GUSTENIA PRIL 1994 ISSUE NUMBER FORTY-NINE APRIL 1994



Note from a Newcomer

by Ted Barker

As a "genetic" insider and an "academic" outsider to the area of listening, I was uncertain as to what to expect from my first ILA convention. As the son of Larry Barker, I truly believe that listening is in my blood, however, through a series of different events in my life, I chose to pursue the study of reading and learning disabilities during my academic history in which I never attended a class in "effective listening" or "Communication 101," and yet I have read countless books and articles authored by my father and his colleagues rendering me an unofficial patron to the area of listening.

I must say that the reception that I received by all the members of ILA was overwhelmingly warm and receptive. This organization represents not only great minds and eloquent speakers, but real people who appear to genuinely care about one another. I am looking forward to the 1995 convention in Little Rock, and hope to see you all there as well

there as well.

Spread the Word

by Diana Schnapp

Watch for this new column in every issue this year. Each issue a different member of the Public Relations Committee will be bringing you news. Our first column provides you with 15 ways to bring attention to ILA. Send Sandy Stein a note about anything you have done to bring ILA to the attention of others. We want to make a list to share with the membership. This is only the beginning. Help us out!



A few of the "newcomers" at this year's convention: (l to r) John Haas, Ted Barker, Dennis Fox, Arlene Corey, Sidney Arndt, Mary Jean Overend.

 Put "Member of International Listening Association" on your business card.

Write an article for the local newspaper telling them about ILA and your work in it.

Be a guest on a local talk show, radio or TV.

4. Put ILA brochures in the mailboxes of any colleagues in your department or related departments along with you card so they can contact you for additional information.

5. Put out a notice to your department that you will share copies of papers from ILA. Designate a central location (ex. library reserve desk) where the papers may be checked out.

6. Volunteer to speak to local clubs and organizations about listening. Be sure your intro includes a reference to your membership in ILA.

 Give ILA boutique items as gifts to people who might be potential members.

8. Give ILA pens, pencils, letter openers as prizes in classes to students who score 100% on exams.

9. Have a special T-shirt printed.

 Have a simple button printed that says "ILA." People will ask you what it means.

11. Write letters to the editors of journals or newsletters of other organizations of which you are a member telling them about what ILA may offer them.

12. Place ILA brochures in doctors and dentists offices.

13. Contact a corporation in your area to see if it would be willing to sponsor some aspect of ILA work (ex. the business conference, a scholarship for students who do research in listening).

 Contact secondary or elementary school administrators to offer to do an in-service on training teachers to

teach listening.

15. Consider industries or organizations in your area that might be willing to cooperate with ILA in producing a product that relates to listening. (Ex. Would Hallmark do a line of cards on listening? Should we consider wider distribution of our boutique items?)

President's Perspective

To those who missed the 1994 Annual ILA Convention, we missed you!

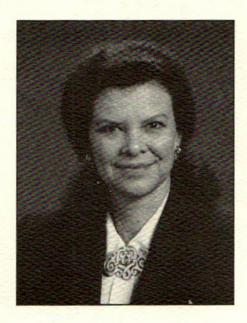
Neither rain, nor sleet, nor... well, OK, maybe snow can keep some ILA members away, but not many. In spite of the fact that ILAers got to live history in the making and witness Boston's record-breaking snow fall, it was a successful Convention. In fact, on the bright side, as a result of the storm, the aquarium where the Thursday night cocktail party was held was closed to all but ILA members, so we got to get up close and personal with the fish. And we also discovered that Filene's Basement can turn even the strongest ILA members into shopaholics. While some people had to endure lengthy delays at airports on the way, we lost only five sessions because the presenters could not get there. This says something about the dedication and tenacity of our membership!

2000 by 2000?

Having served on the Board for several years now, it had occurred to me that we could work smarter without having to work a lot harder if we focused our efforts more directly by having clearly defined, long-term goals. This would enable officers and committee chairs to start earlier and achieve more if at least some of the goals were already set and they could start on them right away. In response to this, Mary Wise, our visionary Executive Director, developed an approach to creating a plan for where we would be by the year 2000 and what we would have accomplished in the years between now and then. The plan involved imagining ourselves in the year 2000 looking back at what had happened between 1994 and 2000.

One of the significant events at the Convention was the formation of the Vision 2000 team. This was a committee of some 30 people who met on Thursday and again on Saturday to develop our vision and a list of prioritized goals for the year 2000 and what we should have accomplished by then. And what a visionary group they turned out to be! They came up with over 146 ideas for what ILA should have achieved by the year 2000, including having 2000 members!

One of my goals for this year is to set in motion the accomplishment of



these goals so that we are moving on as many of them as possible, so that when the year 2000 arrives, we can look around and say, "Yes, this is where we wanted to be, and we have accomplished what we wanted to."

The vision that the committee has developed includes not only 2000 members, but we will have had a European conference, we will have doubled our international memberships and our corporate memberships, we will have a journal published quarterly, and an applied magazine published monthly. We will have an executive office and headquarters with a fulltime paid Executive Director. We will have an institute for research and The Nichols Listening Institute for conducting training programs sanctioned by ILA for businesses. We will have a task force to implement listening training in K-12, teacher education programs, and parent education programs, and we will have an Educations Speakers Bureau. We will have multi-campus research projects and research partnerships between listening researches and our corporate members. We will have a variety of university deans as members, including law, medical, seminary, nursing, social work, and business school deans. And we will have members of Congress, high profile journalists, cabinet members and Fortune 100 company presidents, superintendents from large school districts, and PTA state presidents as ILA members.

We will have a Listen to Heal program being used in the health care field from acute care to hospice, and we will have invited all writers on listening to join ILA.

It was a thrilling process to be involved in -- working with such creative people. And once the vision has been created in our minds, it is not hard to get excited about becoming involved in achieving the vision. And I truly believe that all of the ideas that they came up with are achievable.

For instance, 2000 by 2000. Do you realize that if each current ILA member brought in <u>one</u> new member per year for the next five years that we would have over 2000 members <u>before</u> 2000! And that assumes that the new members don't bring in any new members. So, if each of us commit to bringing in one new member per year, this is an easily achievable goal.

And how about some of the others. Could they not also be achieved by using the mountains into molehills approach? If we each carve out a little molehill to achieve, collectively, we will have a mountain range!

The full list of the Team's visions are enclosed with this *Listening Post*. Take a look at it, pick something that appeals to you, and write to me about what you can do. Also, if you haven't yet signed up for a committee, the form for that is also included.

Abraham Lincoln said, "Determine that the thing can and shall be done, and then we shall find a way."

Imagine opening your *Listening*Post in April 2000 and reading the
President's Perspective.

"It has been an exciting and productive six years since we met in 1994 at the Annual Convention and developed our Vision 2000 goals. We now have 2000 members, including members in 100 foreign countries. We have established our headquarters and our Listening Institutes. Our ILA Journal is published quarterly now and is on the shelf in most of the university libraries. And ILA has played a role in important decisions in government, education, business and medicine. We have truly become an organization with impact."

It is an awesome dream, isn't it? Let's do it!

What's Happening

News and Notes About ILA Members

Alice Ridge is spending some time abroad, to teach listening and communication to Chinese students. She will be teaching at Jinan University in Gwang zhou, China, near Hong

Kong, until July.

Todd Thomas, Ph.D. candidate at Indiana University, Bloomington, has been awarded the Lieber Outstanding Associate Instructor Award. This prestigious award is given to 5 of the more than 1500 associate instructors on the IU campus each year. Recipients are chosen based on their excellence in teaching, peer and faculty recommendation and student evaluations.

Frances Bethea Grant has been awarded the Westinghouse Award of Excellence which recognizes employees who have made a strong commitment to their communities regarding minori-

ty affairs.

Ken Paulin was recently recognized for the work he does as a Hospice Volunteer. Superiorland: The Mining Journal to Marquette County dedicated an issue to commend volunteers, such as Paulin, for the work they do as hospice volunteers. John DeVooght is a hospice patient who is dying from inoperable brain cancer. In the article, published in November, 1993, DeVooght said "I've become friends with him [Paulin]. If I get depressed, Ken will come out and we'll have a good conversation. It's pretty good emotionally. It would be a lot harder without the hospice support."

Wolfgang Schneider is excited to report that the library of the Technical College in Braunschweig has enlarged the number of listening books in their holdings. They now have 17 books written in English and 13 writ-

ten in German.

Sandy Stein is pleased to announce that Hughes Missile Systems Company celebrated Listening Awareness Month in March. Stein says Listening is becoming institutionalized in the company with the support from top management.

It is with great sadness that we share the news of the death of Corinne Geeting. Geeting, a long-time ILA member, died in late January. You may remember her from the conventions she attended, or you may

remember some of her work, such as "How to Listen Assertively," the book she and her husband co-wrote.

Thank You

Many of you have been very kind in your comments about the Boston Convention. Thank you!! I would like to recognize Anita Turner, Suzanne Pemsler, Mary Waezecha, and Ruth Spillberg who helped make the convention a success. They provided the ever-important behind the scenes support and advice. Their help was appreciated.

--Greg Enos Chair, Boston Local Arrangements Committee

Central States Communication Association Call for Papers

The theme for the CSCA 1995 Convention will be "Communicating Across Culture." Indianapolis, IN and the Hyatt Regency Hotel will host the

convention April 19-23.

Details for submissions will appear in the May CSCA News, the newsletter of the association. Copies of the CSCA News may be obtained from Dan Millar, Executive Secretary, CSCA, Dept. of Communication, Indiana State University, Terre Haute, IN 47809. Programs, panel, and papers may be submitted to: Carolyn Colloway-Thomas, Vice President, CSCA, Department of Speech Communication, Indiana University, 809 E. 7th St., Bloomington, IN 4705. Deadline for submissions is September 15, 1994.

Associations Have Similar Interests

Did you know there are other organizations with interests similar to our own? One such organization may be the World Forum for Acoustic Ecology (WFAE). According to their brochure, WFAE is an "international interdisciplinary coalition of individuals and institutions concerned with the state of the world soundscape as an ecological entity."

If you are interested in finding out more about this organization, you can contact them at the following address:

> World Forum For Acoustic Ecology Simon Fraser University, Dept. of Communication Burnaby, BC, V5A 1S6, Canada FAX 604-291-4024

Calendar of Events

August 15, 1994 -- Deadline for Program Proposals for 1995 Convention. Submit three (3) copies of your proposal to

Margaret Fitch-Hauser 1415 Charing Loop Auburn, AL 35830

August 15, 1994 -- Deadline for Officer Nominations. Send nominations to Lisa Vickers UNA Box 5189 Florence, AL 35632

January 1, 1995 -- Deadline for Ralph Nichols Award submissions. Send three (3) copies of papers to Ethel Glenn Univ. of NC, Greensboro 102 Ferguson Bldg. Greensboro, NC 27412

January 15 -- Deadline for submissions to Tomorrow's Scholars Programs. Send (6) copies to
Margaret Fitch-Hauser

Dept. of Communication 6030 Haley Center Auburn, AL 36849

March 9-11, 1995 -- 16th Annual Convention in Little Rock

Do you have any applied listening articles you would like to submit to the listening magazine? If so, please send them to Margaret at the following address:

Dr. Margaret Fitch-Hauser Dept. of Communication 6030 Haley Center Auburn University, AL 36849

nnouncements

Do you have information to share with your fellow ILA members?

If your answer is yes, why not put put that information in the form of a paper or a program proposal for next year's meeting? Our program is only as interesting as the submissions we get. Please help us make our Little Rock meeting one of the best ones yet.

Help your fellow ILA members expand our knowledge about listening. Submit a completed paper, extended abstract, or a program proposal for consideration for the March, 1995 meeting. Submit three copies of your proposal in any of the following divisions: Research, Primary and Secondary Education, and Business/Consulting. Deadline is August 15.

If you would like to hear a specific person or a program about a specific topic, drop me a note. I'll try my best to make the Little Rock Program one that you will want to attended.

> -- Margaret Fitch-Hauser First Vice President

Ralph Nichols Award Competition Call for Papers

The Institute for the study of Intrapersonal Processes (ISIP) invites you to submit your papers for the Ralph Nichols Award competition.

Important Addresses

International

Executive Director Mary Wise Center for Information and Communication Sciences **Ball State University** Muncie, Indiana 47306

Post:

The Listening Lisa Vickers, Editor Dept. of Communication and Theatre University of North Alabama Box 5189 Florence, AL 35632

The ILA Journal:

Charles Roberts, Editor Dept. of Communication Box 70667, East Tennessee State University Johnson City, TN 37614-0067 ISIP welcomes papers on listening research from a variety of perspectives, using qualitative or quantitative research techniques. The deadline for submissions has been set for January 1, 1995. Three copies of your paper need to be sent to Ethel Glenn at the following address:

Dr. Ethel Glenn University of North Carolina. Greensboro 102 Ferguson Bldg. Greensboro, NC 27412 910-273-6772 (h) 910-334-5297 (w)

In the past, the deadline has not been strictly enforced, and scholars have been allowed to submit their papers during their annual convention. The committee who evaluates the papers then spend their time at the convention reading and evaluating pa-pers, instead of attending programs and joining in other convention activities. In an effort to allow committee members to participate more fully in the convention, the deadline will be strictly enforced. If you would like to have your paper considered for this research award, your paper must meet the submission deadline.

Tomorrow's Scholars **Programs**

Professors, teachers, faculty, anyone who has contact with students who are conducting research in listening, encourage your future scholars to participate in the Tomorrow's Scholars Programs. Students have the opportunity to present their work at one of our two annual programs reserved especially for students, the Student Debut Papers and the Student Non-debut Papers Programs. The Student Debut Papers will feature students, high school through graduate school, who have never presented research at a conference. The Student Non-debut Papers will feature students who have presented at prior conferences. All papers submitted for the Tomorrow's Scholars Programs will be submitted to the James I. Brown student papers competition.

The Brown Award, sponsored by the Institute for the Study of Intraper-

sonal Processes (ISIP) is open to students in high school and college. The finalists in the college division will receive a cash award. First place will receive a certificate, \$200.00, and oneyear membership in ILA. Second and third place winners will receive certificates and \$150.00 and \$100.00, respectively.

There are also separate secondary and undergraduate divisions. The top paper in each division will receive a certificate and a minimum of \$25.00. Secondary Division members, please encourage your students to submit

their papers.

To be eligible, students (or their faculty advisors) must submit their papers for consideration by January 15, 1995. Please mark the papers "Debut" or "Non-debut," and "High School," "Graduate," or "Undergraduate". Six copies of the paper should be sent to

Dr. Margaret Fitch-Hauser Dept. of Communication 6030 Haley Center Auburn University, AL 36849

Officer Nominations

Although the call for the officer nominations was made at the convention, we realize some of you may not have had the opportunity to respond. Perhaps you were unsure of the duties of each office, and didn't have your Membership Directory with you so that you could refresh your memory. Perhaps you didn't have an opportunity to collect your thoughts, to decide which talented ILA member you would like to see serve the association. Perhaps you also needed some time to consider in which office you would be willing to serve.

Remember, we are seeking for nominations for the following offices:

First Vice President-Elect (ascends to First Vice President in 1996; ascends to President in 1997)

Second Vice President

Secretary

Member at Large-Public Relations Member at Large-International Members of the Nominating Cmte.

Now you have reviewed the list. You have had the opportunity to consult your directory, your memory, and

your abilities. You find you are ready to submit names, but are unsure where to send them. You can send them now, but note the deadline for nominations is August 15, 1994. Please send them to Lisa Vickers, UNA Box 5189, Florence, AL 35632.

ILA Journal Call for Manuscripts

You are invited to submit your research to the *Journal of the International Listening Association*. We are seeking articles related to any aspect of listening. As you know, listening is more than just an aural process. It encompasses all of the senses and can incorporate nonverbal behaviors as well. The journal is dedicated to a pluralistic philosophy, seeking articles that cover all aspects of listening from all perspectives. All theoretical and methodological approaches to listening will be considered, so long as the research is sound.

All submitted articles are sent out to at least three reviewers without at-

tribution.

To facilitate this, be sure to put your name on a cover sheet only and not in the body of the paper. Your reviewers will be selected for your article based, in part, on the type of article for quick turn-around (usually less than one month from time of submission).

To submit, send four (4) copies of

your manuscript to:

Charles Roberts, Editor Journal of the International Listening Association Department of Communication Box 70667 East Tennessee State Univ. Johnson City, TN 37614-0067 (615) 461-7050

PR Committee Members

Eddie Cole Warren Gore Jennifer Falls Bill Gering Diana Schnapp Hannah Wilder Dan Corey Michael Murphy Tommy Neuman Barbara Nixon Charles Swanson Kathleen Thompson

Listening Bibliography --Phase III

Another Phase of the Listening Bibliography is scheduled to be out soon. If you've not yet purchased a copy, or if you would like to purchase a more recent copy, you may do so by sending your check (\$7.00 for each copy) to Alice Ridge, Dept. of Comm. & Theatre Arts, University of Wisconsin—Eau Claire, Eau Claire, WI 54702. Although Alice is in China, she has an assistant there who will process your order.

Easy Listening on the Internet

by Michael Purdy

It's fun. It's easy. Bill Arnold does it. Charles Roberts does it. Mike Purdy does it. Vickie Emmert, Phil Emmert, Belle Ruth Witkin, Todd Thomas, Andy Wolvin, Judi Brownell, Margaret Fitch-Hauser, Mary Wise, and quite a few more ILA members communicate with each other over the Internet. In fact, the Internet addresses for most of these people are in the back of the ILA Directory.

The Internet is a great way to work with each other on a day-to-day basis. Marsha Berry (James Cook University, Queensland, Australia) and I conducted a research project over the Internet this year. Our presentation of the results of a parent-teen survey of listening behavior at Boston this last month was all managed over the Internet. We began communicating in Memphis, sent the preliminary surveys, and finally the results of the study all over the Internet. If we had tried to carry this project through mails and over the telephone it would have been very expensive and very slow. As it was, it cost \$50 to send the survey questionnaires by express mail from Australia, and the service took at least a week.

There are many services on the Internet of which you can take advantage. The first is a discussion forum (called a list) named LISTEN-2 on the Internet dedicated to ILA members and anyone interested in any aspect of listening. To join, you need an account on your school or business computer (CompuServe, Delphi, and other computer services have Internet connections.) Then you need one simple skill: you need to access and use a simple email (electronic mail) program. After that, you send a message to:

LISTERERV@bgu. edu. The message text you send is one short line: SUBSCRIBE LISTEN-2 YOUR NAME (FIRST LAST). You should not type anything else in any of the other fields

of the message header.

If you are having problems, talk to your computer center or a colleague who is proficient with computer communication. Or, call up one of your ILA colleagues who is already active on the Internet. In other issues I (or others) will discuss other advantages of communication on the net. Happy surfing.



ILA LISTENING POST

Listening Post Deadlines

The Deadline for all Listening Post materials (Including articles, ads, photographs to appear in the next issue) is June 29, 1994.

LISTENING POST ADVERTISING

To provide service to ILA members and suppliers, the ILA Listening Post will accept advertising. Acceptance of all advertising will be subject to editorial approval.

1994 RATE

Full Page \$250.00 1/2 Page \$150.00 1/4 Page \$75.00 1/8 Page \$40.00

All ads must be camera-ready and pre-paid. Send materials and ads to:

LISA VICKERS, Editor

Dept. of Communication and Theatre University of North Alabama Box 5189 Florence, AL 35632

1994 ILA Award Winners



Gene Wilson, left, presents Dr. Dan Rosenblum with the 1994 Listener of the Year Award.

Listener of the Year:

To Daniel Rosenblum, M.D.

Author of "A Time to Hear; A Time to Help: Listening to People with Cancer," (Free Press, New York, 1993) Dr. Rosenblum, a distinguished oncologist practicing in Kensington, MD, has done much to focus the attention of the medical community on the needs of the whole person patient beyond traditional treatments. He provides moving vignettes of some fifty-nine of his cancer patients and of the role of empathic listening in their therapy.

It should be noted that Dr. Rosenblum was on hand in person to receive his award, having just participated in the Wednesday panel, "Listening for Healing."

> --Gene Wilson Chair, Awards Committee

Hall of Fame

To **Michael Purdy** Northern Michigan University

In the words of his nominator, "Listening model, scholar, teacher, researcher, writer and speaker," distinguished by his service to the field of listening: twelve year member of ILA, having attended eleven conferences, made fifteen presentations, served on numerous committees, including a tour as Chair of the Research Committee; co-author with Deborah Borisoff of

"Listening in Everyday Life," Managing editor of The Gebser Network Newsletter and an editorial advisor for The Journal of the ILA.

--Gene Wilson Chair, Awards Committee

Special Recognition Awards:

To Andrew Wolvin and Carolyn Coakley

For yet one more conspicuous service to the *Listening Community*, this time in envisioning and bringing into being, "Perspectives on Listening" (Ablex Publishing Corp., Norwood, N.J., 1993.) This is a "Must" addition to any library on the topic, presenting as it does, in the words of the editors, "A volume of original essays by listening scholars to address various current perspectives which inform our understanding of the listening process."

To Lisa Vickers

For faithful service above and beyond the call of duty as current editor of *The Listening Post*, in ensuring that the periodic appearance of printed news will continue to help bond listeners together.

To Michael Cronin

For creative contributions to the field of listening teaching and training

via his work in Interactive Video Instruction, as part of the Radford University Oral Communication Program.

--Gene Wilson Chair, Awards Committee

Graduate Thesis Award

To Richard R. Flug University of Florida

In this year of notably increased attention to listening on the part of caregivers in the health care field, for his thesis, "Registered Nurses' Listening Competence: The Relationship Between Predisposition and Performance."

--Gene Wilson Chair, Awards Committee

Ralph Nichol Award Winners

First Place in the Ralph Nichols Award competition went to Nelya McKensie and Anthony Clark for their paper "The All In One Concept and How Much Must Listening Research Include." Anthony Clark and Rebecca Cline's paper received second place honors in the competition, and the paper submitted by Ethel Glenn, Philip Emmert and Victoria Emmert placed third.

James I. Brown Award Winners

In the James I. Brown Award competition for student papers, first place was awarded to Colleen E. Ryan of the University of Maryland for her paper entitled "Listening for the Friends and Families of People with AIDS." The paper presented by Dean P. Rice of the University of Tennessee at Knoxville was awarded second place honors, and the paper presented by Marie Dick of Wichita State placed third

President's Award

Michael Gilbert, outgoing President of ILA, presented the President's Awards at Saturday night's banquet. These awards are given to individuals

and/or organizations who have performed extraordinary service to the ILA and the Presidential Office.

This year's President's Award went to Bill Arnold, Sheila Bentley, and Ralph Nichols, for the contributions they have made both to ILA and to the Presidential Office.

Membership Contest

For the past few years Second Vice President, Membership, has held a contest to see which ILA member could recruit the most new members for our organization. This year's winners were Carole Grau and Lisa Vickers.

Congratulations to Presenters

At the Convention, attendees filled out a Convention Program Evaluation form. Based on the results of this survey, the following sessions were picked as the five best in each of the four special interest areas. (They are listed in alphabetical order.)

Education

Classroom Lecture Listening Variables
-Bob Bohiken

Crash, Bang, Boom: Sound Effects for Picture Books

-Carol Christy The Power in Question

-Dan Corey and Michael Z. Murphy

So What Do We Teach Students?

-SusanEllen Bacon Terrific Specific

-Michael Murphy

Business

For Listening Consultants Only -SusanEllen Bacon

Harmony at the Office: Strategies That Improve Office Morale, Efficiency, and Group Dynamics

-Sheila Bentley

The Role of Listening in Community Discussions of Race Relations

-Elaine Wooten and Allan Ward So We Want To Be Effective Trainers

-Florence Wolff

Ten Commandments for the New Consultant

-Janet Cherry

Research

Differences for Meaning for Nonverbal Cues and Ease/Difficulty in Intercultural Listening

-Terry Ostermeier

Listening Preferences: New Research Directions

> -Kittie Watson, Larry Barker, James Weaver, Ted Barker, and Michelle Kirtley

Parents and Teens Listening Together -Michael Purdy, Carolyn Coakley, and Andy Wolvin

Research Forum

-Phil Emmert, Vickie Emmert, Margaret Fitch-Hauser, Steve Bhodes, and Andy Wolvi

Steve Rhodes, and Andy Wolvin A Scale for Measuring Listenability: Phase III

-Ethel Glenn, Phil Emmert, and Vickie Emmert

General

Listening or Thinking: Which Comes First

-Janet Cherry Listening to Spirit

-Vincenne Waxwood & Ken Paulin Sister-Friend and Listener Friend: A Totally Blind Person Discusses the Role of Listening in Her Life

-Frances Grant

Sorry Beethoven, It's Easier This Way -Frances Grant

To Understand Is To Communicate/Is Culture

-Alberta Arnold and Vincenne Waxwood

Congratulations to these presenters and thanks to all of the presenters for making the Convention successful.

Listening In A Natural State

Call For Program Proposals

Listen my children and you shall hear the call for program proposals loud and clear.

The call of the Natural State is ringing in our ears

as off to Little Rock we go among the cheers.

Submit your programs for '95 today so we can all listen to what people say...

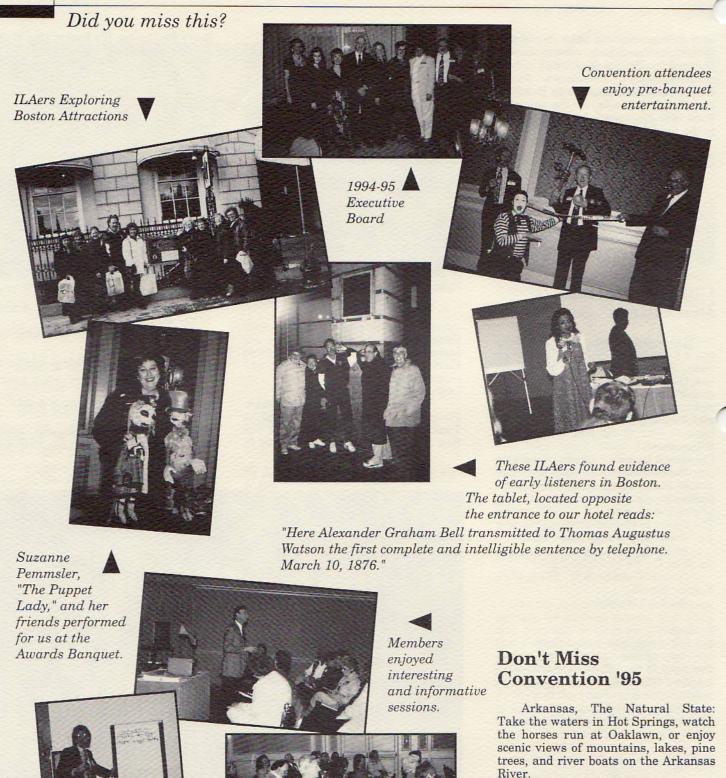
about Listening in a Natural State.

Send proposals to Margaret Fitch-Hauser, 1415 Charing Loop, Auburn, AL 36830



1994 Award Winners

Convention '94



Little Rock: From frontier town to antebellum Victorian homes to high tech capital city, you'll see it all at the 1995 ILA Convention in Little Rock. Begin now to make your plans to at-

tend March 9-11.