Why is it that some students don't like to learn to write right? And when it comes to scheduling courses, students often will avoid the ones where they know they are going to have to write, right? If you're getting the idea people will go out of their way to avoid having to write, you're right.

Why this aversion to writing? Dr. Thomas Klein, English, said many students do not have much experience in writing because they sometimes receive paper assignments only in English classes or a class in their major. Unused to putting their thoughts on paper, the assignments are produced under pressure and through much frustration. But according to Klein, a new revolution is taking place on many college campuses. During the past two decades research in a variety of fields such as anthropology, philosophy, rhetoric, cognitive psychology and linguistics has shed important light on how people learn.

A key component of this work has been to investigate the role writing plays in the learning process. At many universities, the work has resulted in programs called Writing Across the Curriculum which are designed to equip faculty to use writing to promote and/or measure learning in their classrooms. In 1986 with the support of an NEH grant, Dr. Alice Calderonelo, English, initiated a Writing in the Classroom (WIC) program at the University and Klein has more recently coordinated a two-day workshop for faculty each semester.

Through workshops on topics such as "Evaluating Student Writing Problems," "Invention and Composing," "Role of Audience in Writing," and "Assignment Making," faculty are taught to understand the act of composing a piece of writing is a complex intellectual process and people have trouble writing for a variety of reasons.

"Learning is an active process of giving meaning to our thoughts. Writing represents a unique kind of learning," Klein said. "If we just ask students to speak in our classes, they are learning in a different manner. With writing, we can ask them to freeze their thoughts which gives them a chance to monitor and clarify them.

Klein said many instructors do not see why writing is a "supremely effective learning technique." "Some professors are not aware of the myriad way of using writing in their classes. Moreover they think evaluating writing means looking for grammar and usage mistakes which would make anyone want to avoid writing. Faculty also fail to take a close look at the thought content," he said.

The workshops have met with initial success. More than 100 University faculty members who have attended the seminars and some have participated more than once.

Abuse of sick leave studied by committee

A proposed change to the Classified Staff Handbook would spell out how much sick leave an employee is entitled to and what disciplinary actions will be taken if the sick leave is abused. The proposal was made by the Ad Hoc Sick Leave Committee to the Classified Staff Council at its Nov. 22 meeting.

The committee was established last year to investigate employees' and supervisors' concerns about absenteeism and use of sick leave. Some employees had complained about receiving "letters of concern" after using a number of sick leave days, and supervisors said disciplinary measures were not sufficient for chronic abusers of sick leave.

Lute Howel, a member of the committee, explained the purpose of the proposed handbook change is to make sure everyone understands the proper use of sick leave. The University's policy is derived from state civil service procedures, and the committee advised publishing the section from the Ohio Revised Code in the handbook.

Classified employees earn sick leave at the rate of 1 1/4 hours for every 80 hours paid. It is earned for all hours in active pay status, including vacations, sick leave and overtime, but is not earned during an unpaid leave of absence. The amount of sick leave that may be accrued is not limited.

Accrued sick leave may be used only for absences due to: illness, injury, pregnancy and postnatal recovery period, care of an employee's spouse, care of a dependent during postnatal period (maximum five days), medical, dental or optical examination or treatment, serious illness in the immediate family, death in the employee's immediate family, and attending the funeral of a friend. Sick leave is not used for domestic family (maximum eight hours).

Klein said the committee added some guidelines to the University's policy to "encourage interaction between the employee and supervisor which will hopefully make it more easy to use the policy."

The proposal suggests "when a supervisor begins to suspect an absentee pattern developing he/she should set up

In the workshops, participants are taught both practical and theoretical ways that writing can promote and evaluate learning. They look at the nature of the communication situation and learn how to help students write effectively for a specific audience.

"The unexpected fringe benefit is that the participant learns more about his or her writing capabilities, too," Klein said. The seminars encourage the faculty to assign a series of ungraded papers in their classes. Klein said this method allows the students to take risks and stretch their minds without worrying about punishment. "These are just short response assignments that may be done every other class. The instructor may mark them in a way that shows the student either put a lot of thought into it or didn't," Klein said. Topics are simple, such as summarizing the main point of a reading.

ODK taps four campus leaders for membership

Two top-level administrators, two faculty members and 29 students were tapped Dec. 1 for membership in the University chapter of Omicron Delta Kappa, a national leadership honor society.

Dr. Eloise Clark, vice president of academic affairs, and Philip Mason, the executive assistant to the president, and secretary to the Board of Trustees, were the administrators selected.

Faculty members tapped for membership are Dr. Elliott L. Blinn, chemistry, and Dr. Nancy Kubes, English.

The 29 junior and senior students were selected on the basis of outstanding performance in one or more of the following categories:

- Creative and performing arts
- Local, service, religious and campus activities
- Scholarship
- Athletics
- Cumulative, speech and mass media

Cluck, who joined the University in 1983, earned her undergraduate degree from Mary Washington College of the University of Virginia and her doctoral degree from the University of North Carolina at Chapel Hill. A Phi Delta Kappa scholar, she formerly was the assistant director of the National Science Foundation.

High above the ground, workmen manage to keep their balance while replacing a vertical conveyor at the University's hearing plant. The conveyor is used to feed coal into nearby storage bins. The improvement project, funded by state monies, is expected to be competed by mid-December.
Promoting science: Seminar attracts interested women

The shortage of women in the sciences has been a concern for some time. According to Dr. Cynthia Stong-Groat, intellectual goal-getters have been focusing on the education that the University has to offer to girls interested in the sciences. The students at the University have the opportunity to join the Junior Women's Seminar in Science and the Junior Women's Seminar in Science is being sponsored by the University's Office of Women's Affairs.

The seminars feature presentations by women scientists and women who have excelled in the sciences. These seminars attract a large number of students who are interested in the sciences. The seminars are open to all students, regardless of gender, and they are sponsored by the University's Office of Women's Affairs.

The seminars are designed to provide an opportunity for students to learn about the sciences and the opportunities that are available to them. The seminars are also designed to provide an opportunity for students to meet women scientists and other women who have excelled in the sciences. The seminars are open to all students, regardless of gender, and they are sponsored by the University's Office of Women's Affairs.

Chorus auditions are set for opera on Dec. 9

Auditions will be held from 7-10 p.m. in room 404 of the Music Building. Applicants must submit one vocal selection accompanied by a piano arrangement, or a tape containing the selection, accompanied by a cassette tape. Vocalists interested in the community chorus are scheduled to be held in March. Further details on auditions, call 372-1848.

McMaster Institute to fund new fellowship program

A prestigious, full-time fellowship program for study in physical and chemical sciences has been announced by the University. The program is open to all students, regardless of gender, and it is sponsored by the University's Office of Women's Affairs.

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Otto Schoepeple speaks at Dec. 1 dedication of BA Building addition

The dedication of the new BA Building addition was held on Dec. 1. The dedication was attended by many members of the University community, including the University's President, Dr. John Ward. The dedication was a celebratory occasion, and it was attended by many members of the University community, including the University's President, Dr. John Ward.

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**Commentary**

Editor, the Monitor.

It has been my fortune to attend that some individuals, including certain members of the academic and business communities, are promoting a reorganization of personnel services at the University. Specifically, it has been suggested that two current administrative positions be merged with the Faculty Welfare Committee of the Faculty Senate.

The faculty welfare committee is a recognized university personnel committee under the Faculty Senate, and its work is closely coordinated with the personnel office. The committee is charged with recommending policies and procedures related to personnel matters and with representing the faculty's concerns to the administration. It is important to note that the personnel office is already working closely with the faculty welfare committee to address any issues or concerns that may arise.

I believe that merging these two positions would be counterproductive. It is essential that we maintain a clear division of responsibilities and ensure that the faculty welfare committee remains autonomous in its work. Merging the two positions would likely result in a loss of expertise and a decrease in the efficiency of the personnel office.

It is my hope that this letter will help to bring attention to the importance of maintaining a strong and independent faculty welfare committee. I urge all faculty members to support the committee and to ensure that its role in personnel matters is adequately represented.

Sincerely,

[Your Name]
Datebook

Monday, Dec. 5
Faculty Art Show, Faculty from the School of Architecture will display works in J. Walter Building, 1-3 p.m. (J. Walter Building, sponsored by UQG.)

Tuesday, Dec. 6
Fairfax Lecture Series, "Women's Roles in Peace," by Miss Margaret O. Moore, 1 p.m. (Fine Arts Center, sponsored by Knox College and the Holtman Fund.)

Wednesday, Dec. 7
Holiday Craft Fair, 10 a.m. - 6 p.m. (Lehman Grand Ballroom, sponsored by U. Lehigh Faculty.)

Thursday, Dec. 8
Holiday at Lehman, "Child and Family," a children's holiday show, 5 p.m. (Franklin College, sponsored by the Arts Council.)

Friday, Dec. 9
Winter Address to the Student Faculty Senate, "Annual Luncheon in Honor of the Office of the President," 11:30 a.m. - 1:30 p.m. (Liberal Arts Center, sponsored by the Office of the President.)

Saturday, Dec. 10
Winter Holiday Crafts, 10 a.m. - 4 p.m. (Majors Hall, sponsored by the College of Arts and Sciences.)

Classified Employment Opportunities

The following classified positions are available.

Open Competitive Examinations
Posting expiration date: 11 a.m., Friday, Dec. 10.

Monday, Dec. 7
12-03 Pay Range 10
Plumber 2
Applications should be submitted to the Office of Personnel in the Office of Personnel, 1400 Broadway, by 11 a.m. on Monday, Dec. 10.

Wage Scale
Pay Range 10
Library Assistant
Applications should be submitted to the Office of Personnel by 11 a.m. on Monday, Dec. 10.

Salary Scale
Pay Range 10
Library Assistant
Applications should be submitted to the Office of Personnel by 11 a.m. on Monday, Dec. 10.

Saturday, Dec. 11
12-03 Pay Range 1
Clinical Manager, 7-11 p.m. (University Counseling Center, sponsored by the Office of Personnel.)

Monday, Dec. 14
Pay Range 2
Office Support Administrative Assistant
Applications should be submitted to the Office of Personnel by 11 a.m. on Monday, Dec. 14.

Family extends its appreciation

Jeff Sexton, director of international programs, and his wife, Marion, and daughter, Kathy, have extended their appreciation for the support they received from the University faculty of the first year. Sexton has been a member of the faculty since the fall of 1982.

Faculty/staff positions

The following faculty positions are available:

- Assistant Professor of English
- Assistant Professor of Mathematics
- Assistant Professor of Psychology
- Assistant Professor of Spanish

The following administration positions are available:

- Residence Assistant
- Residence Assistant
- Residence Assistant

Dr. Connerton-Witriams said that when they received the idea from the Computing Services department, they were under the impression that the project would be completed within a few weeks. However, it took several months to complete the project.

The data is already recorded on computer printouts, but it is spread through many departments and offices, making it difficult to access. Connerton-Witriams said that the project was a success because it provided easy access to the data. She said that the project would be repeated in the future, and that it would be even more successful if the data were organized in a more systematic way.