

CONTENTS

President's Inaugural Speech: October 24, 1979 <i>by Joseph S. Ward</i>	165
Communication: Key to Productive Construction <i>by Henry W. Parker</i>	173
Improving the Employee Performance Appraisal Process <i>by Mel Hensey</i>	181
Professional Development in Heavy Construction <i>by Clyde B. Tatum</i>	189
Practitioners in an Academic Environment <i>by Gerald R. Seeley</i>	205
Minority Entrepreneurship—The ASCE Position <i>by George J. Kral</i>	211
Engineers and the Professional Corporation <i>by William S. Feiler</i>	219
Coordinated Advancement for Professionals <i>by Robert L. Kimmons</i>	227
Impact of a Collective Bargaining Contract <i>by Russel C. Jones</i>	241
Improving Productivity in Hot Weather at Remote Areas <i>by Arthur E. Seleen</i>	249

→

This Journal is published quarterly by the American Society of Civil Engineers. Publications office is at 345 East 47th Street, New York, N.Y. 10017. Address all ASCE correspondence to the Editorial and General Offices at 345 East 47th Street, New York, N.Y. 10017. Allow six weeks for change of address to become effective. Subscription price to members is \$7.50. Nonmember subscriptions available; prices obtainable on request. CO, EI.

The Society is not responsible for any statement made or opinion expressed in its publications.

Earthquake Prediction: A Socioeconomic View <i>by John H. Sorensen</i>	257
New Perspectives on the Safety of Dams <i>by Donald A. Giampaoli</i>	265
1979 ASCE Salary Survey <i>by the Committee on Employment Conditions of the Professional Practice Division</i>	275

DISCUSSION

Proc. Paper 15510

Parity for Minorities in Engineering: Myth or Reality,^a by Melvin Thompson (Apr., 1979. Prior Discussion: Jan., 1980). <i>by Oswald Rendon-Herrero</i>	321
When in Rome Do as the Romans: Should the Professional and Business Ethics of American Engineers be a Function of the Country in which They Practice?,^a by A. Colin Lauchlan (July, 1979). <i>by Thiruvengkatachari Viraraghavan</i>	323
Construction Productivity Factors,^a by Altaf Hussain (Oct., 1979). <i>by Abdul Wahab Ahmed Rizk</i>	324
Elected Office: For Engineers?,^a by Norman L. Cooper (Oct., 1979). <i>by Milton Mortman</i>	325

^aDiscussion period closed for this paper. Any other discussion received during this discussion period will be published in subsequent Journals.