A pilot program being conducted in several departments could change the way USF employees think about discipline.

It's called "positive discipline," and is based on a new educational model called the "human resources" approach.

"Basically, positive discipline means treating employees like adults," said Paul Knaus, associate vice president for human resources.

"It's based on the philosophy that all employees are valuable and important." Knaus said.

If an employee is consistently late, for example, the supervisor might point out why punctuality is important in that particular job. If the employee says he is late because he doesn't have a car and the bus is unreliable, the supervisor may help the employee find a car pool to join.

But that format change didn't figure into the station's ratings success. Those people are more interested in the station's ratings success. Those people are more interested in the station's ratings success.

"Confident positive discipline will bring about a significant improvement in the working atmosphere at USF," Knaus said.

At present, Knaus said, USF and other employers handle discipline pun-

The study is being conducted by researchers at the University of Minnesota, St. Paul, and Denver and Seattle.

The study runs for three months.

"If the employee doesn't correct the behavior, the employee will be terminated, Knaus said."

The medication is free, and patients are paid a nominal fee for their participation. The study is being conducted by Roger Fox in USF's Division of Allergy and Immunology. Physicians in the division conduct research trials into the causes and treatment of allergies.

Researchers studying bronchitis

USF researchers need volunteers over the age of 40 with chronic bronchitis or emphysema to study two new inhalers. The volunteers must have a history of cigarette smoking.

The researchers are studying the effectiveness of the new inhalers in relieving such common symptoms as tightness of the chest and shortness of breath.

The study runs for three months.

Briefly

President's house

A design has been chosen for the $1.2-million President's House for the Tamps campus. Construction of the house, which will be built entirely with private funds, will begin in 1990. Details of the design were not available at press time, but they will appear in the next edition of Inside USF.

Adopt a Family

Several offices and departments at USF take part in the Volunteer Center of Hillsborough County's "Adopt a Family" program every Christmas season. In the program, employees buy gifts for the family, including clothing, books, toys, and gifts for the children. In some cases, volunteers provide a Christmas tree or cook the dinner for the family. Some 3,000 needy families are expected to apply for the program this year. Last year, about half that many were adopted. For information, call 878-2500.

Fort Myers honors

The Honors Convocation for the Fort Myers campus is scheduled for Nov. 19 at 2 p.m. in the Doris Coberly Auditorium. Dean William Scheuerle will be the featured speaker. Town and Country will host a reception after the ceremony.

Christmas cards

Christmas cards featuring drawings by patients at the Children's Birth Center at H Lee Moffitt Cancer Center and Research Institute are available by calling the Cancer Card Office at 287-1995 or writing to Susan Knight, 10003 West Kennedy Blvd., Suite 214, Tampa 33609. Cost is $8 for a package of 20, and the proceeds support medical care and other services at the center.
Financial Management Association Annual Meeting in Boston in October. He also presented "Risk Assets, Risk Aversion and the Behavior of Stock Prices: Over the Business Cycle" with Richard Meyer and Ken Wewand, also of the Finance Department, at the same meeting.


An Autoregressive Analysis" to the Eastern Finance Association in Philadelphia in April.

James B. Byczkowski and Teresa Gesswein, University of South Florida, presented "Effects of Inhibition of NAD(P)H:cytochrome P-450 reductase on baccilliforme protein metabolism in mouse liver microsomes" in the International Journal of Biochemistry, Fall 1998.

Byczkowski and Lech Zychlinski published "Inhibitory effects of vanilamin-petide on exoribonuclease activity of rat liver microsomes" in the Archives of Environmental Contamination and Toxicology.

Byczkowski and Arun P. Kulkarni published "Lipid peroxidation-coupled DNA strand break formation by benzo[a]pyrene and benzo(a)pyrene-7, 8-dihydriodiol in human term placental microsomes" in Placenta, Fall 1998.

John R. Clark, English, presented to the University Program Student Council at the Florida Council of Teachers of Mathematics Annual Meeting in Fort Lauderdale in October.

Don Lichtenberg, Mathematics Education, presented "Discrete Mathematics at the Secondary Level" at the Florida Council of Teachers of Mathematics Annual Meeting in Fort Lauderdale in October.

Luis Espinoza, Rheumatology, presented "America's Disenfranchised: Crying To Be Someone in Popular Song and Prose" at the Popular Culture Association of the South Conference in Jacksonville in October.

Carmen Myers, Academic Administrator, Lakeland, and Patricia L. Gill, Academic Administrator, Lakeland, presented "Enhancing the Educational Experience Through Innovative Use of Faculty, Resources and Technology" at the Twelfth Annual Quality in Campus Credit Programs Conference in Florida in October.

Marco Orsi, Sociology, presented "Business Networks in Japan" at the Southern Regional Japan Studies Seminar in Jacksonville, Fla., in October.

John W. Richmond, Music Education, presented "Advocacy for Arts Education" to the Mississippi Choral Directors Association in Jackson, Miss., in November.

Elton Smith, English, presented "Finnegans Wake" at the South Florida Conference in Fort Lauderdale in October.


Sara Mannen Deats, English, and La- gretta Tallent Lender edited Youth Suicide Prevention: Lessons from Literature. Deats also published "The Compromise of Silence in Shakespeare's Verona: Romeo and Juliet in Youth Suicide Prevention: Lessons from Literature."


Luis Espinosa, Jose Aguilar and Francisco Gutierrez, Rheumatology, presented "Infections in severe neuropathy/spastic paraparesis" in Current Opinion in Rheumatology.

Bernard Germain, Rheumatology, published "Mycobacterial, fungal and parasitic infections" in Current Opinion in Rheumatology.

Marcy Gudemini, Early Childhood Education, with coauthor Heidi Mills, of the University of South Carolina, published "The Impact of Word Processing and Play Tting on Literacy Development."

Joseph Meixler, English, presented Creative Writing in America: Theory and Pedagogy.

Gretchen Warren, Dance, presented "University of South Florida in Dance" to the Texas Dance Teacher, November 1998.

Susan Wetzel, Bruce Labotisky Levin and Bob Friedman, Epidemiology, and Print, Analysis, presented "A Research and Testing Needs Assessment of Florida's Mental Health" in the Journal of Mental Health Administration, Spring 1999.

Eric Wickstrom, Chemistry, published a paper on "Isotactic cell. Initiation Factor 3 Protein Binding to 30S Ribosomal Subunits Allows the Activation of Nucleotides Within the Conserved Central Region of 16S rRNA" in the September 1995 issue of Biochemistry.


Miscellaneous

Lee Leavengood, Lifelong Learning, presented "Representative Person: Bob Roosevelt!" at the opening of the USF Art Museum."Members in Florida" exhibit in Marseille, France in October.

If you would like to submit an item for our Faculty/Staff Notes section, send the information to InsideUSF, ADM 264. You can use the form above.
**Fine Arts**

All art exhibits are free. Call ext. 3584 for art department information. Call ext. 2311 for information on music department events. Call ext. 3427 for box office information.

**NOVEMBER 3-DECEMBER 17**


**NOVEMBER 3-DECEMBER 18**

Art exhibit: Tampa Bay Photography Exhibition, Theatre's Lobby Gallery.

**NOVEMBER 13-17**


**NOVEMBER 17-18**

Dancecases. 8 p.m., Theatre 2. $3.50 general admission; $3.30 students and seniors.

**NOVEMBER 17-18**

Concert: USF Opera Theatre directed by William Woodruff. 8 p.m., Theatre 1 prior to be announced.

**NOVEMBER 19**

Dancecases. 8 p.m., Theatre 2. $3.50 general admission; $3.30 students and seniors.

**DECEMBER 3**

Concert: CSU Jazz Ensembles directed by Chuck Owen. 8 p.m., Theatre 1. $2 general admission; $1 students and seniors.

**DECEMBER 20**

Concert: Jazz Ensembles directed by Chuck Owen. 8 p.m., Theatre 1. $2 general admission; $1 students and seniors.

**DECEMBER 24-DECEMBER 25**

Art exhibit: Doug Worsnop Sculpture. Teaching Gallery (FAH 110).

**DECEMBER 26**

TRIPAC Matisse Series: USF Faculty Chamber Players, 2 p.m., Jack Theater, Tampa Bay Performing Arts Center.

**DECEMBER 27**

Faculty recital: Jared Reynolds (baritone), Robert Helms (piano). 8 p.m., Music Recital Hall (FAH 101). $2 general admission; $1 students and seniors.

**DECEMBER 29**

Concert: Ars Nova Quintet -- flutist Martha Rearick, oboist Nancy Warfield, clarinetist Noel Shevrens, bassoonist Jeff Keeveseker and horn player Ralph Frechelle -- will perform at 7:30 p.m. Nov. 29 in BAT 130.

**FILMS**

All SCP films are in the University Lecture Hall. Admission is $2.50 for the general public, $2 for USF faculty and staff, $1 for children under 13 and 50 cents for USF students. Call ext. 3687 for information.

**NOVEMBER 16**

Student Film: "The Purine Path to Chemotherapy," 11:30 a.m., Chemistry Building, Room 101.

**NOVEMBER 27**

Slide lecture: Doris Heyden: "Art and the Great Temple of Teotihuacan," 7:00 p.m., BAT 130, St. Petersburg campus.

**NOVEMBER 28**

USF annual holiday concert with the orchestra, chorus and guest ensembles. 2:30 p.m., Tampa Bay Performing Arts Center Festival Hall, $5.

**NOVEMBER 29**

Blade Runner, 8 p.m.; Raiders of the Lost Ark, 10 p.m.

**NOVEMBER 30**

Blade Runner, 8 p.m.; Blade Runner, 10 p.m.

**DECEMBER 1**

U2: Rattle and Hum, 8 p.m. The Decline of Western Civilization Part III: The Metal Years, 10 p.m.; DOA, midnight.

**DECEMBER 2**

DOA, 8 p.m.; U2: Rattle and Hum, 10 p.m.; The Decline of Western Civilization Part II: The Metal Years, midnight.

**Lectures**

All lectures are free and open to the public. Call ext. 2151 for information on University Lecture Series events.

**NOVEMBER 17**


**NOVEMBER 24**

Richard Gilbert and Kirsten Strasser Podesta: "Technological Progress and a Deteriorating Environment: Are Engineers Playing an Enlightened Role?" 7 p.m., Engineering Auditorium.

**NOVEMBER 29**


**NOVEMBER 30**

White Deer of Autumn is the author of the award-winning children's book "Tzta Yilam" - in the Circle of Life, and author of The American Eagle, which was presented to George Bush on Inauguration Day by the Chief of Protocol at the White House. He has also written eight books on Native Americans for "Time People Series."

**DECEMBER 1**

Concert: USF Chamber Players, 8 p.m.

**DECEMBER 2**

Concert: University Lecture Series: Amanda Clarendon: "Romantic Statuary in the Making." For information, call Bill or Susan Murray at ext. 2807.

**DECEMBER 8**

Steve Fuller: "Science Policy Is Too Important To Leave to Scientists," 4:40 p.m. CPR 116.

**DECEMBER 9**

Steve Fuller is a professor of interdisciplinary studies at Virginia Polytechnic Institute and State University. His most recent book is Social Epistemology, and he has written a science test to be published this fall.

**DECEMBER 8**

Miss Virginia: "Theater as Social History," 7:30 p.m., Ritz Theater, Ybor City

**SPORTS**

Call ext. 2125 for information.

**MISCELLANEOUS**

**NOVEMBER 20**

USF Women's Club meeting. A.m., Grace Allen Reading Room. USF Women's Club President Katie will speak on "Changing Attitudes toward 'Women in Humor' with illustrations from her collection of 'Wis Cartoons.'" Call 968-3630 for information.

**NOVEMBER 29**

Southwest Florida Blood Bank mobile at Elm Street Market, 11 a.m.

**DECEMBER 5**

St. Petersburg campus Tennis Tri with the Suncoast Tennis Club. For information, call the Activities Office 9096 before Nov. 27.

**DECEMBER 6**

Holiday Sale: Booths with arts, crafts, UNICEF cards, etc. for sale a.m.-5:30 p.m., Coconut Park Festival of Trees, annual crafts market for best homemade ornaments.