric Co-generating Plants" at the 9th Annual Southeastern Symposium on Systems Theory at Williamsburg, Va., April 4 and 5. The paper was written by Jeff, **Neil Hilsen** and **Dave Wilkins**.

T.F. Craft attended the Annual Conference of the Southeastern Section of the American Water Works Association in Columbia, S.C., April 24-27.

Publications and Information Office Moves

The P and I Office moved last month to the **Hinman Building, Rooms 311 and 313**. Phones remain the same; x3405 and 3444. The coffee is hot, and visitors with news, gossip and unprintable stories are welcome.

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EDL News

Ross Hammond was one of 12 representatives of technical assistance organizations who participated in a brainstorming session for the Agency for International Development's (AID) Urban Development Office on April 29 in Washington.

Linda Hoyal is the new Area Development Div. headquarters secretary, replacing **Pat Tully**, who transferred to the Chemistry Dept.

Nelson Wall left April 21 for a month-long Latin American tour. His first stop was Costa Rica, in connection with the AID hand pump field-testing project. He also held project development discussions with the AID Missions in Colombia and Paraguay, as well as with Georgia Tech's counterpart in Chile — Instituto de Investigaciones Tecnológicas. The final three weeks are to



be spent working with the Brazilian counterpart — Fundacao Educacional do Sul de Santa Catarina (FESSC) — on AID Small Industry Grant activities. While there, he will conduct the third and final seminar, on engineering economics, in a series which EDL has presented to the FESSC staff.

Harlan Davis departed for Brazil May 1 as part of a World Bank team analyzing an economic development project.

AID recently awarded EDL a three-year contract for continuation of the *Small Industry Development Network Quarterly Newsletter*. From its inception in July 1974 with an initial mailing list of 350, the *SIDN Newsletter* has grown to serve nearly 2500 readers in over 130 countries. **Martha Ann Stegar** is the editor and project director, and

Gerald Webb handles the graphics.

EDL Offers Economic Development Training to International Participants

International training activities have been picking up at EDL recently. Six Central Americans were sent by the Central American Research Institute for Industry to participate in an Economic Development Training Program in April. The two-week course consisted of lectures and discussions on various aspects of economic development.

EDL will host three people from Colombia, Egypt, and Nigeria May 11-13 as part of the training program offered by the National Technical Information Service (NTIS) to their sales agents in developing countries. The EDL portion of their training is being sponsored by AID with the objective of promoting the dissemination of technical information to smaller industry.

S&T Lab News

Jim Toler traveled to San Francisco, March 13-16, and attended an Administrative Committee meeting of the IEEE Group on Engineering in Medicine and Biology and participated in the annual meeting of the Association for the Advancement of Medical Instrumentation (AAMI). At the AAMI meeting, Toler chaired a session of technical papers concerned with New Medical Applications of Electromagnetic Fields and presented a paper entitled "Electrohyperthermia as a Viable Cancer Treatment Modality." He also read a paper authored by **Clif Burdette** and titled "An Innovative Technique for In Vivo Characterization of the Electrical Properties of Malignant and Normal Tissues."

On April 4-6, **Clif Burdette** and **Joe Seals** of the Biomedical Research Group attended the 1977 IEEE Southeastcon meeting in Williamsburg, Va. Seals presented a paper titled, "A Technique for Determining the Electrical Properties of Living Tissues at VHF through Microwave Frequencies." Burdette read a paper authored by Dr. B. Cohen of Emory University and titled "Enhancement of Bioengineering Education and Experience through Collaborative Research in Rehabilitation Medicine."

Systems Engineering Div

Bob Zimmer, Chief of the Systems Engineering Division, returned to work April 25, after an extended absence due to major eye surgery.

At the Pentagon, on 22 March, **Bob Zimmer** and **Tom Miller** briefed Lt. Col. Bob Udelhofen AFRDRE on F-16 ECM analysis. They also briefed Lt. Col. Dave Mount AFRDRE on an integrated concept of EW Test and Evaluation and Don wood of OSD/T&E on computer aided flight test planning. Then at Langley Air Force Base, 23 March, **Tom Miller** briefed Major Jim Wallace TAC/DRW on Computer Aided Flight Test Planning.

Lloyd Lilly returned to work April 27, after an extended absence due to major surgery.

W. E. Sears presented a paper entitled "Effects of Instabilities in Pulse Repetition Rates on the Detection of Low Level Signals using Non-coherent Integration," at the 1977 IEEE Southeastcon Region 3 Conference in Williamsburg, Va., April 4-6.

Every barrel of oil has a bottom

PTAL

Doris Willmer, research engineer in PTAL, recently made a presentation entitled "Energy Conservation and Management Programs in the Thomas and Colquitt County School Systems" to the University Public Service and Research Association.

J. A. Knight, **K. R. Purdy** and **S. B. Smith** visited the EPA staff in Cincinnati on April 13-15 to discuss future research work on Activated Carbon and Co-pyrolysis of Municipal Waste and Sewage Sludge. **K. R. Purdy** finalized EPA's workshop meeting with his presentation on "Mobile Pyrolysis of Agricultural and/or Silvicultural Wastes."

Hightower Resigns

Neale Hightower resigned from EES 15 April to accept a position with Southern Bell Company. Neale, who was a research engineer with the Countermeasures Division of the Sand T Lab., had been at EES since 1970. He has our best wishes for success in this new endeavor.



ASL NEWS

Steve Havlicek attended the Pittsburgh Conference in Cleveland, March 2-3, and attended professional meetings in New Orleans and toured the EPA Lab at Bulf Breeze, LA, March 21-25.

Also, **Havlicek** and **Jeff Tiller** attended the seminar "Regional View of Resource Recovery" sponsored by the Greater Atlanta Solid Waste Task Force, March 16-17 at Emory University.

On February 27 **Jeff Tiller** and a group of EEAD friends had a champagne blast at "Stuff 'n Pots", a shop in the OMNI International Hotel, then attended the Flames/Rangers hockey game in which the Flames burned out the Rangers 6 to 3. The cheering section was led by **Pat Tully**, Tech Sec. and wife of **Frank Tully**. **Billy** and **Ann Livesay**, **Betty Jaffe**, **Gordon Harrison**, **Jack Spurlock**, **Dale Covington**, **Carlos Seminario**, **Lori Day**, and **Steve** and **Mary Havlicek** contributed in varying degrees.

Denis Kisselburg was to join this rowdy crew, but chose to sit in the wrong section with a group of leering, loquacious and well-lubricated legionnaires.

Blankenship Expert on Backpacking

Dr. Sam Blankenship, employed under **T. P. Lang's** group for the past six months, authored a book, "A Backpacking Guide to the Southern Mountains." The book provides detailed information including maps and trails, for over 30 backpacking trails from West Virginia to Georgia.

EML News

Welcome to **Marilyn Huber**, formerly working for Vanderbilt University, who is **J. W. Dees'** new secretary in the Electromagnetic Laboratory.

STTF Association Formed

J. D. Walton of SE&MTD recently attended a Solar Thermal Test Facility Users Group Meeting at Albuquerque, N.M., April 7-8.

The purposes of the gathering were to organize the Solar Thermal Test Facility Association, pass some by-laws, elect an Executive Committee and name an Executive Director.

About 70 potential users of the Test Facilities attended, and "J.D." was selected to serve as chairman of the Subcommittee on Facilities. Several attendees expressed interest in using the new GT Test Facility now being constructed.

ETL News

R. W. Wallace, Communications Technology, was in Washington, D.C., on April 21 for technical discussions with the Federal Highway Administration on an EES project, dealing with motorist aid communications.

E. E. Donaldson and **D. E. Clark** attended a Conference on Undesirable Electromagnetic Effects at the Electromagnetic Analysis Center in Washington, D.C., April 5-7.

On April 14 and 15 **D. E. Clark**, **H. W. Denny**, and **W. R. Free** visited the National Security Agency and Headquarters Air Force Systems Command in Washington for contract development purposes.

J. A. Woody and **R. S. Smith** presented papers at the FAA/FIT Conference, Lightning Protection and Grounding Workshop in Melbourne, Florida, April 19-21. **H. W. Denny** was session chairman at one of the sessions.

ETL welcomes **James W. Harris**, Assistant Research Engineer, who will be working with Hugh Denny in the EMC Group.

Gayle Hudson, secretary to **D. W. Robertson**, was honored by a luncheon held at the Student Center on April 29. Gayle is expecting a baby the first of June and is being replaced by **Linda Beasley**.

Pyron Assistant Director for STL

Berry Pyron has been appointed by **Bob Goodman** as Assistant Director of the Systems and Techniques Laboratory effective 18 April.

EES Accounting 100% Assets

Sharon Sebaly

Numbers might be chilly, unbendable facts in EES Accounting, but the eight people who make sure the numbers are in harmony are warm and active individuals. From Gedney Vining's high-spirited wit to George Brock's quiet consistency, the closely-knit team continues to keep the records straight.

In his WGST Building office, Accounting Department Manager **Billy Atcheson** answers myriad questions and helps solve the Station's financial problems. "I derive great satisfaction from what I do," he smiled, "in helping people and in having everything add up right at the end of the year." Maintaining records of all EES accounts, both internal and external, as well as preparing and managing the annual budget is his responsibility, a considerable feat to a layman.

"Success for me is not based on financial rewards," commented Billy. "I have to be happy in my work and take pride in my working environment." His home, family and friendships with co-workers are highly valued by him.

People-oriented, Billy is a native Atlantan, now living in Doraville with his wife, Dorothy, a second vice-president with Fulton Federal, and their poodle. He likes a good golf game at Fort McPherson or the Berkeley Hills Golf Club at Norcross. Away from the greens, Billy might be found bowling, reading magazines or enjoying Lake Lanier with friends.

Service has played a major role in his life. After Marine Corps duty in which he was in Special Services, he worked in a service organization at Swift and Company, and now with Accounting, a service group of EES since May, 1963.

Asked if he had seen combat in the Marines, Billy laughed, "I defended the coasts of N. Carolina!" "From the British?" quipped **Gedney Vining**, Atcheson's assistant.

Gedney, office humorist, has been here for over a year. Born in upstate New York, he came to Atlanta in 1966. Because he has always enjoyed the order and form of things, and the balance, he enjoys accounting.

Diversified in outside interests as well as creative imagination, Gedney is restoring and furnishing a turn-of-the-century farmhouse near Athens. Antique autos catch his fancy, too, so he is restoring a 1933 Buick. A bachelor, Gedney had a grandfather who lived to be 101 and has a name chosen from some unknown-to-him literature source (a result of having an English teacher for a mother). He also



Pictured left to right: Betty Moss, Gedney Vining, Mildred Heyser, George Brock and Bill Atcheson.

owns a Lhasa Apso.

Gedney is the organist at Central Methodist Church and has a pipe organ in his home. Interesting, as well as interested in many things, Gedney seems to not just exist but to indeed live.

Recently, an off-campus visitor asked, "Now tell me, just what is a gedney vining?" "Humph," muttered Vining, "of all the nerve!"

"Gedney has a great sense of humor in any situation," claims **Betty Moss**, the one who handles travel, journals and invoices of sponsors. She, too, likes to tease and have a good time. With Tech for eight years, she believes she ended up in accounting because she was brought up to believe that anything worth doing is worth doing correctly.

Married 21 years (to the same man), Betty has two daughters and a Chinese pug. Residing in Forest Park, her family is one of closeness, whether camping, swimming or participating in church activities. Spiritual life is important to her, and she values reputation and pride.

Another essential member of the EES team is **George Brock**, who is responsible for payroll. Gedney declares that no one really understands the payroll system: "You all should just write down what you feel you need or desire in the way of money, and each month George will take care of it. Now, if it isn't enough, just send him a memo."

George has been married nine years, has a two year old daughter and an eight year old Siamese cat, and all live in Winston. When he was two or three, George had spinal meningitis and feels fortunate to have survived. Family, work and friends are important to George, and he is especially appreciative of **Dwight Allen's** guiding him to EES five years ago.

Mildred Heyser, also interested in other people, prepares financial reports.

journal entries and sponsor invoices. Her main pleasure besides her family is writing. Presently, she is doing an assignment for *The Adult Teacher* for the Southern Baptist Convention Sunday School Board. Her husband, who works in contract administration for the Labor Department, and Mildred are directors of the Young Adult Sunday School Department at their church.

Her son is a pre-med student at Emory University and her daughter is in fifth grade. Being at the lake as a family, enjoying water sports and participating in church activities are her most enjoyable diversions.

Lynton Linton, after sixteen years with EES Accounting, has seen many changes. Happy with her job, she maintains ledgers on individual projects and is bookkeeping machine supervisor.

Since moving to Atlanta in 1942, Lynton has lived in the Lenox Square area, and her pet cats, Mr. George and Mandy, have been with her a long time. Lynton's primary pastime is reading, and she also enjoys working with flowers and plants, several of which are in her office.

Lillian Johnson also is a bookkeeper and came to EES Accounting six years ago from the Controller's Office where she worked for eleven years. At home she keeps busy with her husband and four children and two grandchildren. Her oldest son is an architect; her youngest son is a DeKalb Junior College student, and in between are a son and daughter. Cherished leftover time finds Lillian gardening.

Newest to the Accounting Department is attractive **Lesia Holl**, who is handling petty cash. Lesia worked at several hospitals in Nursing Services prior to joining EES. With less than a quarter from completing her R.N., she decided to change careers. When not

Continued

Page 5



Left to right are Lesia Hole, Lynton Linton and Lillian Johnson, enjoying intraoffice communications.

working. Lesia's favorite activities include playing tennis, spending time at the lake and enjoying fellowship with her friends.

The Accounting Department is harmonious and productive. Billy Atche-

son believes, "The accounting principle is important. It is composed of debits and credits, regulations, assets and liabilities — and one must abide by the principle in life, too.

And that's the bottom line.

Guidance for Expense Reports

For those who sometimes have trouble justifying trip expenses:

Director of Financial Affairs
Georgia Institute of Technology
Atlanta, Georgia 30332

Dear Sir:

I apologize for not having fully explained the \$1.50 expenditure for Baggage Check in December, on a Contract Development trip to Washington, D.C. It was a rather long story, and I realized you were very busy, so I did not want to take up too much of your time.

As I was checking into the Washington Hilton Hotel, a young lady offered to share my room. I felt that this would be a slight inconvenience, but saw the opportunity to split the cost of the room, thus saving Georgia Tech some \$18.33 per day. Unfortunately, this is not the arrangement the young lady had in mind, and I actually ended up incurring additional expenses of considerable magnitude. I had not included these expenses on my report, but this letter gives me the opportunity to do so.

The young lady's luggage had not arrived, so we were not overcrowded. The next day, however, many strange happenings took place. I answered a knock on the door and was greeted by a Wash-

ington policeman who obviously had mistaken my companion for a local lady of the night and wanted to arrest her. During the ensuing altercation, it developed that someone had managed to substitute heroin for my companion's alka seltzer which she carried in her bag. The alka seltzer bottle had actually fallen out of the bag, and she mistakenly told the officer it was mine.

At any rate, it was necessary to go to the police station to straighten out these various misunderstandings. Fortunately, F. Lee Bailey was in Washington and offered his services in clearing the matter up. Also, a very nice Bail Bondsman was kind enough to furnish some cash which the Police said would be necessary if I planned to attend the last day of the conference.

Getting back to the explanation for the \$1.50 expenditure for baggage check, when we left for the Police Station, I was at a loss to know what to do with the case of scotch I had in my room. Some of the hotel employees looked a little shifty, and you know the old South Georgia saying, "Even an honest man will steal whiskey and bird dogs." The arresting officer offered to let me leave it in the trunk of his police car for \$1.50 baggage storage fee, paid in advance. Unfortunately, shortly after our arrest, this officer was discharged from the Washington Police

Force for being intoxicated while on duty, and I have been unable to recover my case of scotch, since I cannot locate the former officer.

The additional expenses which I did not include on my expense report are listed below. If you will advise which spaces to put them in, I will submit a revised report.

Item #	Description	Amount
1	Mary Smith — services rendered	\$ 100.00
2	Legal fees	2,500.00
3	Interest on Bail Bond	106.00
4	Replacement cost (scotch)	106.00
5	Fine	1,500.00
6	Transportation — jail to hotel ¹	5.50
7	Solvent (to remove fingerprint ink)	1.75
	Total	\$4,209.75

¹Transportation — hotel to jail furnished by City of Washington.

Since my expenditures exceeded the GTRI advance, I am anxious to settle accounts with you. If the \$1.50 complicates things unduly, just send me a check for \$4,510.67, which is the amount of the original expense report (6 \$1.50) plus the additional expenses reported above.

Sincerely,

RAIL

Half of RAIL, which includes Director Ed Reedy and Jerry Eaves' Radar Technology Area, has moved to the third floor of the Baker Building. Fred Dyer's Area has remained in ERB. Ed is in room 319, and Jerry's room is 317, and the phones are unchanged.

Sarah Baker, originally from Chattanooga, is Harold Bassett's new secretary as of April.

Eric Sjoberg and his wife have a new addition to their family. Their 7-year-old quarter horse "Wessie" had a chestnut filly in April. Eric would like suggestions for a name for the filly.

Johnson Attends Symposium

Dick Johnson served as a moderator during the 1977 Antenna Applications Symposium held at the University of Illinois on 27-29 April. The session he chaired discussed "Satellite Communications Antennae."