Hughes, Landon, Glass Elected 1985 AIPG Officers

Travis H. Hughes, CPGS 3529, a consulting geologist and Vice President of P.E. LaMoreaux & Associates, Tuscaloosa, Alabama, has been voted 1985 President-Elect of the American Institute of Professional Geologists. Hughes will serve as 1986 President of the Institute.

In other election results announced, Susan M. Landon, CPGS 4591, a Senior Staff Geologist with AMOCO Production Company, Denver, Colorado, has been voted 1985 Vice President of the Institute.

Elected to a two-year term as 1985-86 Editor of the Institute was Gary B. Glass, CPGS 2503, State Geologist/Director of the Wyoming Geological Survey, Laramie, Wyoming. Murray is chairman of the Geology Department, Indiana University, Bloomington, Indiana.

Hughes, Landon, and Glass will team with AIPG 1985 President Ernest K. Lehmann, CPGS 583, President of Ernest K. Lehmann and Associates, Inc., Minneapolis, Minnesota, and carry over Secretary-Treasurer Richard J. Anderson, CPGS 1391, a consulting geologist in Columbus, Ohio, to complete the Institute’s roster of officers for next year.

‘85 Advisory Board Representatives Named

The 1985 Advisory Board at its meeting in Orlando in October elected four representatives to one-year terms on the Institute’s Executive Committee for next year. They were: John B. Gustavson, Bobby J. Timmons, Ross L. Shipman and Robert A. Northcutt.

Gustavson, who heads the geologic consulting firm of Gustavson Associates, Inc., in Boulder, Colorado, will be serving on the Institute’s Executive Committee for the third straight year. So, too, will Timmons, a consultant in Jacksonville Beach, Florida.

Shipman, with the Bureau of Economic Geology, University of Texas, Austin, Texas, has served on past AIPG Executive Committees. Northcutt, an Independent from Oklahoma City, Oklahoma, will be serving for the first time.

Ballot on Amendments Mailed: Be Sure to Vote

A vote on a number of proposed amendments to AIPG’s Constitution and Bylaws is now being conducted. A ballot and copies of the proposed amendments were mailed First Class to each Institute Member late in October. The Teller’s Committee plans to open and count ballots and certify results at year-end. It is your duty as a Member to take the time to carefully consider the merits of each proposal and to express your opinion of each by casting your vote.

The future of the Institute is in your hands. Hopefully you will meet your obligation. Our performance has been improving some as far as the number of Members voting is concerned. Please keep up the good work.

Mark your ballot and mail. It has been printed on a Business Reply card, so no postage is necessary. Your vote must be received by December 30th to be counted.
Amendment Proposals Explained

The ballot for eleven possible Amendments to the Constitution and Bylaws was mailed to the Membership October 30, 1984. These propositions were presented, discussed and debated at the Annual Business Meeting October 19, 1984. Those present approved a motion that the Bylaws Amendment be submitted to the entire Membership by mail ballot rather than voting on them at the Annual Business Meeting as permitted under the Bylaws, Article XIII, Section 1. We urge all Members to carefully consider these proposed Amendments and to return the ballot by the December 30, 1984 deadline.

There was some concern expressed at the Annual Business Meeting concerning propositions 1, 2, and 5, which deal with the American Geological Institute. Please rest assured that AIPG intends to continue to actively participate as a dues-paying Member Society of AGI. The Institute will continue to have a representative on AGI’s Member Society Council, since that is mandated by the AGI Bylaws and reference to this in AIPG’s Bylaws is unnecessary. For your information, AGI has written the Institute favoring the abolition of AGI’s representatives to the AIPG Executive Committee.

Here is a summary of the Amendment proposals:

**Proposition 1 - References to “qualifying societies”**: Would delete and/or replace “qualifying (for AIPG Membership purposes) society” definition of “Member Society of the American Geological Institute” with “...qualified society approved by the Executive Committee.”

**Proposition 2 - AGI Representative on Executive Committee**: Would delete the requirement that “...one member of the Executive Committee of the American Geological Institute...” be appointed by the AGI President to serve on the AIPG Executive Committee each year.

**Proposition 3 - Separate the Offices of Secretary and Treasurer**: Would separate the present Institute officer position of Secretary-Treasurer into two officer positions: a Secretary and a Treasurer.

**Proposition 4 - Responsibilities of the Inter-Society Advisory Group (ISAG)**: Would clarify and amend the duties of ISAG.

**Proposition 5 - AIPG Representative to AGI Governing Board**: Would delete this provision. Strictly procedural. The Institute will continue to have its representative serve on the AGI Member Society Council.

**Proposition 6 - Date of Suspension for Dues in Arrears/Reinstatement Procedures**: Would reduce the grace period following the date (January 1st) annual Institute dues are due and payable from 90 to 45 days thereafter. Specifies reinstatement procedures for former Members resigned or suspended, without changing reinstatement procedures for those expelled or terminated.

**Proposition 7 - Bylaws Amendments by mail; ballot return date**: Would bring the Bylaws provision regarding the time for return of these ballots into conformity with the Constitutional provision.

**Proposition 8 - Membership processing**: Would clarify Bylaws language regarding ways Membership applications are processed.

**Proposition 9 - Inter-Society Advisory Group (ISAG) Membership**: Would remove the present restriction that persons appointed to ISAG must be AIPG Members.

**Proposition 10 - Membership Qualifications: Education**: Would clarify Bylaws language regarding educational requirements for Membership.

**Proposition 11 - Membership Qualifications: Years of Professional Experience Required**: Would eliminate professional experience “credit” for advanced degrees.

Bylaws Amendments only.

Executive Committee Meets Jan. 19th

The 1985 AIPG Executive Committee will hold its First Quarter meeting Saturday, January 19th, in Phoenix, Arizona.

One of the most important items on its agenda will be the budget for the coming year. Based on preliminary Institute plans and programs for ’85, a tentative forecast of expense is being developed by the incoming officers. Income has likewise been estimated. Counting on our usual extremely high rate of membership renewals, those revenues can now be fairly accurately calculated.

Historically, dues have represented 85-90% of AIPG’s income. In order to continue to provide a high level of services the Institute will again in 1985 be striving for more non-dues income.

On the expense side, total human resource costs are expected to be somewhat more than in 1984. Expenses in connection with Headquarters will, in some cases, be lower as a result of economy moves and greater operating efficiencies.

Turnout Excellent at AIPG Orlando Meeting

Approximately 240 Members, spouses, children and guests participated in AIPG’s twentieth annual meeting in Orlando, Florida, October 17-19. That was the third largest number of attendees ever at this event, topped only by the 300 present at the 1981 meeting in Williamsburg, Virginia, and the 260 last year at Jackson Hole, Wyoming.

The weather was excellent, the scenery spectacular, and the many parties to visit outstanding for this Institute gathering at Disney World.

The various business meetings and the general session were well attended and much was accomplished. As always, the planned and unplanned social activities were great fun, particularly the evening banquet outdoors at poolside.

Everyone in attendance expressed their thanks to the Members of the Committee and volunteers from the Florida Section who worked so hard to make the meeting a great success. Committee Co-Chairmen Bobby and Deborah Timmons did an outstanding job and their efforts were much appreciated.
Committees Vital to AIPG Success

Active, functioning Institute committees with worthwhile, clearly defined, achievable purposes, are essential to AIPG’s success as a professional organization. Not only do such committees provide the Institute with valuable sources of expertise (which could hardly be obtained in any other way), they also afford participating Members a unique opportunity to share ideas and experiences...and to learn from each other.

The AIPG Bylaws mandate a number of “standing” committees. In addition, the President each year appoints “Ad Hoc” Committees as needed.

Descriptions of AIPG Committees, along with their charges, membership composition and goals, have been printed in issues of the TPG. This information is also summarized in your Institute Membership Directory.

Now is the time to start thinking about your willingness to serve your Institute as a National Committee member. Plans are being made to name new or replacement members shortly and next year’s President, Ernest K. Lehmann, would like to hear from you.

Continuing Education Important Activity

One of AIPG’s most important functions is to provide educational programs designed to bring about improvement in the professional skills and abilities of members. Toward this goal, AIPG sets up national, area and local meetings, produces publications, offers various educational materials, and carries on informational communications with members. The objective of every such activity is to help members perform their tasks better now and to prepare them to cope with future changes in the profession.

AIPG’s annual meeting programs always include outstanding speakers and educational offerings to give attendees information on professional skills and techniques that they can take back to work and put into profitable practice on the job. Members have the opportunity to exchange ideas formally and informally and gain knowledge that helps them be even more thoroughly professional.

The thirty-five AIPG Sections hold meetings regularly, usually with an educational program covering an important topic of interest to professional geologists. By attendance at these “Share Your Knowledge” Section meetings, Members increase their knowledge about their specific branch of the geologic sciences but of other branches as well. Section meetings provide members the opportunity to associate with fellow geologists who have an appreciation for learning and are willing to share their knowledge.

One of the most valuable benefits of AIPG Membership is the opportunity to make important personal contacts, and the chance to share ideas and to learn from fellow professionals. Through AIPG, members have many opportunities to meet fellow professional geologists and learn from them. Because geology as a science is constantly changing and evolving, professional geologists must keep current.

AIPG’s Finances “On-Target” This Year

Executive Director Vic Tannehill reports that the Institute’s September 30, 1984, Balance Sheet and Income and Expense Statement both look good. He notes that “bottom line” AIPG’s preliminary unaudited operations for the year are running better than forecast, and that the Institute should return some $50,000 to Reserves (“Member’s Equity”) by the end of 1984, as mandated by this year’s Executive Committee.

“Hazardous Waste” Booklet

The Institute’s newest publication “Hazardous Waste: Issues and Answers” is now off the press. First copies have been distributed to national officers, Executive Committee members, national Committee Chairmen, and Section Presidents. A larger mailing to selected Federal officials is planned.

The booklet is 8½” x 11”, 24 pages plus cover. Printed on top quality paper, the publication includes full color photo illustrations plus charts, graphs and explanatory drawings, also in color.

Copies of “Hazardous Waste: Issues and Answers” are available from AIPG Headquarters. One to 99 copies are $3.00 each post paid. One hundred or more copies are $2.25 each postpaid. All orders must be accompanied by check.

The booklet was written by an AIPG ad hoc committee of hazardous waste experts under the chairmanship of Benton M. Wilmoth. Committee members were: Jeffrey L. Hynes, Ronald A. Landon, John C. Mullens, Herbert B. Eagon Jr., Paul B. DuMontelle, Harry E. LeGrand, Peter Lessing, Albert LaSalia, Dick Benson, Michael B. Arndt, Harry L. Crousse, S. Gonzales, D. Theodore Clark, Richard J. Proctor, Mike E. Braize, David John, John W. Hawley, Donald J. Malone, Norm Tilford, Bill Cutcliffe, and William P. Wagner.

In letters to the Committee, AIPG President Dean Grafton wrote: “I feel this document is an excellent piece of work and I would like to take this opportunity to thank each of you for your role in its development. You have produced a publication of which the Institute can be justly proud and which will convey a great deal of important information concerning a critical problem to large sectors of the public. Thanks, again, for your efforts on behalf of AIPG to produce this fine publication.”

Paid Your 1985 Dues? Many Members Have

Headquarters is very pleased to report that some Members and Associates have already paid their 1985 dues. Bills were mailed to all in early November.

Second notices will be going out in early December. Those whose payment of 1985 Institute dues is not received by January 1st, the deadline date per the Bylaws, will receive a third notice.

The computerized dues billing form also includes a printout of personal data on file with AIPG. You are asked to please fill in all blanks and mark any changes. Refer to the Directory for the code numbers of specialty Fields of Practice. This data will be printed in the 1985 Directory as given unless you correct it.

Reminder on Dues Rates for Retired Members

Members are reminded once again that AIPG has the dues paying classification of “Retiree” for those Members over 65 who have belonged to AIPG for ten or more years and who are now no longer practicing geology professionally more than half time.

The 1985 National dues for such Members is just $15. They are not required to pay Section dues. If you qualify, please advise Headquarters immediately if you have not done so already.
State of the Institute Message
Delivered at the Annual Business Meeting October 19, 1984

By Dean Grafton
AIPG President

The state of the Institute is very good. Our cash reserve is in the best position of the last eight years and the Institute is in a solid and fiscally sound position. We continue to run a tight ship. AIPG has the lowest staff-to-member ratio of any geological society in the country. We have the equivalent of a two-person staff, the Executive Director and two half-time clerical/secretarial employees. This translates into one staff person per 2500 Members. Of necessity, the bulk of the Institute's work is accomplished by volunteers. In addition to the Executive Committee, these include committee chairmen, committee members, section officers, section screening board members, etc. I am confident that every one in this room has worked on behalf of the Institute and its membership at one time or another. To each of you, I say thanks and keep up the good work.

Membership continues to grow. We now have 4,498 Members and 102 Associates. The Institute's four major functions--certification, education, information, and representation--continue to be performed in the best interest of the membership.

One thing that the president of any organization must learn is that neither he nor the organization can be all things to all people. He, in concert with his fellow officers, must set some reasonable goals and not be distracted from pursuing them. This, with the able help of the Executive Committee, I have tried to do.

It would be appropriate this morning, in examining the state of the Institute, to review the goals for 1984.

One of the prime goals is to rebuild the Institute's financial reserves to a more acceptable level. The low cash reserve has been a limiting factor in the expansion of Institute programs and a source of worry and concern. The 1983 Executive Committee took a bold and significant step to help correct this situation by voting for a dues increase. It was necessary, they did it, and with it, we are accomplishing our objective. According to the latest financial statement, the financial forecast appears to be on target. We should attain our goal of an excess of income over expense of $50,000. This amount has been earmarked and appropriated for cash reserve. Coupled with the $18,500 reserve on hand at the beginning of the year, we should be able to end the year with approximately $68,500 in cash reserve, or Members' equity, if you will. This is still not quite where we would like it to be. Organization executives, CPA's, and credit rating firms have a rule-of-thumb that non-profit organizations, such as AIPG, should have a minimum of three month's operating dollars in a liquid cash reserve. Our expenses run, on the average, $30,000 per month. Applying this three months rule, the Institute should have $90,000 in cash reserve to be in a secure and comfortable financial position.

A basic financial problem with AIPG is that 97% of our income is derived from Members' dues. The obvious answer to this problem is to generate a source of non-dues income. Unfortunately, a reliable source of non-dues income for AIPG has not been discovered in the past and it continues to elude us.

1984 has been a good year to concentrate on finances. It being an election year, things are relatively quiet on the Potomac and in the various state houses. This is not to imply that we are asleep at the switch. Russell Wayland, our Washington Representative, stays on top of the issues and keeps the Institute advised on affairs in which geologists have an inherent interest, so that AIPG can take appropriate and timely action. Also, Paul Strunk of Texas, who is Chairman of the Institute's State Affairs and Registration Committee, is staying abreast of events in his area of responsibility.

A second goal is to take in 300 new Members and 25 Associates. We are reasonably close to being on target. Through September, we had accepted 214 new Members and 32 Associates. We have already exceeded the goal for new Associates. Making a projection based on the September 30 figure, we should close out the year with 284 new Members, 16 shy of the goal. Our greatest area of growth continues to be in the field of Ground Water.

A second part of the membership goal, increasing to 8,000 Members in the near future, is lagging. We seem to be having difficulty in developing an effective strategy to reach this goal. But each of you can help. Here is your chance to be a participant. I would like to challenge each of you to bring in at least one new Member by this time next year. When you return home, carry this challenge to your Section. Each of us knows one top flight geologist who should be a member of AIPG. If each Member will be responsible for one new Member in the next twelve months, we obviously will double our membership without a grand strategy. Don't assume that your fellow professional and co-worker is a member, ask him!

Fifty percent of AIPG's membership is in four Sections: Texas 24%, Colorado 13.3%, Oklahoma 6.6%, and California 6.1%.

A third goal is to publish and distribute issue and/or position papers on Hazardous Waste and Radioactive Waste. Production is underway on both publications. These will be important contributions to the public's knowledge on these vital subjects. A second printing of Ground Water - Issues and Answers is planned.

Another goal is to assist all Sections in developing strong organizations that can and will carry out activities of value to AIPG Members in their Section within the framework of the Constitution and Bylaws. We are well aware that the heart and strength of the Institute is in the Sections. Both the Executive Committee and the Executive Director are doing all they can to help and support our 33 Sections. Eighty percent of the Sections showed growth in 1983 and new strong leadership is coming to the fore in many Sections. However, to be candid with you, a few Sections appear to be out of step from time to time. This is especially apparent in the membership screening process. Every now and again, a Section is distressed because the Executive Committee did not follow and agree with the recommendation of its Screening Board. However, I hasten to add that 99 times out of 100, there is complete agreement with the Section Screening Boards. Although the Sections are given a great deal of autonomy, the Institute's Constitution and Bylaws mandate that certain membership application procedures be strictly adhered to by every Section. While not specific on every step of the application process, they are very specific on some matters and on these, there can be no variance. While the reviewing officers and the Executive Committee rely heavily on and value the comments and recommendation of the Screening Board, there are rare occasions when the reviewing officers recommend a verdict which is different from the Screening Board. The reviewing officers do a marvelous job and I commend them. We must all realize and accept the fact, and I am sure all of us do, that the Bylaws place the final responsibility and authority for accepting or rejecting applicants in the hands of the Executive.
Committee.

The fifth goal is to eliminate any unnecessary delay in the membership screening process. We are showing progress. Headquarters, Section Screening Boards, and the reviewing officers have all contributed to this progress. It is now taking, on the average, just under nine months to process an application from start to finish. This is down from eleven months in the recent past. I would like to get this down to six months but our Executive Director tells me this is unrealistic. He says eight months is about the best we can hope for. But please understand that the screening process remains a very thorough operation. While sometimes the wheels may grind slowly, they do grind exceedingly fine.

If I may, I would like to take a minute and share some personal thoughts and observations with you.

Effective professional societies have a bias for action. They are not paralyzed by the decision making process. They continually listen to and learn from the people they serve. They stick reasonably close to what they know how to do best.

With regard to AIPG, I have observed that our diversity, which should be our greatest strength, sometimes is our greatest weakness. Our coefficient of cohesiveness is not as great as it should be. We should strive to correct this. We need dedicated advocates and positive thinkers. We must continue to grow in membership strength and build a stronger organization.

Building takes faith. Each of us has to believe. We’ve got to feel that together, we can make it happen. Then, we can truly say...no other organization is as uniquely qualified to serve the professional interests and needs of all geologists as the American Institute of Professional Geologists.

Suspended Members Will Lose Privileges

According to AIPG’s Constitution and Bylaws, suspended Members as of the date of their suspension must cease using the Institute’s seal in any form, including in advertising or on business cards or letterheads. They may not call themselves a “Certified Professional Geological Scientist” (CPGS) or a “Certified Professional Geologist” (CPG), nor may they use those acronyms after their AIPG membership is terminated.

AIPG can, will, and has taken legal action against those not entitled to use its seal, titles or their acronyms. The Institute means to continue to vigilantly guard the rights of “Members only” to the status and prestige that comes with earning AIPG certification.

Upon suspension, former members must return all AIPG insignia (rubber stamps, steel dies, membership certificates, etc.) to Headquarters, as the Bylaws state. The Institute is prepared to take legal action to recover such items from suspended members if they do not voluntarily surrender them.

AIPG Name Badges Available to Sections

Attractive blue and white AIPG stick-on type name badges are now available to the Sections for use at their meetings. Headquarters has a stock of these peel-off-back badges and will send them to Sections at the request of Presidents at no charge.

The name badges measure 2½" x 4" and bear the words AMERICAN INSTITUTE OF PROFESSIONAL GEOLOGISTS.

Board Recommendations Upheld

Section Screening Board recommendations to either “accept” or “reject” an applicant for AIPG membership certification are upheld by the reviewing national officers and/or the Institute’s Executive Committee 98% of the time.

A Headquarters study of recent applicants processed shows that only one applicant of the last 50 rejected by Section Screening Boards was subsequently accepted by the Executive Committee, which has the ultimate responsibility and authority for the decision.

This record is evidence of the outstanding job AIPG Section Screening Boards are doing in collecting backup factual information to support their recommendations to reject applications. Such supporting evidence, which must be fully documented, is absolutely required according to the Institute’s legal counsel. Individuals (members or non-members) making allegations regarding an applicant’s ethical conduct or professional competency must put them in writing. Such correspondence will be held in strictest confidence by everyone concerned. In event of appeal they must be willing to have their charges presented to the applicant for his or her response.

Communication between National and Sections regarding “problem” applicants has been greatly improved. Section Presidents, Screening Board Chairman—and of course the applicant—are all being promptly advised by Executive Director Vic Tannehill if the case is thrown to the Executive Committee following rejection by a reviewing national officer. All are also quickly informed after the Executive Committee’s decision.

Across the Country AIPG Section Screening Boards are uniformly made up of dedicated, hard working Members who represent the very best qualified individuals within the Institute. Without exception they do an extraordinary job of objectively checking out applicant qualifications in a fair, impartial way, measuring each case against strict admission requirements as stated in the Constitution and Bylaws.

1985 Directory Underway: Note Changes

Executive Director Vic Tannehill and 1985-86 Editor Gary Glass have begun preliminary work on AIPG’s 1985 Directory. Format and content will be similar to the ’84 publication, which was very well received by the Members and the general public alike.

Members are reminded that they must note any changes in their personal data printout (on their ’85 dues bill) and return the form to Headquarters no later than January 25th if such changes are to be included in the 1985 Directory.

New Section Officers Elected for Coming Year

A number of AIPG’s Sections have concluded their elections of officers for 1985. The results of voting by some of the Sections are covered under Section News elsewhere in this issue.

Current Section Presidents and Secretary-Treasurers are reminded that—if they haven’t done so already--results of election of ’85 officers should be sent to Headquarters just as soon as possible.
Comments on Professionalism In the Academic World

Paper given by Dr. Lee C. Gerhard, CPGS 3461, at the 1983 AIPG Annual Meeting at Jackson, Wyoming.

It is a great pleasure to be invited to address you this morning. When called about making a presentation to you, I was requested to speak about professionalism in the academic world. My title is not misleading, because students, their professors and their joint practice are inseparable and must be discussed together in the context of the modern world of collegiate and graduate education.

I must confess that I find the topic rather more complicated than I had first thought when I accepted Don Cardinal's invitation., What could be simpler than to discuss "Ivory Tower" professional behavior and standards? I now realize that we must address issues of both education and social change. Our issues can be local, but many are national in scope and import. As I look about me, I can see that most of us have been out of formal schooling for more than a year or two.

In the time that I have I would like to accomplish four things. First, I would like to discuss with you what "professionalism" is in the academic world. Second, I would like to describe for you some of what the academic world looks like today, far different than that of our early training. Third, I must describe some of the problems that face our academicians today that are not of their own creation, including those imposed by an increasingly schooled, but uneducated, society. Finally, I would like to suggest to you some solutions to these problems that my academic colleagues might adopt and some which you, as individual professional geologists, as citizens, and as national leaders, can use as a basis for action.

It is not my intent to make a political speech out of a serious topic, but some national concerns affect our professional world. I will regret any offense you may individually take to my remarks, but I will not regret taking this opportunity to state my position on these issues.

ACADEMIC PROFESSIONALISM: DEFINED CHARACTERISTICS

All geologic academicians, whatever level, are learning, if they indeed, are professional geologists as well as being professional in education. Closed minds and dogmatism have no place in academic professionalism, although we all suffer the malady on occasion. Continued renewal of the learning process is part of the professional responsibility of the educator. Paraphrased, to educate is to learn.

Absolute integrity of science and ethics is as crucial to the academician, student or professor, as learning itself. Without integrity of science, graduates will have little reference base upon which to model their professional standards. The ethical integrity of the faculty is the role model of the student. We do well to never forget that bond. Integrity includes the meeting of professional requirements as well, whether student coursework and field exercises or simply the proper faculty preparation for classes. Integrity means proper regard and reference to the work of others.

Professional geologists in the academic world have an obligation to teach and defend the standards of professional behavior. It is incumbent upon the academician to stand and be counted when these standards are challenged or denigrated; to defend highest quality and standards in education, research, and student guidance. Participation in professional society and community affairs is an integral part of professional behavior in the academic world. In this respect academicians have identical responsibilities with all geologists.

Our academic professional colleagues bear nearly all the responsibility for continued development of our science by study, interpretation, and publication of new scientific results and theories. Most of the new concepts and changes in major areas of geologic thought stream from the ivied halls of academia. Let us not forget in our discussions here that we are all indebted to academicians and great thinkers for the foundations of our geological businesses, whether mining, oil, or other areas of geology. Nowhere else in our field is there sufficient freedom of communication as well as the interplay of geological subfields that lead to new ideas and concepts. Major research labs do well, but few of them permit the communication of ideas to the outside world until the competitive advantage has been exercised. It is clearly incumbent upon our academic geologists to train our successors and to provide them with the new tools to complete the tasks we are unqualified to finish. Granting of academic tenure does not relieve the individual of the obligation to lead in the advancement of the science.

I would extend these concepts. Although our academic institutions are generally characterized as being quite liberal, as contrasted with the very conservative business establishment, faculties tend to be extremely conservative in their resistance to change, to new ideas, to flexibility of approach; all of which are the hallmarks of the industrial approach to solution of geologic problems.

Perhaps liberal means popular conservatism, and conservatism means popular liberalism. Let me leave this topic by admonishing both myself and my colleagues with these words translated from Sophocles:

"I beg you, do not be unchangeable
Do not believe that you alone can be right,
The man who thinks that,
The man who maintains that only he has the
power to reason correctly, the gift to speak, the
soul....
A man like that, when you know him,
Turns out to be empty."

TODAY'S ACADEMIC WORLD

For the professional geologist, the academic world of yesterday was one in which the research and teaching went on in a leisurely manner and where a major publication was the result of years of study. Society national meetings were dominated by a few speakers with new and weighty topics. Students often had personal friends on the faculty, and some of those friendships have endured the ravages of several employment cycles. Technology was limited in the laboratory, and great emphasis was placed on performance in field courses. In fact, some geology majors studied geology as a "Gentleman's Science," pursuing only a degree and not a practice. That world ended with the beginnings of "Publish or Perish" and the last of the Korean War Veterans as students. What was "scholarly research" became "Federal support for higher education research subsidy." Research was not the end; financial gain for the institution was. It still
is, only now it is institutional survival that is a central question, rather than growth. We demand that our institutions and professional faculties give us a fair return on the public investment, yet the public investment is ever lower as a percentage of the total budgetary need. Research funds are near an all-time low, legislative committees have less money to allocate because of both the state of the economy and bulging federal "entitlement" programs. Institutions wrestle with inadequate equipment, facility, and faculty. Faculty pay in our field today is relatively 50% lower than it was 20 years ago, compared to oil industry compensation. Accountability no longer means being accountable for quality and performance, it means "Let's see how many students we can cram into a course to save faculty salaries, and how many fewer labs can we get away with?" These are not questions asked at the university administration level—these come from the high levels of state government. What was once a sacred cow is now the public whipping boy. Faculty face litigation over grades, lecture material, student discipline and many other real or imagined grievances. In many institutions faculty are rated not on the significant research and student success they attain, but on the number of students "processed" (as contrasted with "educated") and the number of contact hours in the classroom, without regard to the output of instruction. Standardization, financial restraints, litigation, electronic information transfer techniques, and lack of dedication to basic communication all serve to constrain today's education process and to frustrate the true professional geologist in the academic world.

**SOME UNDERLYING PROBLEMS**

Both philosophical and technical problems underlie today's problems in education. National attention has been focused upon the deficiencies in primary and secondary education by both the present administration and those powerseekers who will campaign for the Presidency. The real problem is not teacher evaluation, it is a combination of permissiveness in the home, inadequate subject matter in teacher training, misplaced priorities in education and a single, unifying theme of social mediocrity that pervades our system.

Let me suggest some examples of the problems. Teachers of our children learn to teach from teachers who were taught by the same system, learning techniques and theories of teaching, but not, in many cases, strongly grounded in the subject matter taught—if only one knows how to teach, then the subject matter becomes immaterial. The result of that system is inadequate education for our children at best. More realistically, our children have been used as white rats in nonlicensed human experiments for at least thirty years. Educational theory at one time virtually eliminated mathematics, reading, writing and science rigor. Our children were test subjects without our sanction. Human experiments are tightly regulated and controlled under federal statutes, except for education. Another quick example: How about expenditures for athletic facilities when computers are unavailable to the students in the classroom?

The other aspect of society that I believe undermines present and probably future improvements in educational quality stems from a social pressure being exerted upon us to consciously strive to be average. I first encountered this in a church sermon in Midland, Texas. "Do not strive to do better or more than others. Strive not to excel." How many more times I have heard this in federal and state legislation, in court rulings, in election rhetoric. Ladies and Gentlemen, striving for anything less than excellence is an intellectual crime. Place these ideas in the classroom and the results are grade inflation, cheapened degrees, and unchallenged, bored students. The present society stress on average and mediocre performance does not build national character nor moral fiber. It builds what we see as the decay of a "liberal" society. Mediocre expectations lead only to mediocre results.

**SOME SOLUTIONS?**

After that digression into educational foundations, perhaps you can better appreciate the problems facing the geological professional in the academic world of universities, who must try to bring young people back into the mainstream of competitive life. Many of our bright young people do not have the necessary skills to survive when they enter college. Many are poor readers, poor speakers, and write with elementary school sophistication. The professional geologist must be dedicated to education and science and have considerable patience. Here are some suggestions that are both old and new, but which can serve to distinguish truly professional geologic service from that of lesser stature.

1. The geological professional will bring the real world into the classroom. Despite other's opinions to the contrary, I strongly encourage use of real models and data in the classroom, including the financial, legal, and ethical problems of the geologic industries. We have a responsibility to the students to give them a fair appraisal of life after school. Our job includes insuring that they have the knowledge and tools to be effective for at least five years after they leave our care, and the foundations to learn additionally during those five years so that they remain competitive for the rest of their career. Some of my colleagues from other institutions protest that the job of the university is to educate, that they are not faculty members in a "Trade School," and other such arguments. Nonsense. Our responsibility is education, but in the world today, the students have the right to expect training that will enable them to be competitive in the job market. The days of the "Gentlemen's Degree" in geology are gone. We must face the world and our market if we are to do an effective job of education.

2. The geological professional is a professor. Professors must profess, not merely recite. Proper classroom preparation is not only a survey of the appropriate literature and text books which reflect what others have thought and interpreted, it must include what the faculty member believes, backed by the data and rationale that leads to these ideas. Be honest, my friends—if your idea is pure air, say so, but don't either hide the concept nor pretend it is data-supported. Encourage discussion of your ideas as well as those of the literature—that is why you are there. Ph.D degrees are not necessary to recite literature. Do not back away from scientific controversy, but plunge ahead with your students, helping them to become creative by exploring and critiquing ideas—including your own. Be prepared to have your balloons burst frequently—mine usually are.

3. Set professional standards of excellence for yourself and your students, including participation in public affairs as a scientist. As difficult as it is to be verbally critical of others' work, it is necessary to be objective and demanding in appraising the performance of others and to expect them to be equally demanding of you. If you expect excellence, it is likely to occur. If you expect mediocrity, the best that you will receive is mediocrity. The challenge exists in all levels of work, including the challenge to graduate study and research. "We both know that you are intellectually capable of better

**NOVEMBER, 1984**
than this!” is one approach. It is not necessary to be blunt, in fact tact is a blessing as long as the message is clear. Lead students into excellence rather than permit the system to reward mediocrity. We can all do this in our daily work and each of us thus can change society. We can demand more of our leaders than we usually receive in this country.

I also wish to recommend some changes in the system of education and professional activities for the academician. Professorial responsibilities are broad, but the professorial image conjures certain terms: accountability, teaching, research, consulting and tenure.

College professors are rarely truly accountable for their work. The only effective evaluations of professorial efforts are in the ultimate success of students, acceptance of published adjudicated research results, and effective consulting. Although consulting is commonly discouraged, or at least, not encouraged, by university administrations, it is a most effective and immediate evaluation of professional work. Clients either are satisfied with the application of geological ideas or not; they usually are quick to make their opinions of the work known. Really poor work will result in professional society complaints and litigation. Consulting brings the real world into the classroom in a way that no other activity can. Certainly, having to explain a dry hole to your students or to be able to develop a scenario for a mining or energy plan based on your own real and successful experience can have dramatic impact on the view of students towards their profession. I strongly recommend that consulting be given academic recognition at the same levels as research.

Much research now is only academically credited if it brings in funding to the institution, rather than for its quality and significance. Consulting also has the advantage of helping to relieve the financial decrement incurred by teaching rather than working directly in industry.

Finally, and perhaps least likely to be popular with my colleagues, I propose to eliminate academic tenure as we know it today. Tenure was a necessary protection for the faculty during the years gone when administrators were ruling Czars without interference and summary dismissals were possible. Since so many of our colleagues have chosen to unionize, so many court decisions uphold employee rights, and dismissal without cause has become near impossible even in private companies, the former protection of free speech is no longer necessary nor desirable. The only protections it now provides are for those who cannot speak without social invective and those who no longer produce professional academic work beyond the specified minimum trade union requirements. We don’t need those people in the professional practice of geology nor in any other field. I abhor this system that encourages young people to frenzied activity during the early, data gathering years of their careers, and then encourages their retirement from active professional life at age 35. Although you can all cite the professors who have continued their professional careers until retirement and beyond, remember, those are the people who didn’t need tenure anyway. They need no protection because they are leaders. I firmly believe a system of overlapping contracts of gradually increasing length can be adapted from the business and sports world into the academic world. Certainly, many football coaches operate in the academic world on that system now. Let’s encourage productivity of science and keep our geological education program vigorous.

CONCLUDING STATEMENT

Educated and productive people infused with the spirit to succeed and excel are the strength of the free world. Professionalism in geology in the academic world must produce these people, or we all ultimately fail. All of us, in academia or business, share responsibility for excellence in our field. I appreciate the opportunity to express my views. Thank you for listening to my words: I hope you heard me. Good day.
Pollution Imperils Groundwater

Protecting the nation's ground water will be the "principal environmental concern for the rest of the decade," Sen. David Durenberger, R-Minn., said October 25th in releasing a new Congressional study of the problem.

The report by the Office of Technology Assessment seems to back up critics who charge Congress and federal and state bureaucrats with moving too slowly to protect underground water sources which supply half the nation's drinking water.

Durenberger stalled a House-passed extension of amendments to the State Drinking Water Act that would have targeted $35 million in federal funds for ground water protection for the first time. But he said he did so in order to pass a more comprehensive measure next year aimed at setting out a national policy for ground water.

Durenberger also criticized EPA's ground water strategy, which he said would sacrifice some underground aquifers to contamination.

Part of the problem with protecting ground water is "that nobody can see it," unlike the damage caused to tree leaves from acid rain, said Durenberger.

The OTA study found:

- Ground water contamination has occurred in every state and is being detected with increasing frequency.
- Although only a small portion--1 to 2%--of the ground-water supply may now be contaminated, the potential health effects of the contamination are significant because contamination is often near heavily populated areas.
- Various studies suggest that drinking ground water contaminated with chemicals can result in acute and chronic health problems.
- State and federal regulators have concentrated on known sources of contamination--storage tanks, landfills, pipelines, factories and septic tanks--but only a handful of states have looked at "non-point sources" such as pesticides.

Future Power Demands May Not be Met

The utility industry has long warned that recession-depressed demand for electricity could create a false sense of security about national ability to meet long-term needs. Industry leaders have said that construction of nuclear and coal facilities to provide electricity for growth through the 1990s and beyond is lagging because of long lead times--more than 10 years for nuclear plants--involved in licensing and regulatory requirements.

Now demand is again rising--up 8% in the first half of 1984 over the same period of 1983. The Atomic Industrial Forum says, however, that nuclear power plants to meet growing demand are not a viable option. Utilities cannot take on the "open-ended financial risk" of nuclear construction, AIF says. That energy form cannot fulfill its potential until construction lead times are reduced through more predictable licensing and regulation processes.

Roadmap Program Cuts Through Red Tape

The U.S. Commerce Department's Roadmap Program offers assistance in finding the right person or agency in government, to get facts on programs, regulatory matters and bidding on contracts. It is designed to cut through red tape, allowing citizens to get the answers they need quickly and with a minimum of bureaucratic runaround.

For additional information, write to Roadmap Program, Office of Business Liaison, Dept. of Commerce, Room 5898-C, Washington, D.C. 20230. Phone (202)377-3176.

Judge Strikes Interior Mining Regs

A Federal judge struck down the Department of Interior's attempt at turning over control of Federal strip-mining approval to states. U.S. District Court Judge Thomas A. Flannery ruled that the Interior Department, not the states, must approve strip-mining of coal on federal lands. In a 35-page opinion, Flannery said that the 1977 federal strip-mining reclamation law requires the Interior secretary to approve mining plans of coal companies on federal lands. Former Interior Secretary James Watt proposed that states take over approval of strip-mining applications as a way to reduce burdensome regulations on the coal industry.

Flannery disagreed. "The secretary must exercise his power to review mining plans," he stated. "In every case that he did not, the effect would be to delegate that responsibility to the state. That result is explicitly forbidden by the statute."

The judge also ruled that the Office of Surface Mining (OSM) must regulate environmental impacts of coal processing facilities regardless of how far they are from the mine site. Proposed Interior regulations limited OSM's control to facilities near mine sites.

Government Establishes National Coal Council

A National Coal Council patterned after the National Petroleum Council set up by the Government immediately after World War II has been established by the Reagan Administration.

"The time has come to give coal, our most abundant fossil fuel resource, the same voice within the federal government that has existed for petroleum for nearly four decades," Energy Secretary Donald Hodel said in announcing the move.

Hodel immediately named 23 people from the coal and related industries to the Council. Among those named are Sandra Blackstone, a law professor at the University of Denver; and Richard M. Holsten, president of Pittsburg & Midway Coal Mining Co. in Denver.

The Council will function as a self-supporting advisory committee for making policy recommendations to the government and improving cooperation with industry on research, production, transportation, marketing, and uses of the coal.

Hodel said its initial agenda will include reviewing the impact of current Federal policies in those areas and making recommendations on the appropriate scope of federal coal research and development.

Interior Outlines New Coal Leasing Guidelines

The Department of Interior has outlined new guidelines for leasing federal coal tracts that include decentralized decision making, increased public participation, and smaller, more frequent coal lease sales. Interior's 10-point plan is a response to an Office of Technology Assessment (OTA) report that recommended changes to ensure a fair market value for federal coal tracts.

Under the new guidelines, regional coal teams will be given more authority on what to lease, when, and how. Interior will accept the teams' recommendations unless there is a clear need not to.

The amount of coal offered on a lease will be based on market conditions and environmental concerns. Another recommendation from the Interior Department is to change Section 2c of the Mineral Leasing Act of 1920. This would enable railroad companies to bid on federal cost tracts on checkerboard lands, allowing these lands to be combined into "logical mining units."
CAPITAL

The Capital Section held its first meeting and luncheon of its 1984-85 business year on September 26, 1984, at George Washington University in Washington, D.C. At the meeting, Dennis Kostick, outgoing president indicated that the outcome of the ballot to elect 1984-85 officers should be available by the next scheduled mailing in late October. The theme of this year's AIPG Capital Section program will be geotechnical activities conducted for or by industrial entities. The guest speaker at the September meeting was Mr. Phillip Custer, Assistant Vice President of ILBAU America, Inc., a tunnel construction design firm. Mr. Custer addressed the group on the various engineering and geologic aspects of specialized tunneling techniques utilized in sections of the underground Washington Metro Rail System. Twenty-six members and guests were in attendance to participate in the program. As my last function as Secretary-Treasurer, a questionnaire will be sent to the Section membership to determine individual preferences concerning time and location of regularly scheduled meetings, luncheons and programs.

James J. Pittman, III
Secretary-Treasurer

WYOMING

Last month's Wyoming Section of AIPG meeting was scheduled for Wednesday, October 10, 1984, 11:30 a.m. at the Casper Petroleum Club.

SPEAKER: W. Dan Hausel, Deputy Director
Wyoming Geological Survey

TOPIC: "Status of the Mineral Industry" 

ELECTION OF 1985 OFFICERS

The following members have been selected by the 1984 Nominating Committee to run for Wyoming Section AIPG Officers for 1985:

For President: Roy H. Guess, Casper
CPGS 2894

For Vice President: Bill A. Street, Casper
CPGS 2462

For Secretary-Treasurer: Almit D. Berglund, Buffalo
CPGS 4995

MEMBERSHIP REPORT

Welcome to the new Wyoming Section members! We would greatly enjoy seeing you at our monthly Section meetings held the second Wednesday of each month at the Casper Petroleum Club.

Michael L. Morris, Gillette
CPGS 6188

Marion L. Maderak, Casper
CPGS 6321

Phillip R. Goetzke, Cheyenne
CPGS 6657

James S. McAndrew, Casper
CPGS 6562

Keith S. Thompson, Laramie
CPGS 6005

Edgar L. Langrand, Saratoga
CPGS 6660

In addition, the following are currently applicants:

Theodore J. Hall, Saratoga
Richard T. Leigh, Green River
Meredith W. Mills, Casper
Jean T. Place, Casper

Membership for the Wyoming Section now stands at 92, four short of our goal for 1984—excluding the above applicants. Keep up the good work! If you know some more qualified geologists interested in AIPG, please refer them to our Section Chairman in charge of screening and membership:

John J. Pedry
777 Overland Trail, Suite 133
Casper, WY 82601
(307) 234-1221

REGISTRATION FOR WYOMING GEOLOGISTS

An informal polling of the membership at our monthly meetings has indicated very little interest for registration of geologists in Wyoming. We have not conducted a statewide poll of membership, however. Your views on this subject are important. Your state officers would like to know your feelings concerning state registration of geologists:

Are you strongly for registration?
Are you strongly against registration?
Do you favor staying with the current system of AIPG certification?
Do you see any trend toward registration in Wyoming because of requirements by the various state agencies?
Do you feel that the State of Wyoming should have a stronger definition of a "geologist"?
Do you feel that a state agency such as the Wyoming Geological Survey should maintain a list of "approved" geologists?

Please forward any comments regarding your feelings about registration to one of the following:

Richard P. Ortiz, President
3940 Cynthia Drive
Casper, WY 82609
(307) 235-1221

Donald F. Cardinal; Sr. Delegate, Advisory Board
330 South Center, Suite 322
Casper, WY 82601
(307) 237-4245

Daniel D. Miller; Delegate, Advisory Board
123 West First Street, Suite 750
Casper, WY 82601
(307) 265-5757

MISSISSIPPI

The Mississippi Section held a combined First and Second Quarterly Meeting May 31, 1984, at the Petroleum Club, Jackson, Mississippi. New officers elected for 1984 were as follows: Joseph R. Curro, Jr., President; Dwain K. Butler, Vice President; and, Joseph F. Fritz, Member-at-Large. The Secretary-Treasurer position is presently vacant, with the Vice

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President acting in that capacity.

Outgoing President Robert Larson distributed and discussed several AIPG publications and membership packets.

The membership noted with regret the death of Gordon W. Gulman, CPGS 33. A Memorial was sent in his name to the American Heart fund and "Memoriam" is being prepared for The Professional Geologist.

A Mississippi Section AIPG Geoscience Scholarship was discussed and approved. Initially, the scholarship will rotate among the four state universities with geoscience programs: University of Southern Mississippi, Millsaps College, University of Mississippi, and Mississippi State University. Hopefully, member contributions to the Section will allow the scholarship to be awarded to all four universities each year. Mr. William Meredith, a senior geology major at the University of Southern Mississippi, was selected to receive the scholarship for 1984.

Mr. Peter Church, a geologist at the U. S. Army Engineer Waterways Experiment Station, Vicksburg, Mississippi, presented an interesting lecture and slide show on geomorphic research on archaeological resources of the Mississippi River Valley along the Iowa-Wisconsin border. Mr. Church also led a discussion on bluff stability problems in the Natchez, Mississippi area. The Corps of Engineers has a considerable research effort devoted to finding the causes of river bluff failure in the Natchez area and determining the remedial measures.

Dwain K. Butler
Vice President

News Notes for Professionals...

BUSINESS AND EDUCATION: Entrepreneurship studies are more popular than ever. A recent survey of colleges by Karl Vesper of the University of Washington found 258 schools that offer courses on the subject, 61% more than the 160 he found when he surveyed schools in 1980...Human resource executives surveyed by The Conference Board are concerned about the lack of science and math preparation among high school graduates—but even more concerned about the graduates’ work attitudes and lack of basic communications skills. States one respondent, a utility executive: “The recent recession and shortage of jobs have helped somewhat, but we still have a basic problem convincing high school graduates that there is a work ethic of responsibility that requires you show up for work. It is that simple.” Some companies responding to the survey have developed programs in cooperation with local school systems in order to find solutions to the problem.

COMPENSATION: An early forecast of salary increases for 1985 (excluding executives), based on a survey of 185 Fortune 500 companies by Hewitt Associates, shows projections averaging 6.4%. Meanwhile, 1984 increases have been averaging 6.3%...Middle management salaries at U. S. companies rose 6.4% in the past year, the smallest annual increase in the last decade, according to a study by the Wyatt Company’s Executive Compensation Service. “With increasing concerns that inflation may soon re-ignite,” explains Pete Smith, Wyatt’s national compensation coordinator, “many companies are more determined than ever to keep the brakes on compensation expense for as long as possible.” A Marsh & McLennan Inc. study discovers that many small and mid-sized companies are paying more than twice the national average for workers’ compensation insurance. Worse, these companies do not know how to reduce these costs. For example, 74% of respondents said they never considered a self-insurance program, and 72% did not know the basic requirements to implement one. Also, 75% of the companies have never commissioned an outside risk management audit, and more than 90% have never received help with safety accident prevention from any-government agency.

1985 AIPG ANNUAL MEETING
SEPTEMBER 18-20, 1985
ST. PAUL HOTEL
ST. PAUL, MINNESOTA

1985 SECTION DUES - BY SECTION

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IN MEMORIAM...

Q. L. "Ike" Halbert III, CPGS 909, passed away after a brief illness on September 19, 1984, in Houston, Texas. Ike was born in Waco, Texas, in 1924, attended area schools and was graduated from Baylor University with a Geology degree in 1950.

Ike began his professional career by working as a geological engineer for Fred M. Manning, Inc. in Breckenridge, Texas. Throughout his career he worked with various petroleum companies in Texas, including companies in Wichita Falls, San Angelo and Dallas. He eventually began employment with Baltimore-based Crown Central Petroleum Corporation as the Exploration Manager, Midland District in 1971. He became Vice President of the Exploration and Production Division of Crown in Houston in 1982.

Ike was active in many professional organizations through the years including the American Association of Petroleum Geologists, American Association of Petroleum Landmen, Houston Geological Society and the American Petroleum Institute. He chaired various committees in several of those organizations.

He is survived by his wife of 37 years, Ruth, along with their son and two daughters, all of whom reside in Texas. Ike devoted much of his vacation and spare time helping his son develop and manage the family's Charolais cattle ranch in Valley Mills, Texas, outside of Waco. Those of us who knew him would frequently tease him about his "vacation" paradise. He delighted in sharing his pride for the "Circle R".

All of us, especially those who worked with Ike, will always remember his cheerful disposition and quick wit. He always shared a smile with those around him and was a true gentleman. We will all miss him.

Our Members Make the News...

Technical training in Third World countries is the focus of Gemara Associates which recently opened an office in Washington, D.C. The company is headed by Gary Melickian, CPGS 1700, a consultant with more than 24 years experience. Melickian has served as an advisor to a number of Fortune 500 companies and government agencies, providing technical consultation on a wide range of development projects.

Gemara Associates assists lending agencies and companies operating in Third World countries in setting up and managing technical training programs for a variety of projects, ranging from water resources to energy and mineral resources development. It develops on-site technical training programs and sets up technology transfer programs with leading corporations and universities in the United States and overseas. The company also helps clients establish general learning centers to promote skills development in computer science, mathematics, language, and other areas related to successful project development.

Prior to establishing Gemara Associates, Melickian was a partner of Dames & Moore, international consultants. During his 24-year tenure with the firm, he held a wide range of management, technical and consulting positions. Most recently he served as Director of Technical Services and previously as Director of Mining Services, and as Manager of Personnel and Public Relations.

H. Lyn Bourne, CPGS 2374, has become an Associate with the geotechnical consulting firm of Neyer, Tiseo & Hindo, Ltd., which is located in Farmington Hills, Michigan. Bourne will continue in the field of industrial minerals and head the company's mineral investigations department.

Current Natural "Gas Bubble" May Turn to Shortage

The biggest problem facing the natural gas industry these days is called the "gas bubble": an excess supply of gas. Estimates of the excess vary. The American Gas Association says it amounts to 2.3 trillion cubic feet--or about 12% of annual domestic consumption. One Wall Street analyst thinks it's 1.5 trillion cubic feet, while a trade magazine puts it at seven trillion cubic feet.

Whatever its size, the bubble is good news for consumers. The average price of natural gas has risen to $2.70 per 1,000 cubic feet, up from $1.18 in 1979, but the surplus has kept prices from hitting the $3.73 ceiling allowed by federal regulators. (A thousand cubic feet of gas contains the energy equivalent of seven gallons of oil.)

For pipelines and for gas exploration and production companies, the bubble has been a nightmare. Thousands of gas wells were drilled during the late Seventies and early Eighties and their output sold on long-term contracts to interstate pipelines, which were then desperate for new supplies. Freed in 1978 from federal regulations that had prevented them from paying full market prices for gas, the pipelines began offering premium prices. In response, drillers sank expensive wells. But when demand sagged with the recession, the pipelines backed out of their contracts. Columbia Gas is arguing in court that the drop in demand was something like an act of God, and so it shouldn't be forced to accept all the gas it had agreed to buy.

Producers looking for new ways to sell their gas sought out utilities and chemical companies and offered short-term contracts, usually at rates lower than those on long-term contracts. The spot market--something new for natural gas--now accounts for about 3% to 6% of U.S. consumption, according to a study by the management consulting firm of Booz Allen. Pipelines move the spot market gas for its owners, at a fee. Booz Allen estimates 10% to 20% of all gas will be sold in the spot market within five years.

The gas bubble may burst in a year or two. Demand has started creeping up and the effects of the oil and gas drilling boom that peaked in 1982 will not be felt much longer--output from new wells drops sharply during the first few years of production. Donald Dufresne, a gas industry analyst with Merrill Lynch, says almost half the country's gas supply in 1986 will have to come from wells drilled since 1983, and gas exploration is not keeping up with consumption. Drilling activity is down by nearly half this year from the peak in 1982.

Exactly when a shortage might develop is difficult to predict. In a cold winter users may consume a trillion cubic feet more gas than the seven trillion they use in a normal one: a cool summer can cut demand by 300 billion cubic feet. A University of Texas study says a 5% rise over normal demand could cause a shortage in that state as soon as this winter. A cold winter and continued low drilling activity could bring widespread shortages by 1986.
APPLICATIONS RECEIVED

Applicants for membership must meet AIPG’s standards as set forth in its Constitution on education, experience and competence, and personal integrity, and for Associate status, the same except for experience. If any member has any factual information as to any applicant’s qualifications in regard to these standards, whether that information might be positive or negative, please mail that information to headquarters within thirty (30) days. This information will be circulated only so far as necessary to process and make decisions on the applications.


BROWER, John C., 10 Cedar Lake Dr., Butte, MT 59701. Sponsors: Harold James, Richard Berg, Sid Groff, Edward Bingler, Lawrence T. Larson.


JACKS, Jack B., So. 10 W. 31367 Irwin Ct., Wales, WI 53183. Sponsors: Ken Smallwood, Ted Mullens, Norm Stark, Rusty Dorsch, Stu Hughes.

MELLIN, Anthony R., Jr., 17606 Nordway Dr., Houston, TX 77084. Sponsors: Barney P. Popkin, Raul Deju, Andrez Jazar, Robert J. Marks, Edwardo Aguilar.

MUHR, Stephen G., 1040 Stanford Street, Santa Monica, CA 90403. Sponsors: Ken Euge, Terry Foreman, Bob Lynn, Jeff Randoon, Dave Randell.

MURPHY, Dennis B., Sr., P.O. Box 141, Gulf Hammock, FL 32639. Sponsors: Bobby J. Timmons, William D. Reves, Michael D. Micheau, Tomas Scott, Sam Uchpuch.

OAKLEY, Chester A., 463 S. Camino Seco, Tucson, AZ 85710. Sponsors: Joseph E. Shearer, Clancy Wendt, Mike Sheets, Robert A. Metz, Joe Wilkins.


SCHICK, Jeffrey Thomas, Ground Water Associates, Inc., P.O. Box 200, Westerville, OH 43081. Sponsors: David M. Erickson, Samuel M. Stowe, N. Thomas Sheahan, Mark W. Bulot, Lawrence W. West.


WALLACE, Gregory L., 5948 Seminole Road, Warr Acres, OK 73132. Sponsors: John Fyberger, William Smithman, Robert Hall, John Roles, Jerry Thornhill, Cleo Christenson.


NEW MEMBERS

Take a minute to call and welcome the new members into the Institute. Invite those from your state to become active in Section affairs.

BAUDER, James R., CPGS 6718, Canton, OH

JAKOB, Paul G., CPGS 6719, Lake Clarke Shores, FL

JOSLYN, Diane E., CPGS 6720, Iowa City, IA

MASON, Gregory L., CPGS 6721, Sandy Hook, KY

MILLS, Meredith W., CPGS 6722, Casper, WY

NIHLS, Danna N., CPGS 6723, Winona, MN

POPP, John T., CPGS 6724, Ft. Mitchell, KY

SCHNIDER, Robert, CPGS 6728, Arlington, VA

SHAW, Jonathan E., CPGS 6723, Boynton Beach, FL

STANLEY, David A., CPGS 6727, Anchorage, AK

SWEAN, William J., CPGS 6721, Portsmouth, VA

THACKER, Steve C., CPGS 6730, Columbus, OH

THOMAS, Roger E., CPGS 6726, Fairfax, VA

WAHL, Jr., David E., CPGS 6725, Fountain Hills, AZ

WARD, John J., CPGS 6729, Tucson, AZ

Writing Off That Computer May Be Tough

Businessweek has reported that under provisions of the 1984 tax act, more than half of home computer time must be for business purposes in order to claim a tax deduction for business use. Tax experts are warning clients that a careful, contemporaneous diary must be kept to provide documentation.

Under the old rule, which still applies to computers placed in service before June 19, 1984, deductions could be taken based on any proportion of business use. Now, if you fail the 50 percent test, you not only lose a 10 percent investment tax credit, but you cannot take the rapid write-offs otherwise available: you may not deduct in a single year the price of a machine that cost $5,000 or less, or depreciate the computer under the alternative five-year tax write-off, which can be used for equipment of any price. The new rule is that if business use is less than 50 percent of total use, the write-off period is raised to 12 years.

Inflation Held to 4.2 Percent So Far This Year

Consumer prices rose just 0.4% in September, holding the annual inflation rate to a moderate 4.2%. The Consumer Price Index for September was 314.5.

The inflation report also helped determine how much American taxpayers will save next year under the new personal income tax indexing system, designed to keep inflation alone from forcing people to pay higher taxes.

On average, taxpayers whose 1985 income rises less than 4.08% will get a tax cut. The savings, however, will vary according to tax bracket.

The overall report showed a continuation of the moderate inflationary trend of the last three years.

In a separate report the Government says that for the past year, inflation-adjusted earnings (“real” earnings) for full and part-time workers have increased 0.6%.

NOVEMBER, 1984
Older Workers Back to Work

Attitude surveys of people over 55 repeatedly show that more than half would like to continue working, especially part-time. Yet in 1982, only 32% of the over-55 U.S. population was in the labor force, and of those only 26% were working part-time. Why this discrepancy?

Three reasons, says Stephen McConnell, who serves on the professional staff of the U.S. House of Representatives Select Committee on Aging:

1. Older people's motivations for wanting to work are not clear. Studies disagree on why older workers say they want to work. A Louis Harris survey for the National Council on Aging, McConnell notes, found that most individuals over 55 who want to work "were characterized by lower socioeconomic status, lower income, and lower levels of education." A second study of older workers in Los Angeles "found that the best predictor of preference for part-time work rather than retirement was attitudes toward retirement. Those who 'did not look forward to retirement' and felt retirement is 'not good for one's health' were much more likely to want to postpone retirement by working part-time."

2. Jobs, full-time or part-time, are not available to meet the demand among the elderly. Congressional hearings on older worker issues in 1981-82 presented a very mixed picture of job opportunities available. On the positive side, McConnell notes: "Employment opportunities for older workers have been expanding in three industries: aerospace and technology, because of a shortage of specialized engineers and computer programmers; fast foods, because of potential labor shortages and a desire to stabilize the workforce; and banking, finance, and insurance companies, because the nature of the work is often suited to older workers.

3. Employer, government, and union policies discourage or prohibit hiring the elderly. McConnell suggests that federal retirement income policies, such as the Social Security limitations to the working elderly, may inhibit older people from working. Employer policies, such as paying limited or no benefits to part-time workers, are further disincentives.

Tips on Good Interviewing Techniques

Even experienced executives sometimes make hiring mistakes—it is often difficult to fully assess a candidate in the few minutes an interview allows. If you use these good interviewing techniques, however, you can minimize the chance you will make a mistake:

■ Write a clear position description. You can't describe a position to a candidate if you're not sure what it is yourself.
■ Don't interview too many people. Cull the resumes down to three or four. If the first two or three interviews don't reap the right person, you can always go back to the stack of resumes.
■ Develop a list of questions. This keeps the interview flowing and offers a basis for comparing candidates.
■ Let the candidate talk about himself or herself before you describe the position or organization. Otherwise, the candidate may slant what he or she says toward the characteristics you've indicated are desirable.
■ Use silence. If the candidate gives a short or pat answer, simply nod and keep the same expression. To fill the void, most people will add more information.
■ Be prompt. Making a candidate wait doesn't make you appear important. It's merely rude.
■ Let someone else conduct a second interview. Another person's perspective is often helpful in making a decision.

Federal Job Information Centers

The Office of Personnel Management maintains Federal Job Information Centers in several major metropolitan areas across the country. They are listed under "U.S. Government" in the white pages of local phone directories. In addition, Federal job opportunities are posted in State Job Service (State Employment Security) offices.

Federal Job Information Centers are located in:

Huntsville, AL
Anchorage, AK
Phoenix, AZ
Little Rock, AR
Los Angeles, CA
Sacramento, CA
San Diego, CA
San Francisco, CA
Denver, CO
Hartford, CT
Wilmington, DE
Washington, DC
Miami, FL
Orlando, FL
Atlanta, GA
Agana, Guam
Honolulu, HI
Boise, ID
Chicago, IL
Indianapolis, IN
Des Moines, IA
Wichita, KS
Louisville, KY
New Orleans, LA
Augusta, ME
Baltimore, MD
Boston, MA
Boston, MI
Twin Cities, MN
Jackson, MS
Kansas City, MO
St. Louis, MO
Helena, MT
Omaha, NE
Reno, NV
Portsmouth, NH
Newark, NJ
Albuquerque, NM
Bronx, NY
Buffalo, NY
Jamaica, NY
New York City, NY
Syracuse, NY
Raleigh, NC
Fargo, ND
Cleveland, OH
Dayton, OH
Oklahoma City, OK
Portland, OR
Harrisburg, PA
Philadelphia, PA
Pittsburgh, PA
San Juan, PR
Providence, RI
Charleston, SC
Rapid City, SD
Memphis, TN
Dallas, TX
El Paso, TX
Houston, TX
San Antonio, TX
Salt Lake City, UT
Burlington, VT
Norfolk, VA
Seattle, WA
Charleston, WV
Milwaukee, WI
Cheyenne, WY

For most Federal jobs, you must be on an Office of Personnel Management list and be referred to the agency as being among the most highly qualified applicants for the job. In order to get on the list, contact a Federal Job Information Center (or State Job Service Office) to see whether applications are being accepted in your area for the kind of work you want. If you're not sure what kind of work you want, job information specialists may be able to suggest a type of work for which your education and experience might qualify you. The qualifications information and application forms you'll need can be obtained in person or by mail from a Federal Job Information Center.

Moving?

... don’t forget to send AIPG your new address!
Engineer Salary Medians Reported

Mining and petroleum engineers who were members of the National Society of Professional Engineers again reported the highest median salary among engineering disciplines last year. The median salary reported was $51,059. That figure represented a drop of nearly $1500 from the previous year.

The overall median salary for the entire engineering field was $43,017. This represents a 4.2% gain over the previous year, barely more than the 4.1% increase in the Consumer Price Index during the same period.

A distant second to NSPE mining and petroleum engineers were nuclear engineers, who reported a $47,640 median, followed by chemical engineers at $47,000.

By industry, petroleum and coal products continued to lead with a median salary of $50,675, followed by pipeline utilities at $47,950.

By degree level, the median for NSPE engineers with a BS in engineering was $41,756. Those with an MS reported $45,000, and those with a doctorate, $52,000.

By length of experience, NSPE medians ranged from $26,000 at the first-year level, to $52,000 for those with 30 or more years of experience.

Highest salaries were reported in Alaska, Guam, Hawaii, Montana, Idaho, Washington, Oregon, California, Nevada, Utah, and Arizona. Lowest salaries were reported in North and South Dakota, Minnesota, Iowa, Missouri, Nebraska, and Kansas.

Social Security Benefits to Increase Soon

Social Security benefits will go up 3.5% in January. But when benefits go up, so does the ceiling on which Social Security taxes are collected. The tax in 1985 will be levied on earnings up to $39,600, that's up from $37,800 this year.

A tax rate increase to 7.05% from 6.7% is also scheduled, boosting the maximum annual levy to $2,791.80. Employers will see their tax rate rise also.

The Social Security system expects to take in $2 billion from raising the wage base and $1.8 billion from the tax rate increase.

The benefit increase is the second consecutive annual 3.5% hike, the smallest since benefits were tied to inflation in 1975.

Benefits now have climbed 108% since 1975. The biggest jumps were in 1980 and 1981--14.3 and 11.2%.

Margaret M. Heckler, the Secretary of Health and Human Services, said the boost "assures that those who depend on Social Security will have their standard of living keep pace during this nation's strongest economic recovery in more than a generation."

Olander Becomes New SEG 1984-85 President

A. M. (Red) Olander, Division Geophysical Manager of Exxon Co. USA's Gulf Coast Division, Houston, has been elected President of the Society of Exploration Geophysicists (SEG) for the 1984-85 term. He succeeds Thomas R. LaFehr, EDCON, Inc., Denver. Olander served SEG as Secretary-Treasurer in 1981-82 and as Associate Editor of GEOPHYSICS, and has chaired the SEG Program Committee for the Offshore Technology Conference.

Olander and the other new members of SEG's Executive Committee will begin their terms of office at the end of the 54th Annual International SEG meeting, December 6th, in Atlanta.
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Books On Professional Subjects

MANAGING MANAGEMENT TIME, William Oncken, Jr. Prentice-Hall, 1984. 288 pages. $19.95. Based on his time-management seminars, Oncken's book examines the plight of managers who constantly find themselves running behind schedule, describing in detail the numerous problems that cause workers on all levels to waste valuable time. Among the most common are absence of effective communication among workers, apathy due to lack of motivation, and unyielding adherence to inefficient practices. By recognizing that a problem exists, says Oncken, managers can make significant improvements. Examining the role of the manager in relation to peers, superiors, and subordinates, he offers practical advice to help managers minimize events that can disrupt carefully planned schedules.

THE SMALL BUSINESS SURVIVAL GUIDE. Bob Coleman. Norton & Co., 1984. 350 pages, $18.95. The author has outlined issues and problems an entrepreneur might come up against when starting up a business, including raising money, security and safety, litigation, and long-range planning. Coleman, vice president of a business brokerage and investment consulting firm, uses real-life examples from corporate giants (Porsche, Gillette, the 7-11 chains, for example) and individual clients to illustrate his points. He also shows how Japanese management principles, such as Kanban and quality circles can be applied to a start-up company. It is a comprehensive guide to buying, running, and selling a small business.

CORPORATE ETHICS AND CRIME: The Role of Middle Management. Marshall B. Clinard. Sage, 1983, 189 pages, $25. Based on interviews with Fortune 500 middle managers, this book studies middle managers' typical responses to corporate crime--how they balance conflicts between ethical conduct and loyalty to top management, how frequently they report corporate crimes, and how structural relationships and pressures in a large corporation contribute to unethical and illegal behavior. Clinard, a University of Wisconsin sociology professor, also speculates on whether private industry should be self-regulated.

HOW TO START, FINANCE AND OPERATE YOUR OWN BUSINESS. James L. Silvester. Lyle Stuart, 1984. 448 pages, $20. Noting that 1983 was a record year for new businesses (600,000 were founded), Silvester guides the would-be owner through the planning, financial, and legal considerations of starting a business. He also lists 221 capital companies, 56 underwriting firms, 33 state funding sources, and 85 U.S. small business government funding programs.