

# Women personnel employees say job has unique problems

By Leslie Boellstorff

Women in the personnel field must juggle the interests of employees with those of management, two personnel experts said Tuesday.

The personnel management is doubly challenging for women and minorities because they must overcome traditional barriers that favor men, said Mary Ann Spicer, a personnel management specialist at Veteran's Administration Hospital.

Spicer and Gwen Combs, director of personnel in the Personnel and Risk Management Department at UNL, spoke on "Women in Personnel" at a session sponsored by the Student YWCA and the Women's Resource Center.

Combs said the personnel department must look out for the interests of management and employees, through counseling, advising and hiring. She said she advises the upper-level management in ways that best use the labor force, helping meet worker desires and needs. Combs is not directly involved in the hiring of university personnel.

As part of her job, she tries to help managers see that "individuals want more from their work environment than a paycheck," she said. She said she also tries to "counsel, talk and ca-

jole" workers into accepting that there is more to a company than one person in a department of a somewhat specialized field and that there are more advantages to a job than good pay.

Combs works with affirmative action programs and provides equal employment opportunities, Combs said.

Spicer said the personnel field is one of high power jobs. In the Veteran's Administration system of 275 hospitals, personnel managers are relatively high on the totem pole, as well as being in line for other types of high responsibility positions, she said.

Personnel managers have the ability to give a person a job or turn him away. Spicer said she finds herself able to reject an applicant, tell someone he is hired or fired or admonish an employee with a smile on her face. However, she said these types of duties increase the stress level of her job. She said sometimes she feels bad about turning down an applicant, and that other aspects of her job, such as counseling and paperwork become frustrating.

Combs said the field is interesting, but anyone entering it must be ready and willing to deal with a number of challenges.

A person in the personnel field may experience an early burn out and feel that he or she is always giving

and not getting much in return, she said.

"You feel you're being used up," she said.

And the problem of being a woman and/or a minority in the field only increases these stresses, Combs and Spicer agreed.

Spicer said that of the 359 personnel management specialists in the VA hospitals, 20 are female. She said that only three or four are chiefs of personnel and the same number are medical center directors.

Women initially have a problem in establishing their credibility, Combs said. They have to find their level of acceptable aggression. It is hard for a woman, who is more aggressive and outspoken than the management, to succeed, she said.

Mon.-Fri. 12:00-4:00  
236 Nebraska Union



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It's Q-Card Day at the Races Wednesday, October 7th  
Post Time: 2 pm State Fairgrounds



# Nazi propaganda films viewed at symposium

By Laura Garrison

The conditions that created the rise of Nazi Germany in the 1930s were highlighted in the two-day UNL-German symposium that ended Tuesday.

The symposium featured a panel discussion including four university professors, a German historian and Hans Mommsen, University of Bochum, West Germany modern history professor.

Mommsen presented a film symposium with more than 20 different German documentaries, cartoons and feature films from the 1920s and 1930s depicting the political, social economic and psychological state of mind of the German people in pre-Nazi Germany.

Peter Reinkardt, a professor in the Modern Language and Literatures Department, grew up in post-Nazi Germany. He said the films proved that the civilization or culture of a country can become "perverted" in their ideas of political justice, if times are "tough enough."

Mark Cory, vice chairman of the Modern Languages and Literature Department, added that part of the Nazis' rise to power in Germany resulted from the slick and sophisticated propaganda films that showed the Nazis in action scenes.

The opposition party, the Socialist Democratic Party, used films that showed party officials and proposed solutions to the country's problems. History proved that the rational approach didn't have the impact on the public that the Nazi propaganda did,

Cory said.

One propaganda film entitled "Hitler Youth in the Mountains," in which the Nazis showed good youth as strong, healthy and devoted to the cause, found broad acceptance among German youth. The film displayed activities such as camping and camp fire gatherings.

June Levine, associate professor of English, said today's American youth would not follow such propaganda because the approach lacks individuality.

## The All - Night Fall Festival

Friday, October 9 Nebraska East Union 6:00 p.m. - 1:30 a.m.

PEP RALLY SOUTH OF UNION - 6:00 p.m.

**THE HOLLOW**  
Monty Python's "And Now For Something Completely Different" - 7-9  
"The Blob" - 9-11  
"The Night of the Living Dead" - 11-1

**NORTH FORTY LOBBY**  
Tex Nord-rope twirler - 6:30-9:30  
Chess Contest - 7:30-9  
Theresa Thummel - caricature artist - 8-9

**THE TERRACES**  
Trilogy - music and more - 7-7:45  
Luke Stevenson - mellow sound - 8:15-9  
Ron Cole - top hits - 9:15-9:45  
The Magical Becwars - magic with flair - 10-10:30

**THE LOFT**  
KLN Pep Band - 7-7:30  
Japanese Fencing Demonstration - 7-7:20

Jello Eating Contest - 7:20 - 7:45  
Rodam - juggling - 7:45 - 8  
Tobacco Spitting Contest - 8 - 8:15  
Gymnastics Demonstration - 8:15 - 8:40  
Pie Eating Contest - find that cherry! - 8:40 - 9  
Dan Ridge - music - 9-9:30  
Air Guitar Contest - bring your own music or we'll play ours - 9:30 - 9:45  
Hog Calling Contest - 9:45 - 10:00  
Alpha Zeta Booth - win prizes - 7:30 - 10

**GREAT PLAINS ROOM**  
"Used Cars" - with Kurt Russell, etc. - 7-9  
Dance with Cross Winds - 10:30 - 1:30

**GARDEN ROOM**  
Paint-a-Face be whatever you want - 7-10:30

**OUTSIDE**  
Block & Bridle hayride for two with hot chocolate



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