The Celebrated Pair of Barn Owls Brought over from the National Zoo February 5 to begin resettlement of the old Smithsonian Building's northwest tower already has parented a clutch of six owlets.

Before the tower was sealed off in the mid-1930s, owls had lived there for almost a century. When Mr. Ripley becomes Secretary, he determined to let owls back in, and former Secretary Alexander Wetmore climbed up to reopen the tower two years ago. When no owls settled there voluntarily, the NZP Bird Unit was assigned the task of resettlement, under direction of Guy Greenwell, curator.

When the owls were first brought in, it was not certain that they would become accustomed to their tower home, but they apparently are comfortable in their new surroundings.

Volunteers have been ascending the tower ladder regularly to feed the birds, named "Alex" and "Athena" until they can forage for themselves. Since the youngsters have arrived the volunteers have had to shield their heads to protect themselves from "dovicbomby" by Alex. The volunteer feeders are James Goode, Susan Lehman, and Richard Vine. Michae] Johnson of the NZP staff is checking the owls regularly.

Owls Raise Family in Smithsonian Tower

SAO Personnel Changes Set

Bruce Gregory has been appointed Special Assistant to the Director of the Smithsonian Astrophysical Observatory. Mr. Gregory had served as Scientific Program Officer for the National Academy of Sciences since February 1966. As Executive Secretary of the Academy's Astronomy Survey Committee, he was directly involved in studying the status and future requirements of astronomy, in establishing a balance between ground-based and space-based astronomy, and in setting priorities for funding the disciplines of the field.

For three years, Mr. Gregory was an astronomer as the U.S. Naval Research Laboratory. He has a B.A. in philosophy and an M.S. in psychology from the University of Massachusetts. He has done graduate work in astronomy at the University of Arizona.

Mr. Udall B. Marvin, a geologist on the SAO staff since 1961, has been appointed coordinator for the Smithsonian women's program at the Observatory. She will help develop a policy for career development, upward mobility, and other items of concern to women at SAO. She also will act as liaison between SAO and the Institution's Office of Equal Employment Opportunity program.

Norton Hall has been named manager of the SAO computer center. Mr. Hall joined the observatory staff in January 1966, and has been assistant manager of the Programming Division. Since July 1970 he has been manager of the Systems Division.

Mr. Hall succeeds Raymond N. Watts who has been program manager for the Doppler Tracking Experiment in the Geoastronomy Division. Mr. Watts joined the observatory staff in February 1965 as head of the Editorial and Publications Department. In March 1969 he was named special assistant to the Director's Office; since June 1973 he has been manager of the computer center.

Mark Malec has been appointed a special assistant to the Assistant Director for Administration. Mr. Malec joined the Observatory since May 1963, and has been manager of contracts and procurement since 1967.

George Dick replaces Mr. Malec as manager of the Contract and Procurement Office. Mr. Dick will be responsible for all SAO contracts, procurement, and property management. Property management. Mr. Dick came to the Observatory in August 1967 as a contracts specialist.

Bus Tickets for Sale

As a service to the employees of the Institution, the Smithsonian Credit Union has Metrobus commuter tickets available for purchase at the Credit Union office (Room 2267, A & I Building), from 9 a.m. to 2 p.m. Tickets are sold in book quantities of $4, $5, $5, and $7.

Medical Advice

The following letter from a young Colorado resident was recently in the Registrar's Office.

"Dear Sirs,

"I'm not sure how well this would work, but I think this would work as a cure for cancer.

"What you do is revolve a person around very rapidly. The centrifugal (sic) force makes the heavier cancer cells the top 3 layers of skin. Then all you have to do is burn off the top 3 layers."

SAFETY AWARD—In a ceremony March 5, Under Secretary Brooks passed on to Richard Asch, Smithsonian Director of Support Activities, the coveted President's Safety Award for 1972, earned by the Institution for reducing its accident rate over a three-year period and notably by 12 per cent in 1971-72. The award was presented by Secretary of Labor Beamen on the President's behalf to Paul Perrot, Assistant Secretary for Museum Programs, who accepted for Secretary Ripley and the Institution. Mr. Asch then presented the award to Robert Burke, Director of Protection Services. Mr. Burke in turn paid tribute to David A. Billings, Chief of Safety and Health; Richard Minnick, Safety Management Officer, and staff members for their continuous safety efforts. Mr. Brooks praised all for "a job so well done it brought national attention."

The Smithsonian Institution will be the basis for a series of major television specials, it was announced by Secretary Ripley at a dinner March 19 in the Hall of Gems at the National Museum of Natural History.

The 1974-75 Smithsonian series will be broadcast on the CBS television network as a presentation of the DuPont Cablecast of Television. It will be produced by the David L. Wolper Organization.

"We want to acquaint television audiences with the richness and variety of the Smithsonian in an entertaining way," Mr. Ripley explained. "The series will use both dramatic and documentary techniques, will appeal to families, and we hope to educate and amuse and will, we hope, show viewers what the Smithsonian is really like—stimulating, engrossing, and at times even enigmatic.

"The first program to be announced is "The Legend of the Hope Diamond." During the first television season, two other programs in the Smithsonian series are scheduled. It is expected that one will concern the story of flight and that the other will be devoted to strange natural phenomena, both short-lived and long-lasting.

In making the announcement, Mr. Ripley also said: "It is our first benefactor, James Smithson, who wished the Smithsonian to be an Institution dedicated to the increase and diffusion of knowledge. In the decades that have passed, the Institution has become the basis for many outstanding television programs. This television gives the Smithsonian a new and sparkling dimension in the further diffusion of knowledge.

Speaking of the first announced program concerning the Hope Diamond, Mr. Ripley said: "And it is thus fitting that our first television presentation will tell the story of this precious diamond, which has had an aura of mystery about it for centuries. This magnificent 44.5 carat stone—whose beauty, despite its underlying flaws in the natural world—comes as a gift to the Institution from jeweler Harry Winston. Since then it has been the crowning glory of the Smithsonian gem collection... When it appeared at auction in England... it became part of the gem collection of Sir Harry Hope, the name it has since borne.

"...I should like to state that since the diamond has come to the Smithsonian it has brought good luck only to a few, and we believe that it augurs well for our fabulous Hope will inaugurate the Smithsonian's series on national television...

Mr. Wolper and the Hope Diamond.

Bus Tickets for Sale

Medical Advice

First Smithsonian TV Season To Feature Varied Subjects

The Smithsonian Institution will be the basis for a series of major television specials, it was announced by Secretary Ripley at a dinner March 19 in the Hall of Gems at the National Museum of Natural History.
Exhibits Picture Unit Wins 6 Awards in '73

The Exhibits Motion Picture Unit of the Office of Exhibits Central won six awards for the film "Ode to the Pinniped" at the National Museum of Natural History.

Other non-winning films were "Sharing a Niche," which is part of the "It All Depends" exhibit opened this month in NMNH, and "Art in Organic Forms" which was produced for distribution to colleges in 1970. Elkman, director, and John Hiller, assistant director, comprise the entire permanent staff of the Exhibits Motion Picture Unit. The unit is part of the Special Exhibits Resource Group of Exhibits Central and has produced a number of motion picture stories related to Smithsonian exhibits.

"Ode to the Pinniped" received a Golden Eagle from the Council on International Non-theatrical Exhibitions for a certificate of recognition from Information Producers of America, a certificate of recognition from the Columbus International Film Festival, and a certificate of recognition from the Chicago International Film Festival. John Maloney, Chief of Exhibits Central, asked the unit to do the film when he discovered a magnificent specimen of a walrus waiting exhibition at NMNH. He served as producer for the unofficial project. Stock natural history film footage was acquired and an original script was written in rhyme by Paul Garber, a National Museum of Natural History employee. The film was shown in the American Pavilion in its original form as an environmental multi-media room prepared for the Anacostia Neighborhood Museum.

KAREN LOVELAND AND JOHN HILLER SHOOTING ON A WINDY DAY.

Cohea Appointed Programs Manager

Harold R. Cohea has been appointed Programs Manager for the Office of the Director of Support Activities.

Mr. Cohea's most recent assignment at the Smithsonian has been as Programs Manager for the Buildings Management Department, with responsibility for systems and programs development, utilization of ADP in programs, management and organization studies, and in employee development and training, equal employment opportunity and upward mobility, with at the Smithsonian in 1964, Mr. Cohea was employed by the Office of Public Affairs, William O. Craig, Editor.

A Few Words for Supervisors

by Dorothy R. Lewis
Employee Relations Officer

A supervisor's job is to supervise. The work he does with his own hands and his own brain is strictly secondary. His most important function is to guide and improve the work done by others.

Elementary? Of course! Yet executives frequently complain to us that many supervisors fail to appreciate this basic fact. They get so involved in paperwork conferences, and in actually doing work themselves, that they don't do a good job of supervising others. And that happens to be their first responsibility—the reason why their jobs were created in the first place.

Paperwork and records are essential in any job. You can't avoid them. But the supervisor who busies himself with these duties and puts them at the head of his list is way off the track. His main job is to supervise others. If paperwork becomes so heavy it interferes with that function, then the paperwork system needs to be overhauled and cut down. Either that or he needs clerical assistance.

The supervisor who pitches in occasionally to help the members of his crew over a tough spot makes an excellent impression. It shows that he isn't afraid to get his hands dirty and doesn't consider himself above doing their kind of work. But occasionally is enough—it shouldn't be a regular practice. The supervisor who is consistently engaged in doing the work himself is neglecting his most important job—supervising others.

Front-line supervision means exactly that. The means being on hand on the spot, to see that people understand the job. They are doing that very job is started right and progresses satisfactorily. It means spotting errors promptly, before they become expensive; detecting unsafe practices and poor work methods before the accident occurs. It is in his job to see how much of your time are you spending on front-line supervision? How much have you permitted other duties to encroach on it? How much time are you spending preventing errors or stopping them in the bud, compared with the time spent repairing damage after it happens? How much of the other work you turn do can be passed along to someone else, leaving you more time for actual supervision? A good supervisor is a multiplier. What counts is not the work he actually does himself, but the way he multiplies it and improves the efforts of everyone who works for him.

Mr. Cohea

Mr. Cohea will continue with responsibilities in these areas for Support Activities as well as Smithsonians programs in energy conservation, environmental protection programs and employee and visitor parking.

Prior to coming to the Smithsonian as The Office of Security in 1964, Mr. Cohea was employed by the District of Columbia government 17 years as an official with the Metropolitan Police Department fulfilling training and development responsibilities in police activities and police training.

LEARNING LAB—Pictured are employees who recently completed courses in the Learning Lab. (Standing left to right) Julia Raskas, Smithsonian Science Information Exchange; Sandra Jones, Barney House; Dolores Incarcangelo, SIE; Carolyn Philip, National Air and Space Museum; SIE; and Brenda Heidwerker, SIE; (Kneeling left to right) Thad Y. Kirkew, SIE; Laurenda Patterson, Office of Exhibits; and Helen Fureman, SIE.

PERSONNEL OFFICE REMINDS EMPLOYEES OF PROCEDURES

The Office of Personnel Administration has issued a reminder to federal employees that they are entitled to medical care benefits if they are injured while on duty.

Included are medical, surgical, and hospital services and supplies, and also travel if transportation is necessary to secure them.

Compensation for loss of wages is payable after a thirty-day waiting period. No waiting period is required if the employee sustains a permanent injury or if his disability lasts longer than 21 days beyond any annual or sick leave he may elect to use. Additional awards are provided for dismemberment or permanent functional impairment of certain anatomical members, or serious disfigurement. It is important that employees know what they are entitled to, because benefits are not paid automatically. The employee or his survivors must claim them.

In case of injury, an employee should obtain first aid or medical treatment even if the injury is minor. While many minor injuries heal without treatment, a few result in serious, prolonged disability that could have been prevented had the employee simply stopped a few minutes for treatment when the injury occurred.

The SIE returned the injury to his immediate superiors even if injuries are minor. Employees should ask for notice of injury from C-A-136. They should complete items 1 through 19 and return the form to the supervisor who will complete items 20 through 45 and forward it to the Office of Personal Administration. It may be difficult to establish that an injury occurred on the job week after it happened if no notice was given at the time.

If employees are disabled and in a non-promotion status for more than three calendar days because of injury, or if they have a scheduled permanent disability, they should file Form CA-4 to claim disability compensation. An employee has the right to change the choice of using his sick leave and receiving his full pay or going on leave without pay and receiving compensation for injuries. The Office of Personal Administration. It may be difficult to establish that an injury occurred on the job week after it happened if no notice was given at the time.

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Exhibit of World Cruiser Hailed as Restoration Triumph

The Douglas World Cruiser "Chicago," an historic treasure in the collection of the National Air and Space Museum, has been placed on exhibit in the rotunda of the Arts and Industries Building to mark the fiftieth anniversary of the first aerial circumnavigation of the globe made by it and its sister planes in 1924.

In addition to its historical significance, the exhibition of the plane represents a personal triumph for Walter R. Roderick, a specialist at the NASM Silver Hill restoration and preservation center, who spent thousands of hours restoring the aircraft and who was presented with a citation from NASM for his efforts, and nominated for a Civil Service award.

The "Chicago" was placed on exhibit April 6, fifty years to the day that it took off from Seattle with three other World Cruisers to begin one of the great flights of the century—a circumnavigational journey of 27,553 miles that included an history’s first air crossing of the Pacific.

Each step in the historic flight is told in photographs in the exhibit, which will remain on display through September 27, the fiftieth anniversary of the day the "Chicago" completed its global circuit.

On the flight the "Chicago" nearly went down over the Atlantic when two of its gas pumps failed. It was saved by the desperate efforts of pilot Leslie Arn.

"It was not uncommon, perhaps even en-velope. Then they are pulled tightly like one pulls on a sock, and then they are pulled tight- ing the wings like one pulls on a sock, and stitched by hand. Thousands of stitches have to be taken and knotted with just the right amount of tension. If any of this is done carelessly the material can shrink up and crush the struc-ture when the dope is applied. The latter is a tedious, backbreaking chore that is a labor of love. Coat after coat is applied and then sanded down and rubbed to make the surface smooth and hard.

Mr. Roderick started the job by dis- covering and working on sections of the fabric work, a lost art in these days of highly specialized industrial world.

Finally, he put the whole plane back together again—using old photos and drawings from the National Air and Space Museum archives as a guide. He also restored the cockpit controls and covered the cockpit seats with shiny new black leather upholstery.

The restoration job began in early 1971 and by the final week of 1973, over 5,000 man-hours later, and long before anyone expected it, Mr. Roderick was putting the famed aircraft "Chicago" back together again. He had virtually restored it to the pristine condition it was in when it rolled out of the Douglas factory in Santa Monica, California, in 1924. It was ready ahead of schedule for its anniversary exhibition, and the preservation techniques that Mr. Roderick applied to the craft insure that the national treasure will never rot and deteriorate again.

Two Nominated For Career Awards

The Smithsonian has submitted names of outstanding employees in the National Civil Service League Career Service Awards, the Office of Personnel Administration has nominated.

John F. Jameson, Assistant Treasurer (Programming and Budget) has been nominated in recognition of his long record of exceptional efficiency and sustained superior performance and accomplishments.

Walter R. Roderick, Museum Specialist in the National Air and Space Museum, was nominated in recognition of his outstanding achievement in re-tracking and use of the "Chicago" for exhibition in the Arts and Industries Building (see story above).
After 6 Years at Smithsonian RIF Still Is Expanding Nationally

by Shirley Katzenader

Six years ago, Reading Is Fundamental (RIF), a small organization with a big idea, moved into the Arts and Industries Building at the Smithsonian.

To reach the turret offices of RIF, one walked under the Wright Brothers’ plane and past Charles Lindbergh’s Spirit of St. Louis. Today, one also passes by the space ship in which American astronauts first reached the moon.

The historical references are significant, for they vividly demonstrate how far an idea can go. RIF, which took flight in 1966 as an idea of Mrs. Roberta S. McNamara, has gone far—and is still traveling fast. It was fledging two-year-old when SI invited RIF to base its operation in the Institution and became RIF’s fiscal agent.

The RIF idea is essentially a simple one: Motivate children to read by giving them an opportunity to choose for themselves, from a wide variety of paperback books, the books that interest them, and then let them keep the books. Mrs. McNamara believed that a child will read if he wants to read, and the way to get him to want to read is to give him reading material that is pertinent to his time and background. Reading then becomes fun, and fundamental.

When RIF first set up shop in SI it was funded by the Agnes & Eugene Meyer Foundation, the National Home Library Foundation and the Ford Foundation to establish 10 model projects around the country. Two years later, with the projects going strong, Ford gave another grant to expand the idea around the country.

This year, RIF, still very much at home in the Arts and Industries Building, is a national organization with 150 local RIF projects established in 43 states, and 50 or so more developing. Mrs. McNamara is Chairman of RIF, Inc., and its staff of 19 is headed by a distinguished educator and sociologist, Dr. Sidney Nelson.

The idea of putting books into the hands of children who do not own books is RIF’s basic charter. But in doing that, RIF has become an effective catalyst in individual communities, involving the parents of the children served, schools, libraries, national organizations like the U.S. Jaycees, American Association of University Women, Junior League, Urban League, Kiwanis, Soroptimist, and others. Indeed, the world’s largest school system, New York City, with 1,130,000 children—started a RIF project this year to serve 50,000 children in 100 schools with a quarter of a million paperbacks, and hopes eventually to have RIF in every New York City School.

Peter Powers, Smithsonian General Counsel, was instrumental in having the Kiwanis Club of Capitol Hill sponsor RIF in two Washington schools. Capitol Hill Kiwanians are so impressed with the results, that they are coming back with more funds to buy books for the schools. Each RIF project, from the tiny one in Jackson, Miss., to a larger one serving Navajo-Hopi Indians, to yet another and larger in Pittsburgh, operates differently. Each project must raise its own funds so that the community is intimately involved. The result has been to attract enthusiastic support by parents, civic, service and fraternal organizations, businesses, corporations and foundations.

National RIF supplies the necessary technical assistance through its Washington staff and three regional directors. It conducts workshops, has published the RIF Handbook that runs the gamut from community involvement to fund-raising to publicity guidelines, and publishes a quarterly newsletter to keep projects and supporters abreast of new developments. National RIF also plays a role in helping local projects raise funds and, of course, must continue to raise its own operating funds. In 1973, the Edna McConnell Clark Foundation, gave a sizable three-year grant so that the organization could find ways of becoming self-supporting.

The RIF idea and its rapid growth also sufficiently impressed the Advertising Council so that RIF was approved for public-service advertising.

Has RIF made an impact on reading? From the reports of parents, teachers, reading specialists and others, the answer is a definite yes. All of them report that children served by RIF are reading more—and for fun; they are asking for books as gifts; they are joining public libraries; they are investing their family savings. Librarians report that when RIF goes into operation, school library circulation leaps. And publishers say that increased sales of paperbacks are evident where RIF projects are operating.

Impact? It is obvious in one of RIF’s oldest projects in Pittsburgh, with now in its fifth year. A total of 245,000 books have been distributed to children in 30 schools and summer camps. More significant, in the poor neighborhoods where RIF operates, children and their parents have bought 96,000 paperbacks at 10 cents each.

Other public RIF, and the desire throughout the country for such a program, came clear after the Reader’s Digest published an article about the organization this past February. The article was called, “A Reading Program That Works,” and in one month alone, RIF received almost 5,000 letters asking for information on how to start a project.

RIF’s legend in its public-service advertising reads: If America Is Going To Grow Up Thinking, Reading Is Fundamental. That legend is underscored by a sorry statistic uncovered a few years ago in a New York City study that showed 78% of all New York City students would not get one book if given a choice. It is gratifying to know that we have such an outstanding number of employees in the Smithsonian, who can do so much with so little money, and turn it into textbook, of which we can be proud.

Employees Receive Quality Increases

A review of the number of quality increases granted during the past fiscal year reveals that 7.8 per cent (147) of SI federal employees and 5.1 per cent (57) of SI private roll employees received quality increases, the office of Personnel Administration has reported.

Shown below is a breakdown of the quality increases by grade and sex.

Quality increases are in addition to regular within-grade increases and are designated to reward employees who perform the most important functions of their jobs in a manner that substantially exceeds normal requirements.

“It is gratifying to know that we have such an outstanding number of employees on our staff whose quality performance substantially exceeds normal requirements, said Vincent J. Doyle, Director of Personnel. “Congratulations are extended to each of these employees.”

Employees Receive Quality Increases

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Ms. Landrum Named Head of Sorting Center

Ms. J. Landrum has been appointed Director of the Smithsonian Oceano­graphic Sorting Center, located in the Navy Yard Annex.

Ms. Landrum will serve in this capacity for at least one year, Secretary Ripley announced with this appointment a rotating directorship was initiated at SOSC on a trial basis, similar to the system used for departmental chairmanships in the National Museum of Natural History.

Ms. Landrum has served at the Smithsonian as a biologist since 1965 and established the records sections for information service at SOSC in 1973, she has been acting director of the Center.

Estabrook Named To Education Post

David Estabrook has been appointed Senior Education Coordinator in the Office of the Assistant Secretary for Public Service.

Mr. Estabrook came to the Smithsonian in 1971 after eight years as a social studies teacher in Lincoln, Neb., and also associate with the Office of Elementary and Secondary Education in preparing and presenting school programs and teacher workshops in the National Museum of History and Technology.

Since the rearticulation of the educational functions within the Office of the Assistant Secretary for Public Service last September, he has been supervisor of the Office of Education/Endowment in books and exhibitions at NHM.

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