CLASSWORK — Fred N. Cohen (L), a finance manager from IBM's World Trade Corp., discusses a point with a student in one of his business classes at Morehouse College He is one of 18 scientists, engineers and other volunteers from IBM's professional staff, on paid leave from their regular jobs, who are spending the current academic year teaching at 18 different black colleges in the South.

Job dissatisfaction high among the young

WASHINGTON—Job dissatisfaction is a growing problem among American workers, particularily among young black workers.

So says the January issue of MANPOWER magazine in an article entitled, "Who's Unhappy At Work and Why."

"Pay is at an all-time high, but worker dissatisfaction is metamorphosing from a hobbyhorse . . . into a fire-breathing dragon as workers begin translating their dissatisfactions into alienated behavior," according to the magazine.

"Turnover rates are climbing despite rising wage levels. Absenteeism has increased as much as much as 100 percent in the past 10 years in the automobile industry. Workers talk back to their bosses. They no longer accept the old authoritarian ways.

"In short, workers themselves are telling us the same things about their feelings and needs that academicians, psychologists, and philosophers told us in the past."

* * *

The article is based on a study of workers conducted by the Survey Research Center at the University of Michigan under contracts from the U.S. Department of Labor's Employment Standards Administration.

The people most dissatisfied with their jobs are black workers under 30, according to the study.

"The overall survey shows that the chance to do meaningful work and to achieve and grow on the job is of great importance to the average American worker—perhaps even overshadowing financial considerations," says the article. "It also appears that this chance is sadly lacking in the average job."

NEA Center for human relations explores testing discrimination

On Feb. 18, more than 800 educators will meet in Washington, D.C., to explore the standard IQ and achievement tests that are given in the nation's public school system.

The three-day conference sponsored by the NEA's Center for Human Relations promises to be one of the 1.1 million-member association's most controversial and productive events of the year.

Says George Jones, CHR Director, "Some 60 million men women and children in this country are **not** middle-class, white, English-speaking citizens. For them, the standard intelligence tests may be irrelevant, grossly unfair, and terribly damaging to their educational and future professional development.

"For blacks, Chicanos, Indians, and women, the artificial standards of intellectual excellence may have to be radically revised. We are finally aware that bi-lingual and bi-cultural diversity must be acknowledged and nurtured, not forcibly assimilated into an artificial and frequently distasteful melting-pot created by one segment of the population."

Diversity is the keystone of the Center for Human Relations.

"Human Rights are God-Given Rights," reads the sign that hangs prominently on the CHR office walls at NEA headquarters in the nation's capital.

The Center is responsible or coordinating the NEA's massive efforts towards the protection of human rights in and through education, both through the numerous internal NEA units, the individual 1.1 million members, and the educators associated with some 9,000 state and local associations.

In response to the Human

(Continued on Page 27)

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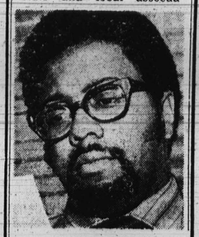
Western Washington has cool summers and mild winters. On the average, about 80 per cent of its rainfall comes from October 15 to May 15. Eastern extremes are less than at places in the same latitude east of the Rocky Mountains. Eastern Washington is known for its sunny weather, so much so that one land developer offers a discount of $300 per lot if the sun isn't shining when you arrive.

Motorists accustomed to the vast distances between places of interest in other western states will appreciate the fact that Washington is more compact. It's possible, for example, to dig clams on an ocean beach in the morning, go skiing in the afternoon, and be back in the city for dining and dancing in the evening.



JOHN LEEKE

City Told It Must Educate People

PHILADELPHIA — One of the greatest tasks facing Philadelphia during the 1970's is the development of one of its most neglected resources . . the brains of its people, according to Dr. Seymour L. Wolfbein, dean of Temple University's School of Business Administration.

"In 1970, the United States Bureau of Census collected information on the 30 largest metropolitan areas of the country, to determine among other things the educational quotient of the area residents," Dr. Wolfbein said.

According to the survey, in 1970 only 56 per cent of Philadelphia metropolitan area residents 25 years of age or older had a high school diploma.

About 20 per cent had at least one year of college. The number of college graduates was even smaller.

"Compare this with Washington, D.C., where 75 per cent of the total population had completed high school and 41 per cent had one or more years of college.

The national average for all 30 metropolitan areas is 61 per cent with high school educations, and 25 per cent having at least one year of college, according to the survey.

"This puts Philadelphia in 20th place for the number of high school graduates, and 25th place for the number of college-trained residents.

"This is disgraceful, when you consider that Philadelphia has one of the heaviest concentrations of institutions of higher learning in the United States.

"In the Philadelphia area, there are three major universities within the city limits, one of the finest medical-research complexes in the world, and well over a dozen colleges of various types, to say nothing of the many excellent educational institutions within a short distance of the city. Something has to be wrong."

What is clearly needed, according to Dr. Wolfbein, is continuing improvement and more emphasis on vocationally related career education which will hold young persons in school and give them realistic goals for a high school education.

Philadelphia is one of only four cities among the 30 surveyed where both whites and blacks averaged less than 12 years of schooling.

The other three cities in the group are Baltimore, Cleveland and Detroit.

"Of course, in the Philadelphia area as just about everywhere else, the suburban ring surrounding the city has a much higher level of schooling.

"In central Philadelphia, for instance, only 42 per cent of the adult population had at least a high school education.

"Outside the central city area, in the suburban ring, the proportion was 68 per cent, more than half again as large.

"And the ratio of the adult population with a college degree was about two and a half times as high in the suburban areas as in central city," he said.

* * *

"It is true, of course, that the high school diploma and the college degree are often unrealistic if not actually unfair requirements for employment.

"But, in a tight labor market they are going to be used as major screening requirements for job applicants.

"It is not enough to ask employers to rethink and readjust their job specifications, although many have already done so.

"What we must develop, as soon as possible, is visible change in the quantity and quality of output from the Philadelphia educational complex.

"The 1970's stand before us as years of challenge and promise, wherein we can begin to develop the most important of our civic resources.

"I can think of no better investment for us to make in our city's future."

-NEA

(Continued from Page 26)

Rights Task Force recommendation for a structure to coordinate NEA's expanding human rights activities, the Center for Human Relations was established in 1968.

Center staff members work closely with the other NEA headquarter units to strengthen their work in the area of human relations, and, through an external advisory council, maintain a working liaison with civil rights organizations and government agencies concerned with integration.

The Center also provides an unofficial clearinghouse for educational human rights programs. This makes it possible for educators whose rights have been abridged to have access to effective procedures for seeking redress. It also enables civil rights groups, government agencies, and NEA-affiliated organizations to share experiences and learn from the work of others.

The Center offers leadership and assistance to NEA membership by sponsoring national conferences which focus attention on critical human rights issues and by helping state and local associations conduct human relations workshops.

During its initial years, the Center has acted as a catalyst in encouraging educators to organize on state and local levels for effective action. **What is now needed is a human relations structure in every state and local association.**

GEORGE JONES

Free lunches urged for all children

WASHINGTON — The Senate Nutrition Committee said last week that the government should run a test to determine whether every school child in the country could receive a free lunch.

It said the Agriculture Department should set up a pilot project in several sample areas around the country to determine the feasibility of such a universal lunch program.

"Progress in reaching the hungry has generally been too little, too late. Assurance that all children receive at least one nutritional meal a day has not yet been attained," the committee said in its report.

It added that the concept of a universal school lunch will be at the center of debate on deficiencies in the present system.

* * *

"Those who oppose the Universal School Lunch Program do so because of its cost or because they feel that the role of feeding the child should not be taken away from the family by the state," it said.

"Those who favor the program point out that adequate nutrition during childhood acts as preventative medicine — it reduces medical problems and the expenses necessary to correct them; it reduces dropout rates and disciplinary problems in school; and it teaches children proper eating habits," the report said.

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