DOCUMENT RESUME

ED 399 983 JC 960 572

TITLE	Environmental Technician Survey.
INSTITUTION	Lexington Community Coll., KY. Office of Institutional Research.
PUB DATE	May 95
NOTE	47p.
PUB TYPE	Reports - Research/Technical (143) -- Tests/Evaluation Instruments (160)
EDRS PRICE	MF01/PC02 Plus Postage.
DESCRIPTORS	Community Colleges; Educational Needs; *Employer Attitudes; Employment Projections; *Employment Qualifications; *Environmental Technicians; Labor Market; *Labor Needs; Needs Assessment; Occupational Surveys; Two Year Colleges

ABSTRACT

In April 1995, Lexington Community College (LCC), in Kentucky, conducted a survey to gather information about employment trends and educational needs in the environmental technician field. The researchers defined environmental technicians as those who implement federal or state environmental requirements, monitor or sample the environment, audit workplaces for potential hazards, inform and train workers regarding potential hazards, implement appropriate controls, or complete related technical writing and computer applications. Questionnaires were mailed to 332 area firms, requesting information about job requirements and willingness to send employees to LCC for training in environmental technology. Study findings, based on responses from 146 firms, included the following: (1) 33% (n=48) of the firms employed personnel in the environmental field, employing an average of four environmental employees; (2) of 44 firms employing environmental technicians, 22 required only high school completion, 11 required a bachelor's degree, and 9 an associate's degree; (3) 48% of these firms required 1 to 2 years of experience for entry-level technicians; (4) 53% estimated increasing needs for environmental technicians over the next 5 years; and (5) 41 of the 48 firms employing environmental personnel indicated that they would send employees to LCC for one-day training sessions, while 31 would send them for multiple-day training. Data tables are included. The survey instrument is appended. (AJL)

Environmental Technician Survey

May, 1995

Environmental Science Technology Advisory Committee
Lexington Community College Committee Members

Dr. Janice Friedel, President

Orville Abner, Center for Community Partnerships
Dr. Vince Austin, Assistant Professor
Dr. Eunice Beatty, Dean of Academic Affairs
Marian Cothran, Instructor
Dr. Molly Frisbie, Assistant Professor
Caroline Gil, Instructor
Erla Mowbray, Division Chairperson - Biological Sciences and Nursing
Tri Roberts, Division Chairperson - Natural Sciences and Health Technologies

Data compiled and analyzed by Lexington Community College, Sandra Green, Coordinator of Institutional Research

Introduction.

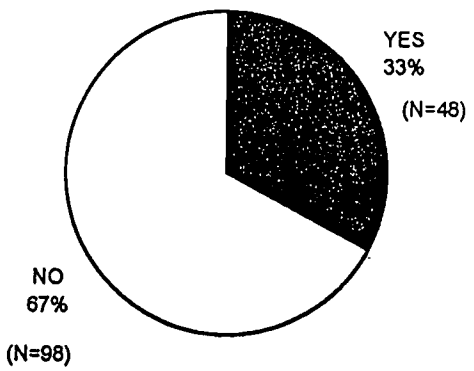
The Environmental Technician Survey was distributed and collected in April and May, 1995. Three hundred thirty-two surveys were mailed, with a return rate of 44% (N=146). The purpose of the survey was to assist the Lexington Community College (LCC) in gathering information about employment trends and educational needs in the Environmental Technician field.

An Environmental Technician was defined as one who performs one or more of the following job duties: implementing OSHA, EPA, DOT, or other requirements, monitoring/sampling the environment, auditing the workplace for potential hazards, informing and training workers regarding potential hazards, implementing appropriate control, and/or completing the related technical writing and computer applications.

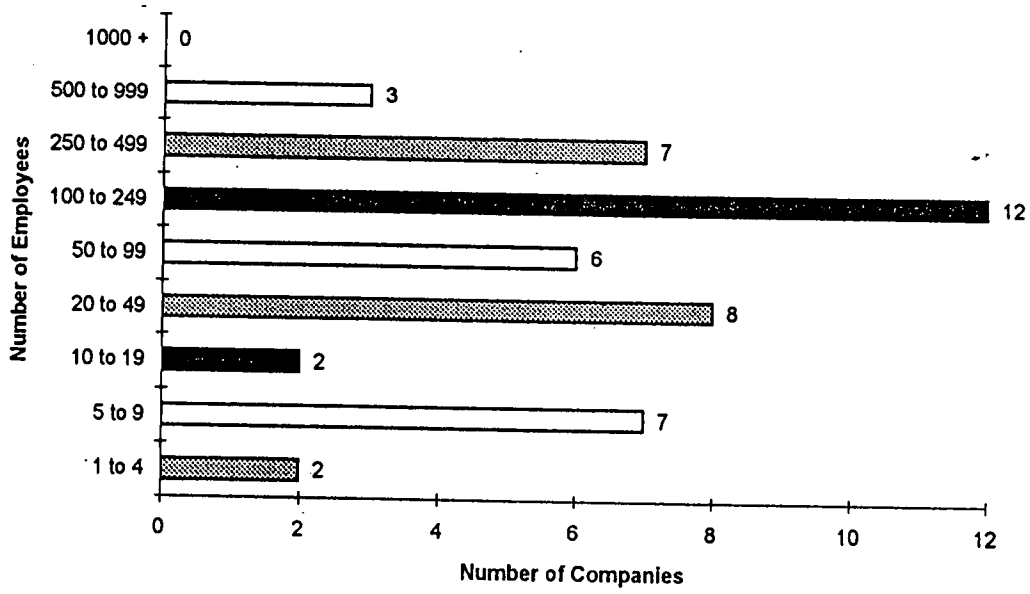
A complete copy of the survey can be found in Appendix A of this report.

Results.

Question 1. Does your firm/facility presently employ or utilize the services of personnel in the Environmental Technology field? 146 survey respondents answered this question.



Question 2. Please indicate the total number of employees at your firm/facility. 47 survey respondents answered this question.



Question 3. Please indicate the total number of employees doing environmental technician work. 44 survey respondents answered this question.

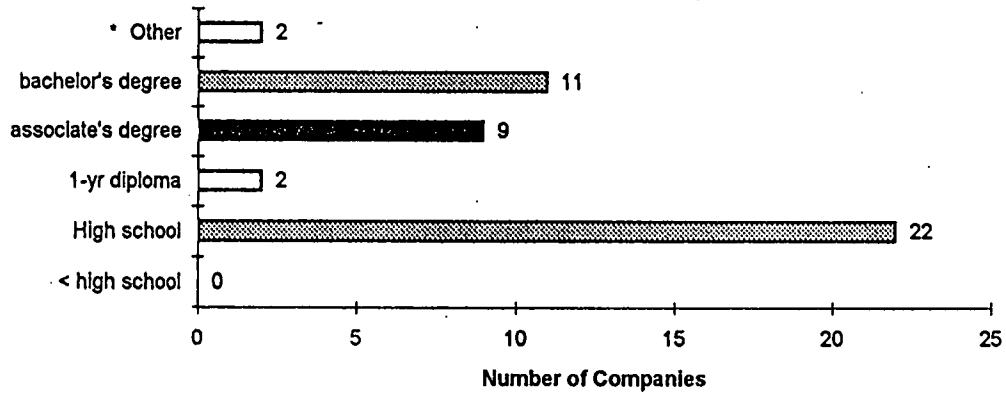
Total technicians = 189
Range = 0 to 18
Average = 4 employees
Mode = 1 employee

Question 4. Please enter the entry-level annual salary for environmental technicians. 31 survey respondents answered this question.

Range = $10,000 to $36,500
Average = $21,274.06
Mode = $15,000

Question 5. What is the minimum level of education *required* of an entry-level environmental technician?

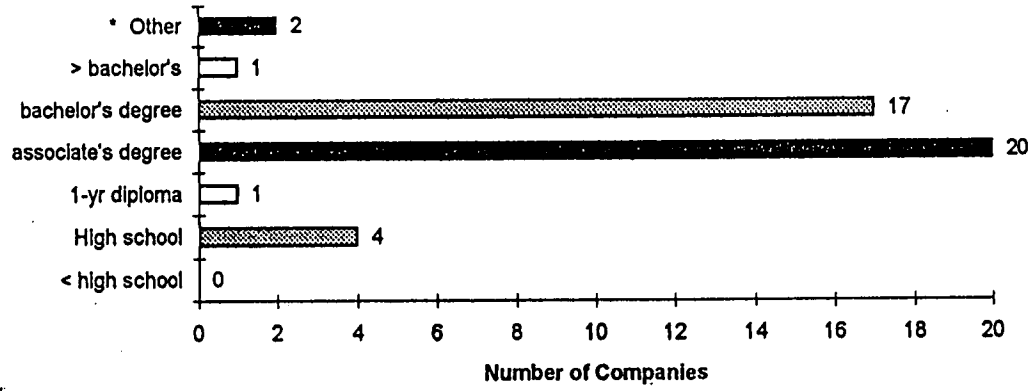
46 survey respondents answered this question.



* other required education: "Training is provided as need occurs."
"Bachelor's or 2 years experience."

Question 6. What is the minimum level of education *preferred* of an entry-level environmental technician?

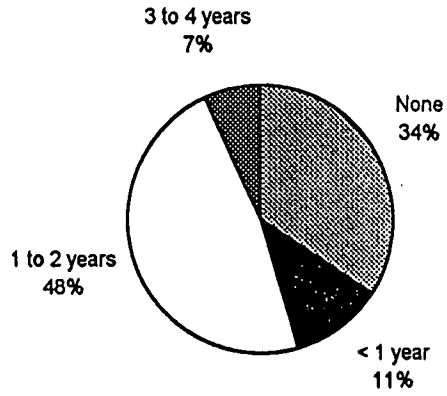
45 survey respondents answered this question.



* other education preferred: "40 hour HAZWOPER OSHA training."

Question 7. What is the minimum level of work experience *required* for an entry-level technician?

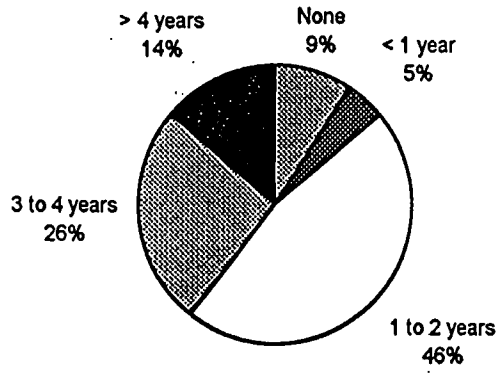
44 survey respondents answered this question.



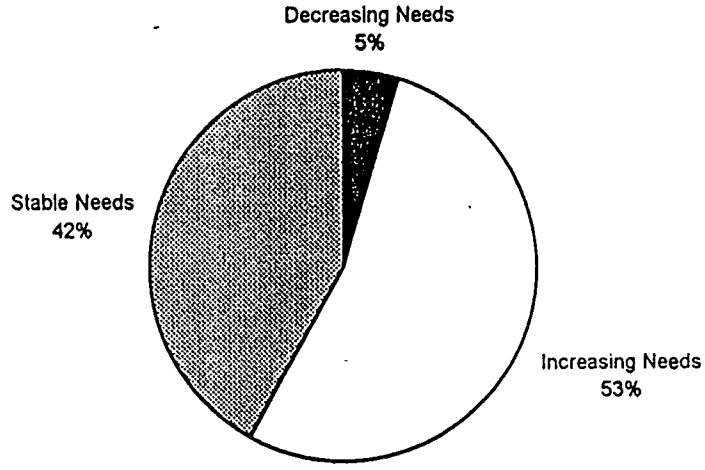
(More than four years = 0%)

Question 8. What is the minimum level of work experience *preferred* for an entry-level technician?

43 survey respondents answered this question.



Question 9a. Please estimate your needs for environmental technicians over the next 5 years. 43 survey respondents answered this question.



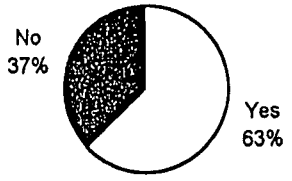
Question 9b. We estimate the following number of job openings in the next 5 years. 19 survey respondents answered this question.

Total Openings = 105
Range = 1 to 45
Average = 6
Mode = 1

Question 10. Please estimate the total number of employees within your firm/facility whom you think would be interested in enrolling in an Environmental Technician program. 40 survey respondents answered this question.

Total Interested = 86
Range = 0 to 10
Average = 2
Mode = 0

Question 11. Would completion of a two-year Environmental Technician program lead to job advancement in your firm/facility? 43 survey respondents answered this question.



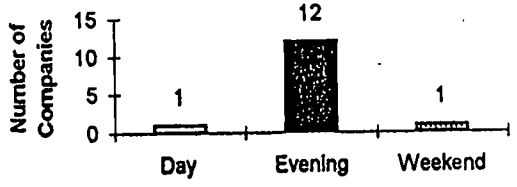
Question 12. Would your firm/facility send its employees to Lexington Community College for an associate degree in Environmental Technology? 45 survey respondents answered this question.

Yes - 31%
No - 18%
Uncertain - 51%

Question 13. If you answered yes to #12, please indicate the total number of employees your firm/facility would encourage to attend the community college for education in environmental technology. 13 survey respondents answered this question.

Total Encouraged = 35
Range = 1 to 9
Average = 3
Mode = 2

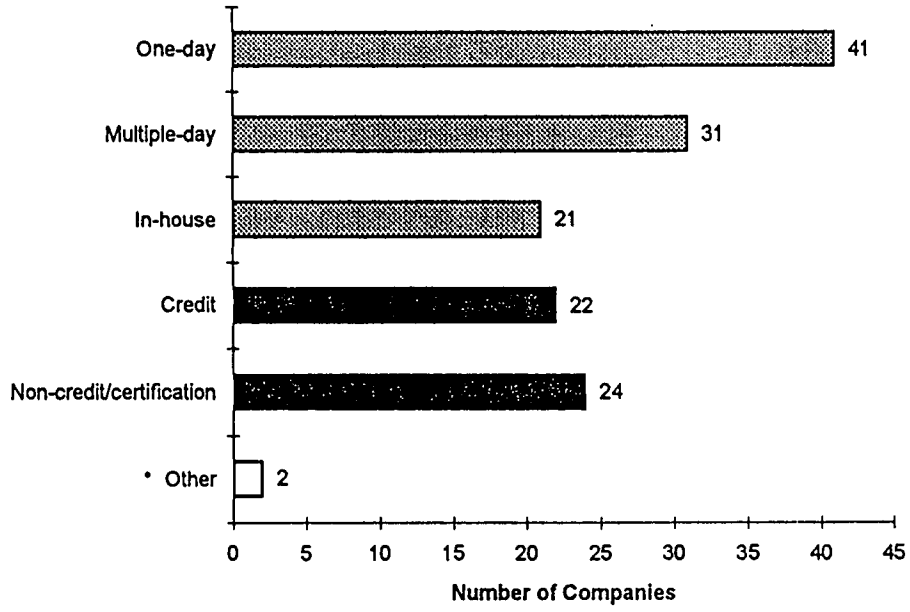
Question 14. If you answered yes to #12, what time frame for class offerings do you prefer for your employees? 14 survey respondents answered this question.



14

15

Question 15. Would your firm/facility send its employees to Lexington Community College for environmental/certification training as required by OSHA, EPA, etc.? The numbers on the bar chart below represent the number of companies (out of the possible 48 that employ/utilize environmental technologists) reporting interest in each of the following types of training:



* other types of training listed: "Risk assessment and management of risk areas that may be remediated to less than perfect conditions."
"OSHA 40 hour and refreshers."
"Continuing education, certifications."

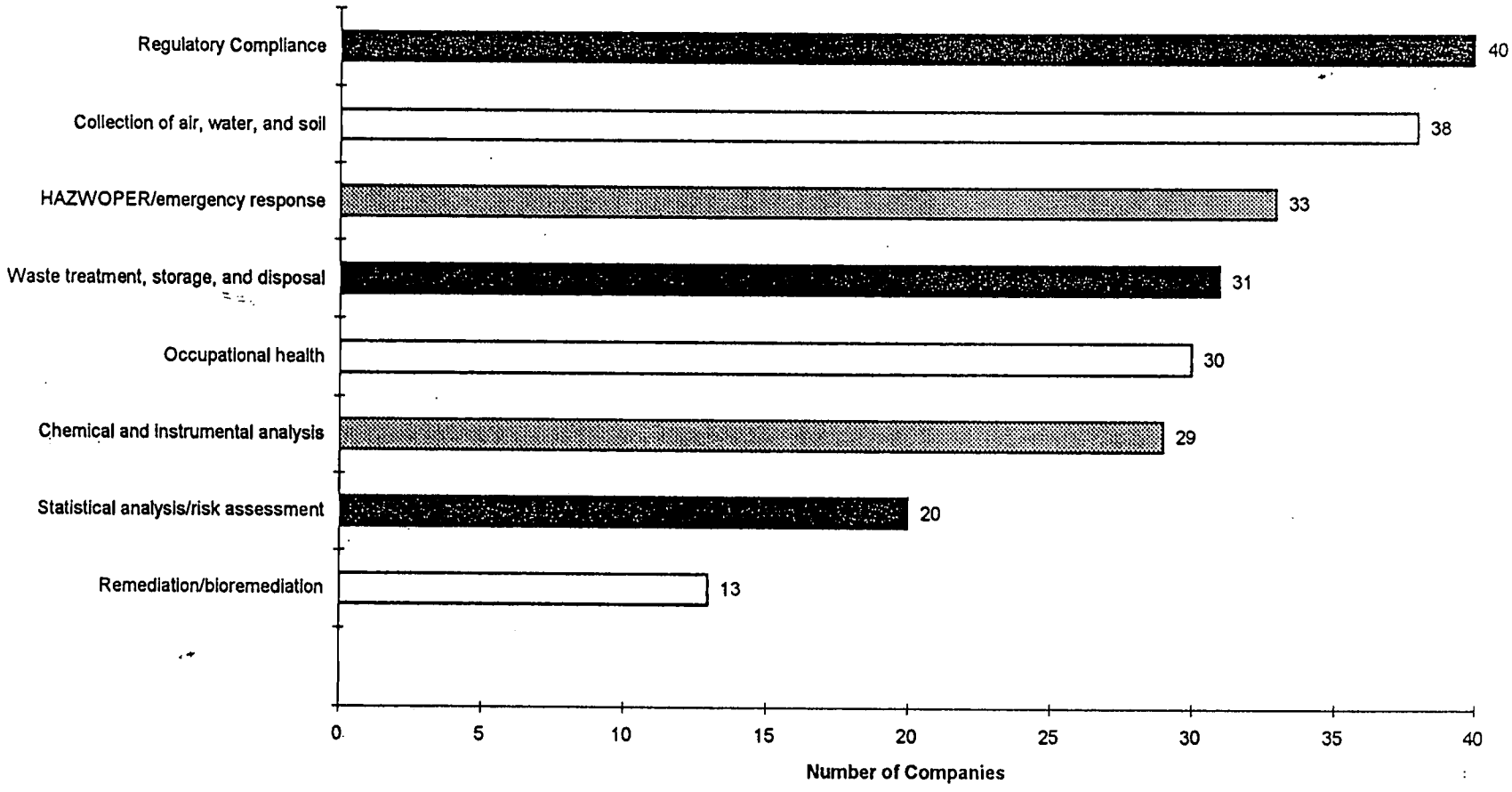
Question 16. Would your firm/facility be interested in having a LCC student enroll in an Environmental Technician Program, serve an internship or have a cooperative work experience at your site? 45 survey respondents answered this question.

Yes - 18%
No - 16%
Maybe - 67%

16

17

Question 17. The following is a list of skill/tasks that may be associated with environmental technology. Please check all that apply to your firm. The numbers on the bar chart below represent the number of companies (out of the possible 48 that employ/utilize environmental technologists) reporting involvement with the listed skills/tasks:



Question 18. What do you see as the new and emerging trends in the field of environmental technology?

* Insistence on pollution prevention/service reduction methodologies; recycling.
* Develop environmental, health and safety management programs to organize a company to go beyond simple compliance and into areas of source reduction, pollution prevention and ergonomics.
* Emphasis on risk assessment.
* Various types of remediation.
* The Clean Air Act will take up a lot of somebody's time. Recycling.
* As in every other aspect of our lives, computers and computerized automation grows more prevalent everyday. This is evident in the water industry through plant automation, increased use of computerized SCADA (Supervisory Control and Data Acquisition) for operations and monitoring of report generation.
* Statistical analysis and risk assessment for site closures.
* Various types of on site remediation.
* Protective equipment and air quality.
* More training requirements; required auditing; job analysis.
* Sampling of soil; Clean Air Act; risk management.
* Clean water for streams for future generations. Sludge disposal to save landfill space.
* Cost/benefit approach.
* I don't think regulations will increase but hopefully will be reduced due to Federal Government cutbacks.
* Environmental damage prevention; emphasis on air and water.
* Proactive policies with management support and involvement.
* Clean Air Act; Storm Water Act.
* Ergonomics.
* Increased regulation/regulatory compliance; increased training requirements; lack of qualified, available employees.
* More education.
* The need for well-trained, bright technicians.
* Construction inspection of environmental projects in water, sewer, solid waste, dams, storm water.
* Greater dependency on technology.
* Risk assessment, air sparge technology, system telemetry, computer modeling, and litigation support.

* IAQ, ergonomics.
* Waste stream reduction, elimination or substitution; better, less costly recycling of waste; increased ergonomics and industrial studies and applications.

Question 19. What specific courses/seminars/workshops, etc. might we at the Lexington Community College offer to meet your future training needs? (Numbers in parentheses indicate total responses in the listed area.)

* technical writing (2)
* general surveying (2)
* courses similar to those offered by other colleges specific to the environmental field
* regulatory compliance (4)
* waste water treatment (3)
* OSHA courses (8) examples: industrial hygiene, occupational health, confined space entry, etc.
* CDC
* legal
* HAZWOPER (4)
* ergonomics
* risk analysis/assessment techniques (3)
* Clean Air Act
* chemistry
* BID-remediation, both augmented and artificially induced
* Allow environmental technician students to come to worksites and assist in implementing environmental/OSHA programs.
* recycling
* environmental interface
* computerizing and data management (2)
* soil types/permeability/Karst geology (2)
* overview of current technological trends
* field sampling
* environmental impact planning for capital projects
* soil venting/air sparging

Additional Comments.

* There is a shortage of technicians. Entry level is preferred because of extensive in-house training.
* There is a growing need for personnel trained in this area.
* Technical writing is a major weakness with many participants in this industry.
* My environmental technician duties are currently being accomplished through a co-op student from UK with support from myself, our chemical engineer, and our consultants.
* Environmental technicians will be required to fill an assortment of additional roles or responsibilities, especially in small organizations. They would include: computer skills associated with data entry, report generation, etc.; mechanical ability associated with equipment maintenance and (light) repair (pumps, motors, telemetry equipment, etc.); and, (potable) water treatment responsibilities.

CROSS-TABULATIONS.

Empty cells represent the absence of a response in the given category.
Percentages represent percentage of overall total unless otherwise specified.

Item 2 by Item 5. (Size of company by required education.)

Number of Employees	< High School		High School		1-Year Diploma		Associate's Degree		Bachelor's Degree		Other		Row Total	
	N	%	N	%	N	%	N	%	N	%	N	%	*N*	*%*
1 - 4			1	2%			1	2%					*2*	*4%*
5 - 9			4	9%			1	2%	1	2%	1	2%	*7*	*15%*
10 - 19			1	2%			1	2%					*2*	*4%*
20 - 49			6	13%			2	4%					*8*	*17%*
50 - 99			4	9%					2	4%			*6*	*13%*
100 - 249			5	11%	2	4%	2	4%	2	4%			*11*	*24%*
250 - 499			1	2%			1	2%	5	11%			*7*	*15%*
500 - 999							1	2%	1	2%	1	2%	*3*	*7%*
1000+													*0*	*0%*
Column Total	*0*	*0%*	*22*	*48%*	*2*	*4%*	*9*	*20%*	*11*	*24%*	*2*	*4%*	*46*	*100%*

Item 2 by Item 7. (Size of company by required work experience.)

Number of Employees	None		< 1 Year		1 to 2 Years		3 to 4 Years		> 4 Years		Row Total	
	N	%	N	%	N	%	N	%			*N*	*%*
1 - 4					2	5%					*2*	*5%*
5 - 9	4	9%			2	5%					*6*	*14%*
10 - 19							2	5%			*2*	*5%*
20 - 49	3	7%	1	2%	4	9%					*8*	*18%*
50 - 99	5	11%			1	2%					*6*	*14%*
100 - 249	1	2%	2	5%	8	18%					*11*	*25%*
250 - 499	2	5%	2	5%	2	5%	1	2%			*7*	*16%*
500 - 999					2	5%					*2*	*5%*
1000+												
Column Total	*15*	*34%*	*5*	*11%*	*21*	*48%*	*3*	*7%*			*44*	*100%*

Item 2 by Item 9a. (Size of company by need for technicians over next 5 years.)

Number of Employees	Decreasing Needs N	Decreasing Needs %	Stable Needs N	Stable Needs %	Increasing Needs N	Increasing Needs %	Row Total *N*	Row Total *%*
1 - 4					1	2%	*1*	*2%*
5 - 9	2	5%	2	5%	2	5%	*6*	*14%*
10 - 19			1	2%			*1*	*2%*
20 - 49			4	9%	4	9%	*8*	*19%*
50 - 99			1	2%	5	12%	*6*	*14%*
100 - 249			5	12%	6	14%	*11*	*26%*
250 - 499			4	9%	3	7%	*7*	*16%*
500 - 999			1	2%	2	5%	*3*	*7%*
1000+								
Column Total	*2*	*5%*	*18*	*42%*	*23*	*53%*	*43*	*100%*

Item 2 by Item 12. (Size of company by whether or not company would send its employees to LCC for an associate's degree in Environmental Technology.)

Number of Employees	Yes		No		Uncertain		Row Total	
	N	%	N	%	N	%	N	%
1 - 4			1	2%			*1*	*2%*
5 - 9	2	4%	2	4%	3	7%	*7*	*16%*
10 - 19	1	2%	1	2%			*2*	*4%*
20 - 49	1	2%			7	16%	*8*	*18%*
50 - 99	1	2%	1	2%	4	9%	*6*	*13%*
100 - 249	4	9%	1	2%	6	13%	*11*	*24%*
250 - 499	3	7%	2	4%	2	4%	*7*	*16%*
500 - 999	2	4%			1	2%	*3*	*7%*
1000+								
Column Total	*14*	*31%*	*8*	*18%*	*23*	*51%*	*45*	*100%*

Item 2 by Item 13: (Size of company by number of employees company would send for training.)

Number of Employees	1 or 2 employees		3 to 5 employees		> 5 < 10 employees		Row Total	
	N	%	N	%	N	%	N	%
1 - 4								
5 - 9	1	8%	1	8%			*2*	*15%*
10 - 19	1	8%					*1*	*8%*
20 - 49					1	8%	*1*	*8%*
50 - 99			1	8%			*1*	*8%*
100 - 249	4	31%					*4*	*31%*
250 - 499	2	15%	1	8%			*3*	*23%*
500 - 999	1	8%					*1*	*8%*
1000+								
Column Total	*9*	*69%*	*3*	*23%*	*1*	*8%*	*13*	*100%*

Item 2 by Item 14. (Size of company by class time frame preferred for employees.)

Number of Employees	Day		Evening		Weekend		Row Total	
	N	%	N	%	N	%	N	%
1 - 4								
5 - 9			1	7%	1	7%	*2*	*14%*
10 - 19			1	7%			*1*	*7%*
20 - 49			1	7%			*1*	*7%*
50 - 99	1	7%					*1*	*7%*
100 - 249			4	29%			*4*	*29%*
250 - 499			3	21%			*3*	*21%*
500 - 999			2	14%			*2*	*14%*
1000+								
Column Total	*1*	*7%*	*12*	*86%*	*1*	*7%*	*14*	*100%*

Item 2 by Item 15. (Size of company by type of training.)

Percentages represent percentage of row total.

Number of Employees	One-day Seminars A		Multiple-day Seminars B		In-house Training C		Credit Courses D		Non-Credit Courses E		Other F		Row Sum
	N	%	N	%	N	%	N	%	N	%	N	%	N
1 - 4	1	100%											*1*
5 - 9	7	27%	6	23%	4	15%	4	15%	5	19%			*26*
10 - 19	1	33%			2	67%							*3*
20 - 49	7	25%	5	18%	5	18%	5	18%	6	21%			*28*
50 - 99	6	29%	5	24%	3	14%	3	14%	3	14%	1	5%	*21*
100 - 249	10	36%	7	25%	3	11%	3	11%	5	18%			*28*
250 - 499	6	27%	5	23%	2	9%	4	18%	4	18%	1	5%	*22*
500 - 999	3	25%	3	25%	2	17%	3	25%	1	8%			*12*
1000+													
Column Total	***41***	***29%***	***31***	***22%***	***21***	***15%***	***22***	***16%***	***24***	***17%***	***2***	***1%***	***141***

Item 2 by Item 17. (Size of company by associated skills.)

Percentages represent percent of row total.

Number of Employees	A*		B*		C*		D*		E*		F*		G*		H*		Row Sum
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N
1 - 4	1	20%	1	20%	1	20%			1	20%	1	20%					*5*
5 - 9	5	16%	4	13%	4	13%			7	23%	5	16%	3	10%	5	16%	*31*
10 - 19	1	17%	1	17%					1	17%	2	33%			1	17%	*6*
20 - 49	8	19%	4	9%	6	14%	4	9%	7	16%	4	9%	3	7%	5	12%	*43*
50 - 99	6	16%	5	14%	5	14%	2	5%	5	14%	4	11%	5	14%	5	14%	*37*
100 - 249	10	19%	7	13%	7	13%	5	9%	9	17%	5	9%	3	6%	7	13%	*53*
250 - 499	6	15%	5	12%	5	12%	1	2%	7	17%	6	15%	4	10%	7	17%	*41*
500 - 999	1	6%	2	11%	3	17%	1	6%	3	17%	3	17%	2	11%	3	17%	*18*
1000+																	
Column Total	*38*	*16%*	*29*	*12%*	*31*	*13%*	*13*	*6%*	*40*	*17%*	*30*	*13%*	*20*	*9%*	*33*	*14%*	*234*

*skills/tasks associated with environmental technology in which company engages:

A= Collection of air, water, soil samples
B= Chemical and instrumental analysis
C= Waste treatment, storage, and disposal (RCRA)
D= Remediation/bioremediation
E= Regulatory compliance (OSHA, DOT, CIRCLA, EPA)
F= Occupational health
G= Statistical analysis/risk assessment
H= HAZWOPER/emergency response

Item 7 by Item 12. (Required work experience by whether or not company would send its employees to LCC for an associate degree in Environmental Technology.)

Minimum Work Experience	Yes		No		Uncertain		Row Total	
	N	%	N	%	N	%	N	%
None	4	9%	3	7%	8	19%	*15*	*35%*
< 1 year	2	5%	1	2%	2	5%	*5*	*12%*
1 - 2 years	7	16%	2	5%	11	26%	*20*	*47%*
3 - 4 years	1	2%	2	5%			*3*	*7%*
> 4 years								
Column Total	*14*	*33%*	*8*	*19%*	*21*	*49%*	*43*	*100%*

Appendix A

LEXINGTON COMMUNITY COLLEGE

ENVIRONMENTAL TECHNICIAN

The purpose of this survey is to assist the Lexington Community College (LCC) in gathering information about employment trends and educational needs in the Environmental Technician field. Your responses will help provide direction to our future programming efforts. The names of facilities replying will not be released. We appreciate the time you will take to complete this survey.

An environmental technician performs one or more of the following general job duties: implementing OSHA, EPA, DOT, or other requirements; monitoring/sampling the environment; auditing the workplace for potential hazards; informing and training workers regarding potential hazards; implementing appropriate controls; technical writing and computer applications.

1. Does your firm/facility presently employ or utilize the services of personnel in the Environmental Technology field?

   ____ Yes
   ____ No

If you answered NO to question number 1, you have completed this survey. Please return this survey in the enclosed envelope.

2. Please indicated the total number of employees at your firm/facility.
   (Check one):
   ____ 1-4 ____ 20-49 ____ 250-499
   ____ 5-9 ____ 50-99 ____ 500-999
   ____ 10-19 ____ 100-249 ____ 1000+

3. Please indicate the total number of employees doing environmental technician work. _____

4. Please enter the entry-level annual salary for environmental technicians. $_____

5. What is the minimum level of education **required** of an entry-level environmental technician?
   (Check one):
   ____ Less than high school completion
   ____ High school completion
   ____ 1-year post-secondary diploma
   ____ 2-year post-secondary associate's degree
   ____ 4-year bachelor's degree
   ____ Other (please specify) _____

6. What is the minimum level of education **preferred** of an entry-level environmental technician?
   (Check one):
   ____ Less than high school completion
   ____ High school completion
   ____ 1-year post-secondary diploma
   ____ 2-year post-secondary associate's degree
   ____ 4-year bachelor's degree
   ____ More than a 4-year degree
   ____ Other (please specify) _____

7. What is the minimum level of work experience **required** for an entry-level technician?
   (Check one):
   ____ None
   ____ Less than one year
   ____ One to two years
   ____ Three to four years
   ____ More than four years

8. What is the minimum level of work experience **preferred** for an entry-level technician?
(Check one):
____ None
____ Less than one year
____ One to two years
____ Three to four years
____ More than four years

9. Please estimate your needs for environmental technicians over the next 5 years.
(Check one):
____ Our needs for environmental technicians will decrease
____ Our needs for environmental technicians will remain stable
____ Our needs for environmental technicians will increase
We estimate the following number of job openings in the next 5 years: _____

10. Please estimate the total number of employees within your firm/facility whom you think would be interested in enrolling in an Environmental Technician program. _____

11. Would completion of a two-year Environmental Technician program lead to job advancement in your firm/facility?
____ Yes
____ No

12. Would your firm/facility send its employees to Lexington Community College for an associate degree in Environmental Technology?
____ Yes
____ No
____ Uncertain

13. If you answered yes to #12, please indicate the total number of employees your firm/facility would encourage to attend the community college for education in environmental technology. _____

14. If you answered yes to #12, what time frame for class offerings do you prefer for your employees?
(Check one):
____ Day classes
____ Evening classes
____ Weekend classes

15. Would your firm/facility send its employees to Lexington Community College for environmental/certification training as required by OSHA, EPA, etc.?
(Please check all that apply):
____ One-day seminars
____ Multiple-day seminars
____ In-house training
____ Credit courses
____ Non-credit courses/Certification
____ Other (please specify) _____

16. Would your firm/facility be interested in having a LCC student enroll in an Environmental Technician Program, serve an internship or have a cooperative work experience at your site?
(Check one):
____ Yes
____ No
____ Maybe

17. The following is a list of skills/tasks that may be associated with environmental technology. Please check all that apply to your firm. Add any other items/comments at the end of the survey.

____ Collection of air, water, soil samples
____ Chemical and instrumental analysis
____ Waste treatment, storage, and disposal (RCRA)
____ Remediation / bioremediation
____ Regulatory compliance (OSHA, DOT, CIRCLA, EPA)
____ Occupational health
____ Statistical analysis / risk assessment
____ HAZWOPR / emergency response

18. What do you see as the new and emerging trends in the field of environmental technology?

_____

_____

_____

_____

19. What specific courses/seminars/workshops, etc. might we at the Lexington Community College offer to meet your future training needs?

_____

_____

_____

_____

Additional comments:

_____

_____

_____

_____

_____

If you would like a copy of the survey results, please provide your name and address below.

_____

Attn: _____

_____

_____

THANK YOU FOR YOUR TIME IN COMPLETING THIS SURVEY

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement (OERI)
Educational Resources Information Center (ERIC)

REPRODUCTION RELEASE

(Specific Document)

ERIC

JC 960 572

I. DOCUMENT IDENTIFICATION:

Title: Environmental Technician Survey	
Author(s): Friedel, Janice; Mowbray, Carla; Roberts, Francis; Austin, Vincent; et. al.	
Corporate Source: Lexington Community College	Publication Date: May, 1995

II. REPRODUCTION RELEASE:

In order to disseminate as widely as possible timely and significant materials of interest to the educational community, documents announced in the monthly abstract journal of the ERIC system, *Resources in Education* (RIE), are usually made available to users in microfiche, reproduced paper copy, and electronic/optical media, and sold through the ERIC Document Reproduction Service (EDRS) or other ERIC vendors. Credit is given to the source of each document, and, if reproduction release is granted, one of the following notices is affixed to the document.

If permission is granted to reproduce the identified document, please CHECK ONE of the following options and sign the release below

☐ ← **Sample sticker to be affixed to document**

Check here

Permitting microfiche (4"x 6" film), paper copy, electronic, and optical media reproduction

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY

Janice Friedel
President

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

Level 1

Sample sticker to be affixed to document → ☐

"PERMISSION TO REPRODUCE THIS MATERIAL IN OTHER THAN PAPER COPY HAS BEEN GRANTED BY

_____

_____

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

Level 2

or here

Permitting reproduction in other than paper copy.

Sign Here, Please

Documents will be processed as indicated provided reproduction quality permits. If permission to reproduce is granted, but neither box is checked, documents will be processed at Level 1.

"I hereby grant to the Educational Resources Information Center (ERIC) nonexclusive permission to reproduce this document as indicated above. Reproduction from the ERIC microfiche or electronic/optical media by persons other than ERIC employees and its system contractors requires permission from the copyright holder. Exception is made for non-profit reproduction by libraries and other service agencies to satisfy information needs of educators in response to discrete inquiries."

Signature: Janice N. Friedel	Position: President
Printed Name: Janice N. Friedel	Organization: Lexington Community College
Address: Room 209 Oswald Building Lexington Community College Cooper Drive Lexington, Ky 40506	Telephone Number: (602) 257-4831
	Date: 8/26/96

OVER

III. DOCUMENT AVAILABILITY INFORMATION (FROM NON-ERIC SOURCE):

If permission to reproduce is not granted to ERIC, *or*, if you wish ERIC to cite the availability of this document from another source, please provide the following information regarding the availability of the document. (ERIC will not announce a document unless it is publicly available, and a dependable source can be specified. Contributors should also be aware that ERIC selection criteria are significantly more stringent for documents which cannot be made available through EDRS).

Publisher/Distributor:	
Address:	
Price Per Copy:	Quantity Price:

IV. REFERRAL OF ERIC TO COPYRIGHT/REPRODUCTION RIGHTS HOLDER:

If the right to grant reproduction release is held by someone other than the addressee, please provide the appropriate name and address:

Name and address of current copyright/reproduction rights holder:

Name:

Address:

V. WHERE TO SEND THIS FORM:

Send this form to the following ERIC Clearinghouse:

ERIC® Clearinghouse
for Community Colleges
3051 Moore Hall
University of California
Los Angeles, CA 90024-1564 EE 45

If you are making an unsolicited contribution to ERIC, you may return this form (and the document being contributed) to:

ERIC Facility
1301 Piccard Drive, Suite 300
Rockville, Maryland 20850-4305
Telephone: (301) 258-5500