United Press International NEW YORK — The solution to America's falling productivity lies in adapting to people's changing attitudes, not in technology or govern-ment regulation, says headhunter-

Zinke runs a firm called Human Resources, Inc. which with 20 major corporations sponsored a survey by Opinion Research Corp. on human resources management in U.S. in-

The survey's conclusions are somewhat startling. The ideas and attitudes of American workers from bench hands to middle executives have changed a lot and business management is only now coming to grips with the new workaday world.

'People's commitment nowadays including supplies and fees for seris to themselves and to a full and rounded personal life," Zinke said. Newcomb had to make some ad-"Their commitment to a job or to a justments in clothing to allow for the career definitely takes a subordinate slightly distended abdomen — with role, and managements will have to its nearly two quarts of extra fluid, the magic stuff that's saving his life as it washes his blood. adjust to this change if they want to attract and retain qualified people.'

Indeed another study by the I used to be a 30 inch waist," he American Management Association said. "Now I wear a size 33 so things concluded that the 1980s in all probability "will become the decade of the employee.

A basic element in what Zinke calls the "new work ethic" is that no matter on what level he or she works Americans demand some voice in the decision process and if they don't

get it they will not be productioe. The AMA study calls this "employee alienation" a reflection of broader dissatisfaction with the quality of social and economic life in general and with the performance and leadership of most institutions in

The AMA study says while it is no longer true that a company is the lengthened shadow of a single individual, top management does establish the tone and style. Top management will have to lead "in a climate of openness, trust and participation in which the self-motivation of every single member of the organization is

encouraged. Zinke said communication with workers is the most important task facing management.

It helps to make work more varied. "General Motors accomplished a miracle at a plant at Tarrytown, N.Y., just by making assembly line work more varied and meaningful," he said. "Worker productivity shot up.

New kidney dialysis system frees failure victims from large machine

United Press International
"I feel free as a bird," Earl Newomb, 49, of Austin, Texas, said.

"And I feel terrific That's saying something. A little ver a year ago Newcomb received a nedical death sentence. Both kidneys of the aircraft maintenance man opped working.

His body couldn't eliminate poisoous wastes and excess fluids. He was throwing up.

How Newcomb got from that point to feeling "free as a bird" and terrific" is one of science's marve-

You might guess that Newcomb was saved by joining nearly 50,000 others in America who survive kidney failure by having their blood cleansed four hours a day, every other day — while they are attached to an artificial kidney machine.

crief, Newcomb's physician, is coinventor of another way to help patients whose kidneys have shut down. It is called - are you ready? continuous ambulatory peritoneal dialysis. CAPD, for short.

Moncrief gave Newcomb a choice: standard hemodialysis via a stationary artificial kidney or a chance to be one of the first three patients using CAPD — a revolutionary, portable, self-care treatment system for kidnev failure.

Newcomb said he didn't need to be talked into CAPD. It sounded that good. Besides, he had confidence in Moncrief, a nephrologist kidney specialist — who also is co-director of the Hemodialysis and Transplant Unit at Austin Diagnostic

First the doctor implanted a flexible tube in Newcomb's abdominal

A flexible plastic bag of dialysis solution is attached to the catheter sticking out of his abdomen. The bag with about two quarts of the special solution is raised to shoulder level and by gravity the stuff drains into his abdomen.

"It takes about 10 minutes," Newcomb said.

The empty bag, without being detached from the catheter, is rolled up and tucked under his shirt or trousers — or trunks, when he's swim-

About six hours later, Newcomb unrolls the plastic bag, lowers it to the floor, sits down and, once more, gravity makes the solution drain out. Now, it's full of toxins washed out

He detaches the bag from the catheter and flushes the contents down the john. Then, he attaches another bag of

follow strict rules on protein. There are now about 600 patients on CAPD and they are doing most

... AND THIS MODEL

CAN ALSO BE USED

AS AN EXPLOSIVE

SEE, IT CONTAINS

A SMALL AMOUNT

OF RADIOACTIVITY!

BUT DON'T

LET THAT

BOTHER

You !!

FRISBEE - YOU

machine can only have a pint-and-a-half of fluid a day and must restrict salt and cannot eat bananas and must

solution, raised shoulder high, and

lets it drain into the abdominal cav-

ity, starting a new link in the con-

Four times a day he spends 10 minutes repeating the process.

'That's all there is to it," he said.

He said supplies are easy to carry

and the procedure can be performed

whether at home, or in an office or a

need to be on a special diet, the way

it is when you are on the artificial

He said those on the kidney

The big thing to Newcomb, he

I can travel anywhere and I don't

almost anywhere there's privacy -

rest room or locker room.

kept repeating, is being free.

Foot book for joggers

anything — as Newcomb claimed.

Doctors implant the catheter off-

center, by the way, so it won't inter-

percent of the nearly 50,000 patients

using artificial kidney machines —

on line since 1956 — will be able to

There's a dollar savings. Kidney

machine patient expenses come to

around \$24,500 a year. The CAPD

system costs runs about \$14,000 -

vice from doctors and others.

More than freedom is involved.

Authorities estimate from 10 to 30

fere with sexual activity

use the CAPD system.

United Press International NEW YORK — For joggers, a new booklet entilted "How to Keep Your Jogging Feet in Sportshape Condition" defines a variety of foot ailments such as blisters, corns, calluses, bunions, arch trouble, Morton's foot, heel bruises, heel spurs, achilles tendonitis, shin splints and toe problems. The booklet, which costs 50 cents, is written in cooperation with Dr. Louis Shure, member of the American and Canadian Academies of Podiatric Sports Medicine, and suggests treatment and prevention of the various conditions. (Available from Burlington Socks Dept. J., 1345 Ave. of Americas, New York, N.Y. 10019).

Dance AUDITIONS

California Institute of the Arts announces auditions for entrance to the School of Dance for Fall 1980 Semester

DALLAS: Sunday, February 24; 1:00 p.m. - 4:00 p.m

Arts Magnet High School 2501 Flora, Dallas, Texas 75201

Rebecca Bobele Gloria Anne Bowen Mia Slavenska Nicholas Gunn

FACULTY:

For appointment and additional information call (805) 255-1050 ext. 185

CALifornia Institute of the ARTS

Smoke detectors not hazardous

United Press Internation WASHINGTON — A - A governent-sponsored study has coneluded that smoke detectors containng a tiny amount of radioactive material do not pose ahealth hazard when compared to the thousands of

The report also says a recently inroduced type of smoke detector may be the best bet for the consumer. It combines an ionization device and a photoelectric cell at a price of about

Smoke detectors come in two basic types. Photoelectric units use a beam of light. Ionization chamber models — by far the most widely sold - use a speck of radioactive Americium 241 to "read" smoke particles in the air.

e of his mode

aid D.H.H.

essive distributed before his he local center

raising is midicated.

as so darn who back away to bard said.

Alamo-

Tests have proven photoelectric units are quicker to read smoldering or slow-burning fires, while ionization devices sound the alarm quicker in fast-burning fires.

The report done for the U.S. Nuclear Regulatory Commission by Science Applications Inc., La Jolla, Calif., follows several years of debate on the advisability of exposing consumers to in-home radioactivity with onization chamber detectors.

The study found 14 million such

detectors — enough to protect the homes of 21 million persons would create a risk of only .1 fatal

"The normally occuring cancer mortality rate for the total population of the United States is about 370,000 per year or about 35,000 per year for a grout of 21 million people," the study said. It added that a comparison of the figures shows there is a "relatively small risk" involved in ionization chamber devices.

The report also says consumers can now find bargains in smoke detectors. The average cost of units was about \$125 each in 1972. Thanks to competition and technology, the average price today for an ionization detector is \$12, the report said, and some units are less than \$7

The study found the average price of a photoelectric detector to be \$20 and a combination unit \$30.

Th study said the combination or 'photo-ion" unit "definitely offers the greatest protection from fires to a consumers because it utilizes the sensitivities of both types of detec-

The report also found that advancing technology will bring changes in

ASH WEDNESDAY SERVICES

Bethel Lutheran Our Saviours Lutheran **University Lutheran Chapel**

7:30 pm 7:30 pm 10:00 pm

Communion at all services

University Lutheran Chapel 315 N. College Main Hubert Beck, Pastor Phone 846-6687

Sunday Worship

9:15 & 10:45 am

Strep vaccine dimiral Nie about 12001 questioned

WASHINGTON — Three University of Tennessee researchers report progress in the effort to develop a vaccine against the streptococcal bacteria that cause rheumatic fever and rheumatic heart disease.

The question now, they say, is whether such a vaccine is needed in these days of effective strep-killing antibiotics, and if so, where?

Rheumatic fever is almost always the result of a streptococcal infection of the throat although the Tennessee researchers say most people who get strep throat would not develop rheumatic fever even without treatment. But many who get rheumatic fever develop rheumatic heart dis-

The most common result of heumatic fever is damage to the heart valves; in some cases the heart muscle itself may be weakened.

As late as the 1940s, rheumatic eart disease was the leading cause of death among school age children. During World War II, tens of nousands of young men crowded ogether in training camps and pships developed strep throat

opened a second store in

212 N. MAIN

and many died or were permanently injured by resulting heart disease. Then came penicillin. The strep-tococcal bacteria happened to parti-

cularly vulnerable to the new "miracle drug. Thanks to penicillin and other antibiotics, rheumatic fever is now a rare disease in the United States although it continues to crop up in

areas of poverty. Unfortunately, said Drs. Edwin Beachey, Gene Stollerman and Alan Bisno, the situation is different in many underdeveloped countries whose society can best be described as pockets of affluence amid general

And they said it cannot be assumed that rheumtic fever will continue to be a minor problem in the United States because the strep organisms that cause the disease might someday become resistant to antibiotics.

They said the main obstacle that now stands hinders development of a practicable human vaccine is identification of the strains of streptococcal organisms that cause rheumatic

822-3119

AGGIES!

Douglas Jewelry

Your old friend in Downtown Bryan, now has

Culpepper Plaza

Open 10-6 Mon.-Sat. 693-0677 Plus our original store

DOWNTOWN BRYAN



THE WORLD

3 Layers — 14.95

CHECK US OUT AT OUR NEW LOCATION ACROSS FROM MANOR EAST MALL RIGHT BEHIND SOUND WAVES.

WE ALSO CARRY A COMPLETE LINE OF INCENSE, DISCO LIGHT, HIGH TIMES, & FREAK BROTHER COMICS.

OWEST PRICE TIDDIES IN

2 Layers — 12.95

PHEARTY



Culpepper Plaza College Station

693-6948 Mon.-Thurs, 11:30 AM-10:30 PM Fri. & Sat. 11:30AM-11 PM Sun 12 noon-10:30 PM

Swensen's Ice Cream is. Did you realize we have fabulous food to go with it? To introduce you to this scrumptious fare, we're offering a delicious bribe.

When you order a Swensen's SANDWICH or HAMBURGER OF YOUR CHOICE, HAVE AN ICE CREAM SODA OR A TREASURE ISLAND FLOAT.

OFFER ENDS FRIDAY, FEB. 29, 1980

Book Clearance 50% regular price Sale price marked on books. **Great Prices Great Selection**

ing nters ren for

RVICE!

3003 Center