



interCOM

COMPOSED, EDITED, AND PRINTED BY AND FOR THE EMPLOYEES OF IEEE

Intercom welcomes the following new reporters to its staff: Joanne Biley, Advertising; Sue Scholp, General Accounting; Kathy Agans, Membership; and Cathy Cardone, NJ Receptionist who will be responsible for typing and distribution.

At a recent reporters' meeting, it was unanimously agreed that the future issues of *Intercom* beginning with the March-April issue will contain profiles and department features of IEEE Offices in NY and NJ. Collective comments on the January-February issue ranged from good to excellent, with the photographs rating special words of praise. A heartening review!!

Spring can't be far off

If you are interested in saving dollars by way of your own "garden patch," or if you are just curious about what goes on in a garden patch, be sure to read the article dealing with that subject in this issue. Then if you would like to make a contribution to our green thumb column, please send it to "Ivy Greenbush" c/o The Editor or give it to your area reporter. If you have a question on gardening, we will get an answer for you.

One of the most asked questions regarding IEEE is, "What is IEEE?". The inference is, "what does it do?". Try this for a capsule description:

The Institute of Electrical and Electronics Engineers (IEEE) is a scientific and educational organization for the advancement of the theory of electrical engineering, electronics engineering, radio and allied branches of engineering, and related arts and sciences. In 1977 the membership total is 180,000 engineers. Its chief sources of income are derived from membership dues and publication sales to members and subscribers.

IEEE President Visits

On February 3rd and 4th, the 1977 IEEE President, Dr. Robert M. Saunders, was the gracious host of wine and cheese parties held at Headquarters in New York City and at the Service Center in New Jersey.

Dr. Saunders expressed his intention to meet with IEEE personnel and he talked with many individuals. He is the first IEEE President to take this approach, and the occasion was, besides being a social success, a fine gesture to show his interest in what IEEE personnel have to say.



Patricia Penick

PROFILE

by Ann Burgmeyer

Patricia Penick is Manager of Publication Administrative Services and reports to Elwood K. Gannett, Staff Director, Publishing Services. She was raised in New Jersey; however, after graduation from Russell Sage College in Troy, NY, she moved to New York City. Pat majored in English literature and took a minor in education. Although she seriously considered teaching, life in a small town did not seem appealing, and she did not consider herself "tough" enough for the NYC school system. Her first job was with the IRE (IEEE's predecessor) for Woody Gannett, and she has worked happily for him for almost a quarter of a century!

Pat delights in the diversity of New York City with its many cultures, superb restaurants, and interesting neighborhoods, not the least of which is Greenwich Village where she resides. She especially enjoys the theater, ballet, music, and museums, but admits to not taking as much advantage of them as she should. Reading is another spare time activity--everything from the classics to mysteries and, not surprisingly, scientific articles.

With a sincere love of nature and some artistic talent, Pat finds an outlet in creating dried and pressed flower arrangements. She does not limit herself to flowers since trips to New England woodlands permit her to gather a multitude of botanical goodies. This organic material is transformed into designs which recreate a spirit of life and things growing. Her fame spread by word of mouth until one day she was contacted by the Editor of *Weight Watchers* magazine and commissioned to do an original piece for a crafts display.

When not working long hours at Headquarters or involved with more leisurely endeavors, Pat likes to travel. This is a mild understatement. If

one considers her ports of call, it may be said that she has a chronic case of wanderlust. Her ventures include Bogata, Aruba, St. Thomas, Puerto Rico, Martinique, Bermuda, Mexico, Paris, Rome, Istanbul, Greece, and Brussels. Of special interest is her safari to East Africa. She landed at Entebbe Airport and made the long drive to Kampala during a tropical storm, but she was rewarded by a double rainbow upon arrival. Hers was the last group of tourists to visit Uganda. One wonders just what she said to Big Daddy Amin who stopped tourism thereafter! Her next stops were Tanzania and Kenya. Once, in the middle of the night, she was awakened by grunts just outside her window only to find a hippopotamus munching on some grass. This spring Pat will add Switzerland to her list.

While travel broadens one's experience, Pat's experience and knowledge of the IEEE has rightfully gained her the title of "Ms. IEEE Information". When someone has a question that cannot be answered, the stock phrase is "ask Pat." She heads the Publications Administration Support Unit which is described in the next article.



Erika, Michele, and Pat

Publication Administrative Services

This unit is staffed by Pat Penick and her two assistants, Erika Beqaj, who has been with the IEEE for ten years, and Michele Klarewicz. They report to Elwood Gannett, Staff Director, Publishing Services. This group handles a variety of publishing related activities much of which is not easily defined. This is so because "publishing" to IEEE members and nonmembers alike can mean anything from requests for research to journal article submission.

Areas of primary responsibility include administrative support for the very active Publications Board and its various committees. In addition, Pat takes and writes the minutes for the PubBd. Presently the staff is deeply entrenched in the annual TRANSACTIONS evaluation, and shortly will be making the arrangements for the Panel of Editors meeting to be held during ELECTRO.

Another important assignment is the management of a copyright/reprint permissions department. This area does the actual copyrighting for the TRANSACTIONS, JOURNALS, PROCEEDINGS, IEEE Press, SPECTRUM, and all conference records, in addition to maintaining the necessary copyright records for each of these publications. This is a very critical service since it protects the original work and research of every author. The unit also acts as a clearinghouse for all requests for reprint or repub-

lication permission and arrangements for the collection of royalty fees in some cases. At least 20 permission requests are processed each week. This work is understandably exponential when one considers the volume of material published and the new Federal legislation revising the copyright laws.

The support unit also provides the usual secretarial services for Mr. Gannett, Otto Vathke (Publications Business Manager), and Pat herself, who handles about 80% of the enormous amount of incoming correspondence for the Staff Director and initiates still more.

An "Information Department" on publication matters is yet another function performed. This ranges from answering sensitive policy matters to the where-to-find-it type problems. For example, scores of homeless manuscripts must be directed to the proper Group/Society. In addition, a TRANSACTIONS and PROCEEDINGS special issue list must be maintained and disseminated. It is also essential to sustain a state of continuity for both the seasoned IEEE member and the newcomer to the world of publishing. Since the unit does serve as an information clearinghouse, it is imperative that it keep current on all IEEE publishing activity. Of course, a key area is the efficient coordination and interfacing with other IEEE departments.

Stage 9???????

The average life of the worlds great civilizations has been 200 years. During this period, each has progressed through the following sequence:

1. From bondage to spiritual faith.
2. From spiritual faith to great courage.
3. From courage to liberty.
4. From liberty to abundance.
5. From abundance to selfishness.
6. From selfishness to complacency.
7. From complacency to apathy.
8. From apathy to dependency.
9. From dependency back to bondage.

Since the United States is now celebrating its 200th anniversary, based on a purely mathematical scale it would appear that we might be approaching Stage No. 9. I hope not, but the signs are all around us.

(Reprinted from the syndicated column of Ann Landers)



Marie Hogan

PROFILE

When the IEEE Administrative Services moved to NJ in 1974, recruiting took place for personnel to staff the many positions open as a result of the move. One applicant who stood out as a probable replacement for the former Mailroom Supervisor was Marie Hogan.

Marie came to us with experience as a mailing house Cheshire Labeling Machine operator. It wasn't long before her outstanding abilities were put to use, and soon she assumed responsibility of all Service Center mail processing, she was to become the first female Mail Supervisor in IEEE history. The position required someone who was knowledgeable in mass mail procedures and was energetic, intelligent, conscientious, efficient, and personable. Those who have had contact with her will certainly attest to the fact that she is all those things and rates highly as a Supervisor as well.

It is no surprise that the volume of mass mail handled "in house" has increased to its present dimensions since she joined the IEEE staff.

Marie is a skilled operator of all the mailing equipment and, in addition, she is the person who schedules jobs, determines the cost of mailing, and reports charges to Accounting.

Ms. Hogan was born Marie Cicerini in Blakely, PA. She was raised in Dunmore PA, and graduated from Dunmore High School. She married Charles Hogan in 1957, and in 1960 they moved to Edison NJ where they still reside. They have 3 children: Charles, Jr., 18, who will enroll at Middlesex County College in the Fall of this year, Donna Marie, 15, a student at Edison High School, and Lori Ann, 11, who attends the Washington Public School.

Marie's favorite sports are tennis and bowling, and she is an avid football fan, favoring the NY Giants. "Chuck," her husband, is employed by the Ford Motor Company in Metuchen NJ. Besides being a sports enthusiast, Marie has taken courses in Vari-Typing and speed writing; Marie did layout and pasteup work at the Criterion Publishing Company where she worked for 10 years prior to joining the IEEE Staff.



The Service Center Mail Department is comprised of the Supervisor, Marie Hogan, and five assistants who report to Rudy Spatarella, NJ Manager of Office Services.

One is led by simple logic in concluding that of the two primary means of communication in IEEE, the telephone is a minor, and mass mail is the major one. IEEE is one of the largest professional organizations in the world with a total of 140,000 voting members, 10,239 associates, 12,000 subscribers, and 25,360 students.

Just for the record, approximately 2,000,000 labels were affixed to envelopes for mailing in 1976. Of these, 1,000,000 pieces of mail required inserting into envelopes by means of an automatic inserting machine which handles up to six inserts. An additional 250,000 envelopes required manual insertion. The balance of labels were affixed to envelopes to be mailed by areas affiliated with IEEE. There were 6000 packages containing material such as labels or envelopes which were shipped from the NJ Mailroom. Incoming mail is received at the rate of 4000 pieces per week and outgoing mail is sent at an average of 8000 pieces per week, totaling 625,000 pieces in 1976 excluding mail going to and from our NYC Mailroom. The grand total of mail handled in NJ amounts to over two and one half million pieces.

On a typical day, Audrey Waldman services all incoming mail which she opens and sorts. While distributing the mail she also picks up mail, including interoffice material destined for the NYC offices. Lillian Rosenburgh is the assistant who services outgoing packages and assists Marie Hogan with air freight and the general mailroom work. Other assistants who are new additions are Marie Mantino, Peter Costales, a part-time worker who attends Piscataway High School until noon each day, and Carol Rosenburgh, a temporary worker.

Mailroom operations is truly a team effort and is a highly charged area. It is the communications center and the heart through which IEEE's lives blood flows.

There is one item that should be mentioned here regarding a publication called the "IEEE Mailing Handbook". This booklet is a comprehensive report on the Mailroom procedures that is too extensive to be covered in *Intercom*. An important section in it deals with the function of work orders on page 13. The Mailing Handbook is now being updated, but first printing copies which have been distributed are still available for reference.

Pat Merola of the Shipping Department would like to know if anyone is interested in a bus trip from the NJ Service Center parking lot to see a Broadway show, concert or some big sports event. This would be a package kind of deal where you pay one price for admission and bus fare. This offer would be available to all IEEE employees, their families or guests. It would probably take place over a weekend. Watch for future announcements! Any questions or preference see Pat Merola in Shipping.

When Beverly Sutton of our Reprint & Page Charge Department left in January, she was treated to an informal luncheon by her friends, and later she and her child-to-be were surprised by a baby shower held during coffee break. Cherise Hazel made her debut on February 28 at 5:35 PM. We are told she is healthy, cute, and has lots of hair and freckles. Best Wishes!!!

Karen Genco has joined the Publishing Services Department and is now in charge of the reprint order service and the billing of all the voluntary and mandatory page charges.

June Jensen has joined us as our receptionist of Publishing Services.

Debra Sawin is a new member of the staff involved with the production of special publications.

SPSU and SSU have added some new disciples to their flocks--Joe Pulicaro is the new one in SSU, and we know he just hates having to work with all these women...Wanda Zarembo is now part of SPSU. SPSU was unhappy at the departure of Karen See, who moved to Pennsylvania; Karen was responsible for setting up our new filing system almost single-handedly. However, our filing is being kept up masterfully by Anna Schroppe, who took Karen's place. We also miss Janice Goodman, who is now Mr. Mendolia's secretary. We hope you are getting over your "telephone twitch," Jan!

Corporate Support was happy to welcome Irene French on board beginning January 10. Irene works closely with Emily Sirjane in handling Board of Directors and Executive Committee meeting minutes and arrangements, and has already had her baptism under fire, having attended three such meetings during January and February.

The Member Services Department welcomes Doreen Sperduto.

Those new faces you've been seeing around EDP belong to Susan Cucchiara of Key Processing and Debbie Gimbel, our newest Systems Analyst.

The EDP Welcome Wagon has also been rolled out for Ginger Bulfinch, who has transferred from SPSU to become our Department Secretary.

Congratulations and best wishes to Jane Post on her new job as Manager of Publication Sales. Jane formerly worked in EDP as a Systems Analyst.

Everyone...absolutely everyone is astounded at the miracles that are performed each summer in little garden plots all over the country. And considering the staggering prices one pays for food today, it's no wonder that many of us have thought of going into gardening this year. You'll be quite surprised when you transform that nondescript piece of land into a thriving truck garden that will keep your table full of succulent salads, zesty vegetable dishes, and mouth-watering fruit. Here's the kicker, you did it yourself!!

Spring is approaching and, after the danger of frost is gone, you should now be planning what to do in the backyard this year. Many magazines will start carrying useful tips that will help both the old and new gardener. Your local nursery person is chock full of information, and if you're a new aficionado, you can get all the answers you need to start or to improve your crop.

With a willingness to do, a little common sense, and a bit of perseverance, you'll soon be bragging about the size of your tomatoes, the tenderness of your cucumbers, the amazing yield of your crop, and many other creations that will make your meals more flavorful and more economical. You'll learn to love your garden and you'll go to great lengths to protect it from insects and, yes, ...even your pets. Some of these tips I'll offer are just as good as the chemicals you can buy at nurseries, and they're cheaper.

If you plant colorful marigolds among the tomato rows, you'll find that many an insect will travel to your neighbors plot for his or her snack.

A special tip for all smokers who carry nicotine on their fingers...wash your hands with warm soapy water or milk before handling tomato, pepper, eggplants, etc. The secret is that soap deactivates the tobacco virus that will spread to your tomato plants. Your throw-away butts can be put to good use. Tobacco has always been the enemy of aphids. All you need to do is make a tea from your cigarette or cigar butts by soaking them in water. Add a little soapsuds to make it stick, and you'll be ready for the onslaught. Spray the plants and you'll be surprised at the results. Surprisingly it works just as well indoors for those houseplants you've nurtured all winter. A cupful poured at the base of the plant is the required dosage. And, at harvest time, you can store these beautiful tomatoes longer if you wash them with a mild solution of bleach and water. One tablespoon to a quart of water is all that is needed.

A piece of liver will surely scare the rabbits from your raspberries. All you need to do is to soak a chunk of it in a bucket of hot water for half an hour. Somehow those cute rabbits just don't like to eat anything sprayed with this solution.

Cats and dogs, however need hot pepper. Simply put a hot pepper into your blender, add a bit of water and some detergent to make it stick, and you'll have a potent spray. After straining, spray it directly onto the plants. For a stronger variety or, for those larger animals, substitute garlic plus a tablespoon of cayenne pepper.

Interestingly, the adage of attracting more flies with sugar is true. I've found that a can of fruit cocktail is great medicine for those pesky, hard-to-kill Japanese beetles. An open can of fruit fermenting in the sun for a week will do. Then place the can on a brick inside a bucket. Pour water into the bucket until it reaches the top of the can. You guessed it...the beetles will drown. On the other hand, if you're a compassionate soul, just add a twig and they'll be able to cross into the can and have a meal on you.

For tippler friends, we ask them not to discard those half-filled beer cans after a party. You'll find that snails and slugs are especially fond of the stuff. Place it in a shallow pan amid the rows and send out your invitations to a garden party. The rest is up to Mother Nature.

Later on you'll learn that even those lowly table scraps are usable in the garden, but you may have to fight off Fido. They can feed your plants and make them healthier. Make a compost pile and spread it at the base of your plants. A plastic bag to contain it will be just fine...just add a little lime. If you include wood ashes, you will increase the potash and lime content of the compost. In fact, woodash will repel snails and keep them away from your tomatoes, peppers, lettuce, and other vegetables.

For a pleasant aroma, basil planted among your tomato plants will not only repel bugs, but will improve the fruit's flavor and growth. And you can use a few basil leaves as a wonderful garnish in a fresh tomato salad. It's also swell in your tomato sauces.

Some gardeners like to plant chives among their carrots for they've learned that it improves their growth. Horseradish planted in the corners of your potato patch will also repel that pesky potato bug. If you plant dill among your cabbage, you'll certainly improve their health. Don't know why...it just happens. Last but not least, your bath talc serves more than one purpose---dusted on the leaves of tomato and pepper plants it will soon rid your garden of rabbits who go after those tender early leaves. Instead of a stripped stem, you will have beautiful thriving plants.

Gardening can be fun and, as a bonus, it becomes a pastime that will stretch those vanishing dollars. Try your hand at experimenting this year. All you have to remember is that when you dream of two weeks in the sun at the beach, don't forget to make a deal with your neighbor to water your garden, and if you run into an aphid, feed him some garlic or offer the critter a smoke.

Happy gardening, and submit any questions you may have to the "Green Thumb" through your Intercom reporter. We'll try our best at researching for you.

ATTENTION:

If we have missed your birthdate or you wish to remind us of your upcoming birthdate please contact your area reporter before April 30, 1977 so that this information can be placed on the birthday list.

Happy Birthday

	<u>March</u>	<u>April</u>
	3 Jane Post	1 Fran Donaruma
	8 Susan Sobel	1 Eleanor Maul
	15 Pat Hecht	1 Dotty Spano
	19 Sebastian Zacharias	2 Dr. Richard Emberson
	25 Diane Quinn	2 Linda Grady-Troia
		6 Bill Saunders
		7 Lorraine Castiglia
		8 Mamie Bolding
		12 Betty Stillman
		13 Jay Ittleson
		*23 Arthur Spatarella
		*24 Richard Schulz
		*29 Lillian Carlucci
		*30 Emma White

Pisces - February 20th to March 20th

Pisces, a water sign ruled by the planet Neptune, is a complex sign. It is the twelfth sign and the nature is a blend of all the other signs. Pisces holds within itself the fondness of debate of all the air signs, the love for nature of the earth signs, and the flaming aspirations of the fire signs. The love of music and art and the versatility is owed to other signs, but the deep wisdom and compassion belong only to Pisces, taken from the combined knowledge of every human experience. The more creative and artistic the surroundings the more Pisces people you will find. You might, if you wish to catch a member of this sign, wander into an art gallery, a concert, or a floor show in a nightclub. But few can follow Pisces or learn very much about his nature because Pisces is stronger than he thinks and wiser than he knows, but Neptune guards this secret until the Pisces discovers it for himself.

Aries - March 21st to April 20th

Aries is the first sign of the twelve and is the infant of the zodiac, and like an infant the Arian is only conscious of himself. The childlike innocence hangs over the Arian and mellows the aggressiveness of the fire sign. This innocence is also the reason the Aries person is fearless. He fears nothing and no one until he is burned, and trustingly he'll try again when he's forgotten the hurt. Nothing can keep these people down, you can count on it! The Arian will undoubtedly be at the head of his chosen career, and if not you will see it in the discontent shown at having to submit to other people. Arians are not deceptive or devious, but surprisingly frank, and though their attitude of "me first" may seem self centered, the Arian can be the most generous and warm of all of the signs. Aries is a pioneer, always leading others to a goal, for the fire that fuels his spirit can be a torch that lights the way to courage for anyone who recognizes it.

by C. Cardone

Birthdays we missed in our last issue:

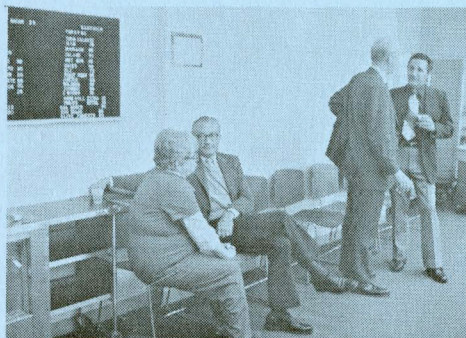
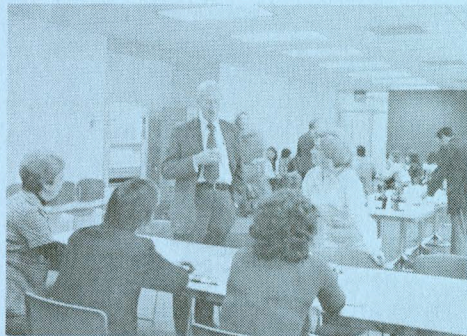
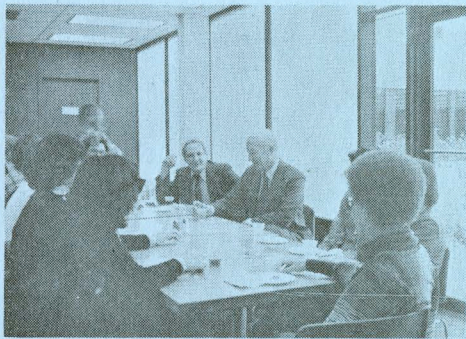
Sheila Brimage February 19th (Aquarius)
 Eva Zysk January 12th (Capricorn)

* These dates do not fall into the astrological sign descriptions given in this issue, but will be in the next one.

JUST A REMINDER

With no scheduled holiday occurring during the period covered by this issue all employees are reminded that you are entitled to two religious holidays of your choice coordinated by your supervisor.

IEEE PRESIDENTS WINE & CHEESE PARTY IN NEW JERSEY



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