

OUTLOOK

A WEEKLY NEWSPAPER FOR FACULTY AND STAFF AT THE UNIVERSITY OF MARYLAND AT COLLEGE PARK

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Carpe Diem! Latin Students Seize the Play

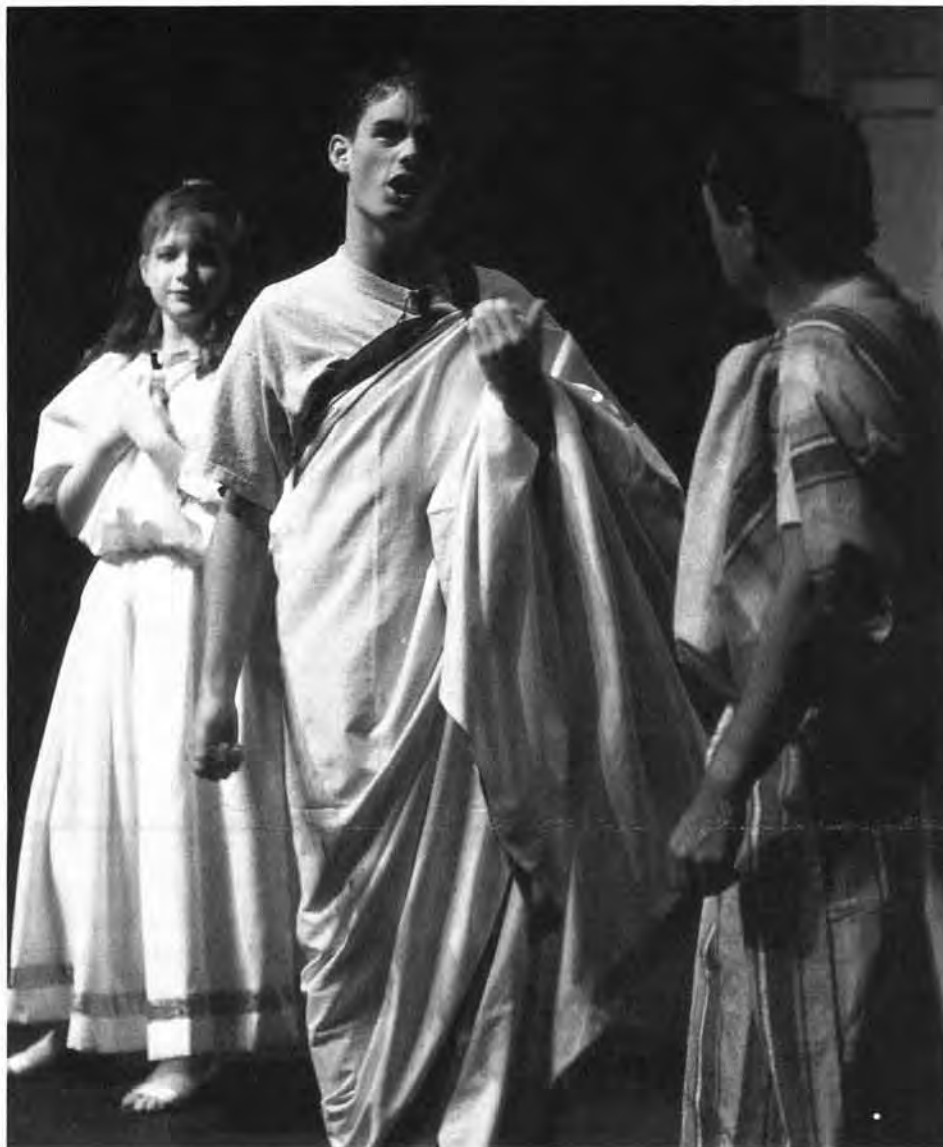
Preppies and ravers, grunge kids and hip-hop fans; long hair here and shaved heads there; private school jackets and ties interspersed with public school baseball caps and flannels. And all of them shared one thing in common: they were all students of Latin.

Tawes Theatre opened its doors to some 1,300 middle and high school students on Dec. 7 for the university's annual Latin Day. Organized by the Department of Classics, Latin Day is "a celebration—a validation—of Latin, and an advertisement, in a sense," says Gregory Staley, professor of classics, who produced this year's program.

Staley has been involved with Latin Day since 1979 and has seen it go from a small, lecture-oriented program to an elaborate production based on themes—mythology, history, politics and elections and this year's theme, entertainment—that cycle every four years. Two new themes, sports and women in antiquity, are being added in the next two years.

The productions feature student actors from participating high schools, as well as two or three professional actors. This year's show included an abridged version of Plautus' play *Pseudolos*, a game in which contestants answered trivia questions and the chariot race scene from *Ben Hur*, and drew in over 35 school groups from as far away as Pennsylvania and Salisbury, Md.

The program's diversity, says Staley, is one of its most important aspects. Students come from all walks of life, from private schools and inner-city high schools, united by an



High school students Heidi Peterson and Nate Stokes and professional actor Reid Sasser, right, performed Plautus' play *Pseudolos* as part of the Latin Day festivities.

ancient language. Staley muses over this, smiles, and says, "To me, it's striking that we have so many schools in this area that still have a place for Latin. When you think

about it, it's amazing that 2,000 years after antiquity, there are people still studying Latin."

—Markus Bock

INSIDE

Classified Information

President Kirwan addresses classified staff salary issues.....2

Winter Commencement '93

Radcliffe president returns to offer words of encouragement.....4

From Pastels to Pixels

Caprina brings art from museum walls to computer screen.....6

UMCP Ranks as One of the 100 Best Colleges for African-American Students

When choosing a college or university, African-American students face an added challenge of finding a school that is supportive of their race and culture. While the choice could be attending one of the predominately African-American institutions, the reality is that the majority of the more than one million African-American students in college attend predominately white institutions. Now, there is a guidebook that offers advice for selecting a school that supports African-American students.

The University of Maryland at College Park has been named as one of the nation's 100 best colleges and

universities for African-American students, according to a similarly titled book written by Erlene Wilson, a former TV reporter and producer and associate editor for *Glamour* magazine. At *Glamour*, she wrote an advice column for college women. Today, she specializes in writing and producing literature about colleges.

UMCP is part of a list that encompasses schools throughout the country ranging from Ivy League and liberal arts to primarily African-American institutions. Other Maryland schools included in the book are

continued on page 6

President Kirwan Answers Classified Employee Questions

On Dec. 9, President William E. Kirwan met with the editor of Outlook to discuss issues of concern to the university's classified employees. The following is his response to questions asked by Outlook.

Editor: It's been three years since some UMCP classified employees have gotten a raise. In addition, many have experienced an increase in their work week to 40 hours and all face uncertainty surrounding the Mercer pay study proposal. There's a concern among members of the classified staff that they are undervalued and under-appreciated. What can you say to these concerns?

William E. Kirwan: Given all that has happened, I can understand why they might have these feelings. It's most unfortunate, however, because the truth is that they are both important and valuable to the institution.

Ed.: If that's the case, why haven't they gotten a raise?

WEK: As much as we might wish it otherwise, the bottom line is that we cannot give raises to classified employees unless funds are appropriated for that purpose by the General Assembly. To do so would in effect be a violation of the law.

Ed.: What, if anything, has the campus administration done to try to compensate for the "blows" the classified staff have received?

WEK: Several things. We championed an effort to create bonuses for our classified employees who are at the top of their grade and who are ineligible for step increases. Although we have not yet been successful in getting final approval for such bonuses, we will continue to press this proposal. I believe it is imperative that we find some meaningful way to recognize this very valuable, dedicated group of university employees.

Also, the campus, not the System or the state, set aside close to \$300,000 last year to support reclassification for our classified staff. These were funds we reallocated from our existing budget because there were no appropriated funds for this purpose and we were determined that the lack of funds would not be a deterrent to reclassification.

We tried to compensate for another "blow" when we attempted to establish rules that were designed to make the 40-hour work week as convenient as possible for our staff. And, when we heard our staff express concern over the implementation of the Performance Management Process (PMP) from the Mercer recommendations, we interrupted the process, sought the opinions of staff,

and proceeded to develop our own system to respond to issues raised by the staff.

Ed.: What is the situation with salary raises for classified employees for 1994-95?

WEK: I have to begin my response with a note of caution. Until the governor sets the budget sometime in January, and until the General Assembly appropriates the funds, no one can be certain of what the raises will be. However, at this moment, the news is somewhat encouraging.

First, the governor is committed to a 3 percent COLA (Cost of Living Adjustment) for all state employees. And our budget is expected to include step increases for classified employees. For the people who are not at the top of the grade, the step increases will average 5 1/2 percent.

When combined with the COLA, this will mean an average increase of more than 8 percent for our classified employees eligible for step increases. This increase is, in fact, the highest percentage increase for any category of employee at the university, including the faculty.

Ed.: What about classified employees who are at the top of their grade?

WEK: Unfortunately, for these employees, the 3 percent COLA is all we can point to, in terms of salary increments. I pledge to them, however, that I will continue to pursue the concept of a bonus plan.

Ed.: How many of the university's classified employees actually are at the top of their grade?

WEK: Slightly more than 50 percent. It used to be well over 60 percent, but because of the \$300,000 we set aside last year to fund reclassifications, the number has dropped significantly.

Ed.: Is there any other hope for "topped out" classified employees?

WEK: Yes. As many will recall, the Regents approved the Mercer Report recommendations in principle and asked that a System committee be appointed to consider modifications to our personnel system based on ideas in the report. This committee has just issued its report and, I think, has come up with some useful recommendations. For example, the committee has proposed a new classified system with about 15 steps. Under this proposal, no current employee would be at top of his or her grade.

Ed.: The Mercer study was supposed to have a pay for performance component. How does all this relate to

merit pay and to the PMP (Performance Management Process) that's been on everyone's mind?

WEK: This proposed new system would allow for merit raises through multiple step increases. It would be possible for an individual to skip steps based on unusually meritorious performance. PMP would be used to evaluate performance and determine merit for these step increases.

Ed.: When might this new system be implemented?

WEK: If approved as proposed, the system will be implemented in fiscal year 1995-96, that is, one year from next July 1.

Ed.: Will classified employees have a chance to provide input into this proposed new system?

WEK: Absolutely. As I said, the proposal has been developed by a system-wide committee involving representatives from this campus. The report will be circulated throughout the campus, to the Senate, and to all of our unit heads. After each campus has a chance to provide comment, the plan will go to the Board of Regents for approval.

Ed.: We hear a lot about the continuous improvement initiative. Does that affect the classified staff at all?

WEK: Definitely. In fact, I think the whole continuous improvement process speaks to an expanded role for the classified staff in the university.

continued on page 8

OUTLOOK

Outlook is the weekly faculty-staff newspaper serving the College Park campus community.

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UNIVERSITY OF MARYLAND AT COLLEGE PARK

Job Referral Service Offers Community Service Opportunities

Open to all Federal Work-Study eligible students, the Job Referral Service's Community Service Program provides opportunities for service to the community while earning a competitive salary. For more information, call 314-8324 or visit the Job Referral Service in Room 0119, Hornbake Library, South Wing.

Regents Approve Policy on Faculty Compensation

When the University of Maryland Board of Regents met at its Dec. 10 meeting, it approved a system-wide policy on compensation for faculty. It states:

General Policy: The University of Maryland System seeks to provide salaries for faculty that are adequate to attract and retain individuals with the qualifications and level of performance necessary for the University of Maryland System and each of its constituent institutions to reach and to maintain the highest levels of excellence in education.

To this end, the UMS shall seek increases in funding to attain and to maintain a faculty salary structure for each of its constituent institutions which is merit-based and in which the average faculty salary is at or above the 85th percentile of that institutions' classification group.

The American Association of University Professors (AAUP) annually conducts and publishes a national survey of salaries for "instructional faculty." The AAUP salary information shall constitute the data base for

implementation of this policy. However, this policy shall apply to all persons defined as faculty by the University of Maryland System, whether or not they satisfy the AAUP definition of "instructional faculty."

With the exception of the University of Baltimore Law School and the professional schools at UMAB each institution's classification group shall be the set of all public colleges and universities included in its Carnegie classification. Placement of UMS institutions within a Carnegie category shall be made annually by the chancellor based on the application of Carnegie classification criteria to the most recent available data on each institution.

Comparisons for the University of Baltimore Law School and the professional schools at UMAB shall be based on relevant data for each of the respective schools.

Salary increases for current faculty shall be based on merit, and shall be determined on the basis of exceptionally effective teaching, scholarship and public service. Equity considerations may be taken into account in

awarding salary increases.

Implementation: The chancellor, in consultation with the presidents, shall develop implementation guidelines for this policy which shall be based on evaluation of faculty merit using appropriate measures of faculty productivity. Consistent with this policy, these guidelines may include a set of salary ranges for each faculty rank at each institution and shall include a common format for an annual report by each institution to the board of regents accounting for its use of merit funds for faculty salary increases.

The policy, as implemented, establishes compensation goals. If the faculty compensation plan, based on these goals, had been fully implemented this year (excluding UMAB for which data are still to be analyzed), the cost would have been approximately \$12 million. The policy establishes a rolling target based on an annual review of salaries at peer institutions around the country. The resulting compensation plan would be expected to be phased in over the next several years.

Senate Approves Revisions to Advanced Studies Program

The Dec. 6 meeting of the College Park Senate was long, spirited, occasionally even tumultuous, but ultimately very productive. The following summary itemizes the key Senate business.

Revision to the CORE Advanced Studies Requirement: The CORE Committee recommended a significant revision of the Advanced Studies program that would broaden the base of upper-level courses that satisfy the two-course Advanced Studies requirement. Last year, faced with a drastic shortfall in the number of Advanced Studies seats needed for students to fulfill the requirement, Jacob Goldhaber, then acting provost, temporarily reduced the requirement from two to one course.

Charged by the Senate Executive Committee to recommend a permanent solution to the problem that would uphold the intent of the original Pease Report, the CORE Committee studied all the issues and conceivable remedies. The proposal it brought before the Senate permits students to fulfill the Advanced Studies requirement by completing any two upper-level courses outside their major (excluding internships, practica, Professional Writing courses, and experiential learning activities). After considerable debate and parliamen-

tary maneuvering, the original recommendation passed the Senate as proposed by the CORE Committee.

Continuing Education Resolution and Program Proposal: The Senate considered two items of business that concern the new College Park priority to offer continuing education and professional development programs to the business and scientific communities in the state. Although such programs raise significant questions regarding adjunct faculty instruction and oversight, regular faculty participation and compensation, differential tuition, fiscal oversight and academic standards, the university does not yet have a comprehensive policy or set of guidelines for continuing education.

Provost Daniel Fallon has recently appointed a task force to develop such a policy by June; however, individual proposals for continuing education programs are now being forwarded to the Senate for approval. The Executive Committee presented a resolution, which won unanimous approval, requiring retroactive application of such a policy, once adopted, on all continuing education programs.

The Senate then considered a proposal from the College of Engineering for a new Master of Engineering degree, designed as a professional development program for practicing

engineers. This program was reviewed and approved by the college PCC, APAC, and the graduate PCC. Among the features of the program are off-campus instruction, curricula in 17 areas of concentration designed especially for practicing engineers, instruction both by regular UMCP and adjunct faculty, and a higher differential tuition. The proposal was adopted by the Senate and will be transmitted for approval by the university, the UM system, and the Maryland Higher Education Commission.

Bylaws: The Senate continued its year-long reconsideration of its bylaws by approving a set of four minor amendments proposed by the Committee on Elections, Representation and Governance.

Draft Proposals on Teaching Expectations of Faculty and Post-Tenure Review: The Senate heard a brief information report from Robert Gaines, chair of the Faculty Affairs Committee, concerning two draft proposals on faculty workload and accountability. Recognizing that these proposals were likely to generate questions and discussion, the Faculty Affairs Committee held open hearings on Dec. 9 and Dec. 13.

—Hank Dobin



Hank Dobin

Winter Commencement Features Radcliffe President Linda Wilson

"Society has not yet fully incorporated women," the new president of Radcliffe College, Linda Wilson, said in 1989. "It has neither tapped their talents nor responded to their needs, particularly those arising from their changing roles." Wilson, who is being honored with a Doctor of Letters degree, will share her thoughts with UMCP graduates in her commencement address on Thursday, Dec. 23, during the campus-wide convocation in Cole Student Activities Building. The ceremony begins at 9:30 a.m.



Joining Wilson in addressing the more than 3,000 degree-candidates will be Michael Nicoleau, a senior who will receive his bachelor's degree in consumer economics. Individual college and school graduation ceremonies will be held at various locations across the campus throughout the day (see schedule of events, page 4). A reception for new graduates, their families and friends will be held in the Grand Ballroom of the Stamp Student Union from 11 a.m. to 3 p.m.

Wilson, who is noted for her efforts to develop opportunities for women and minorities in science, is a graduate of Sophie Newcomb College, Tulane University, and earned a Ph.D. in inorganic chemistry at the University of Wisconsin. Her ties to

UMCP include her work as a post-doctoral research associate and later as a research assistant professor here from 1962 to 1967.

"The years I spent at the University of Maryland were exciting ones," Wilson says. "I had the privilege of working closely with Ellis Lippincott, professor of chemistry, and with John Toll, physics chair, in preparing the university's submission for an NSF Science Development Grant."

Wilson continued her research at a number of other institutions, including the University of Southampton,



Linda Wilson

continued on page 5



Schedule of Graduation Events

Following the Commencement, individual graduation exercises for colleges and schools will be held at several campus locations. Ceremonies are scheduled to begin at noon, 12:30 p.m. and 2:30 p.m. Guests are urged to be seated approximately one half hour prior to the designated time for the ceremonies if they wish to observe the student and faculty procession.

Graduates, their families and friends, are cordially invited and encouraged to join with university officials and members of the faculty at the reception to be held in the Grand Ballroom of Stamp Student Union.

Shuttle bus service is available providing free transportation across the campus throughout the day.

Campus-wide Commencement/9:30 a.m.
Cole Student Activities Building

Agriculture and Life Sciences Graduation Ceremony/2:30 p.m.
Memorial Chapel

Architecture Graduation Ceremony/Noon
Architecture Auditorium

Arts and Humanities Graduation Ceremonies/Noon
AMST, DANC, ENGL/CMLT, MUSC, RTVF, SPCH/
PCOM, THET.....Tawes Theatre
ARTH.....Art/Sociology Building, Room 2309
ARTT/DESN.....Art/Sociology Building, Room 2203

FOREIGN LANG/CLAS/LINGJimenez Hall, Room 0220
HIST.....Skinner Building, Room 0200

Behavioral and Social Sciences Graduation Ceremony/2:30 p.m.
Cole Student Activities Building

Business and Management Graduation Ceremony/Noon
Cole Student Activities Building

Computer, Mathematical and Physical Sciences Graduation Ceremony/Noon
Memorial Chapel

Education Graduation Ceremony/Noon
Reckord Armory

Engineering Graduation Ceremony/2:30 p.m.
Reckord Armory

Health and Human Performance Graduation Ceremony/Noon
Health and Human Performance Building, Room 2240

Journalism Graduation Ceremony/Noon
Hoff Theatre

Library and Information Services Graduation Ceremony/12:30 p.m.
Zoology-Psychology Building, Room 1240

Undergraduate Studies Graduation Ceremony/Noon
Marie Mount Hall, Maryland Room

Beyond Rocket Science

Retired Electrical Engineer About to Take Turn as Rookie Accountant

For nearly 20 years, NASA's Goddard Flight Center was home to Raymond Stattel who designed computer systems to support NASA's sounding rocket research effort. After retiring in 1980, he lent his expertise again as a consultant to the Naval Research Lab for solar research projects involving the space shuttle and sounding rockets. Then, in 1990, at age 60, Stattel launched a new career path of his own.

Stattel began attending classes at UMCP as a Golden ID student. The program enables Maryland residents age 60 or older to take three classes per semester, tuition-free, on a space available basis. It was Stattel's volunteer position as treasurer of a local yacht club that sparked his desire to study accounting.

Although Stattel enjoys sailing on the Chesapeake in his sailboat, "Sunset Breeze," he has found little time for such leisure these days. Instead, Stattel is sailing through his studies (a 3.91 average as of interview time). "Initially, I planned to pursue a major in accounting," says Stattel. "However, if a class was unavailable I found myself taking classes in finance."

Three years later, the result: a double degree to add to his bachelor's degree in engineering from Manhattan College in 1950.

Originally from Long Island, Stattel found his way to Maryland via the Air Force when he was assigned here to the Naval Ordinance Lab in the early 1950s. He stayed, married and raised a family of seven children in Lanham.

As for his UMCP experience, Stattel says that he has found the campus to be very receptive to him as an

older undergraduate. "I felt that I fit right in with the students." And, like many other undergraduate students, he has become involved with campus life.

Stattel volunteers six to eight hours each week with the Concert Society of Maryland, where his background in computers comes into play. There, he helps set up computer programs for surveys and assists

"Instructors remember me. I have no problem with recognition."

**—Raymond Stattel,
Golden ID Student**

with mailings. In return, he gets to enjoy a diverse range of concerts, a perk he savors as a music lover.

And, Stattel pledged Beta Alpha Psi, the honorary accounting society, where he was elected treasurer by his classmates, further evidence that he is considered an integral part of the student body. Again, he was tapped as treasurer for the Golden ID Society. He also joined the Institute of Management Accountants and the Finance Banking and Investment Society.

Stattel comments that he knows most of his fellow classmates and recounts one advantage to being a Golden IDer: "Instructors remember me. I have no problem with

recognition."

Having spent a career as a senior staff member and experienced consultant, he will soon be job-seeking as a rookie accountant. "When it comes to accounting, I'm just a novice," he adds. Stattel's goal is to work for a small accounting firm. "I went through the interview process on campus with the accounting firm recruiters and found it very beneficial."

When he receives his double degree from the School of Business in accounting and finance on Thursday, Dec. 23, four generations of the Stattel family will be on hand for the occasion: his parents from Long Island, his sister, his wife and children, and his two grandchildren.

Actually, attending the University of Maryland at College Park has been a family affair at the Stattel household. Of his seven children, six can include UMCP on their resumes. At present, two children are enrolled in the College of Engineering: Roger, age 18, is a freshman; and Maria, age 19, a sophomore.

And, last year, son Ronald graduated with a major in engineering. A daughter, Theresa, currently pursuing a master's degree at American University, earned an undergraduate degree in economics and plans to enter a UMCP doctoral program in agricultural economics. Another son, Robert, graduated with a bachelor's degree in music. And son, Richard, who works at BG&E's Calvert Cliffs plant, graduated from University College this past summer with a major in nuclear engineering.

And, if their father is an example, UMCP hasn't seen the last of the Stattels.



Raymond Stattel

Winter Commencement

continued from page 4

England, the University of Missouri, the London School of Economics and Political Science and the University of Sussex, England. She then extended her career interest to the fostering and supervision of research.

Before becoming the seventh president of Radcliffe College in 1989, she was the associate vice chancellor for research at the University of Illinois from 1975 to 1985 and the vice president for research at the University of Michigan from 1985 to 1989.

Wilson has published widely, writing on such diverse topics as high pressure optics, graduate education,

research administration, women and science, government and the graduate institution, and the financing of research.

Among her many professional memberships she counts the American Chemical Society, the American Association for the Advancement of Science, the National Council of University Research Administrators and the Society of Research Administrators. She serves as chair of the National Research Council's Office of Science and Engineering Personnel and chaired the 1993 Commission on Women in Higher Education.

Her most recent honors were a Doctor of Humane Letters from New-

comb College, Tulane University, and the Valerie A. Knapp Distinguished Educator Award from the College Club of Boston.

Also being honored at the Dec. 23 commencement ceremony will be Theodore Crom, Class of '47, who will receive an honorary Doctor of Science degree.

Of the 3,100 degree candidates, nearly 400 are Ph.D. candidates and some 750 are master's degree candidates. Among the graduates will be Raymond Stattel, a 63-year-old double-degree senior who is profiled above.



Smile, Mona Lisa

Caprina Captures Images on Computer for Art History Students

It used to be that art history professors could only test their students on images from textbooks. There was no other way for students to see the pictures outside of class.

Until now.

A networked computer program called Caprina is changing all of that. Now high resolution digital images of slides are available at computer labs all across campus.

"Now they can spend more time memorizing images outside of class and study more of the art history part in class," says Walter Gilbert, assistant director of the Computer Science Center and the creator of Caprina.

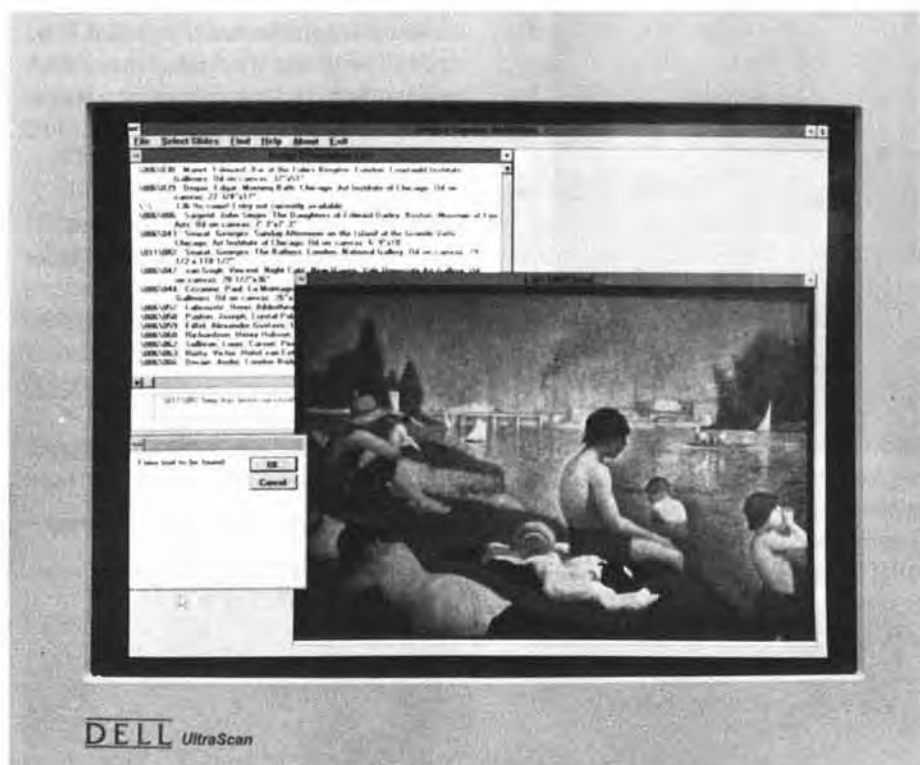
To use Caprina, just click the mouse on the picture of the Mona Lisa on the main menu at any WAM lab workstation. There are two applications available, Multislide and Quizslide.

Multislide offers all of the slides for a class in the order that the instructor presented them, complete with the artist, date and period. Using the windows, up to three images at a time can be placed on the screen and compared.

Quizslide uses the same images, but mixes up the order and only gives the bibliographic information upon request, quizzing the student.

So far, Caprina is only available for three classes: Art History 201, Honors 138Q and Textiles 363. Art History 200 was taught last semester using Caprina, and will be again next semester.

Anthony Colantuono, professor of art history and archaeology, is teaching Art History 201 this semester using Caprina. Although he sees Caprina as becoming central to art



Student's can view such works as Georges Seurat's "The Bathers" with the help of Caprina.

history courses in the future, he is practicing "cautious optimism."

"I've seen my role as trying to hold this back," Colantuono says. "I need to protect the students."

It has been reliable so far, but Colantuono still worries about system breakdowns.

"What if it works fine the whole semester, then three nights before the exam [it doesn't work]?" he says. "I can't take that risk yet."

So far, Colantuono has only made students responsible for images that are in their texts as well as on Caprina.

Colantuono thinks that it is a useful memorizational tool, and hopes to make it a key part of future courses

that he teaches, maybe even to develop a class without textbooks.

"I am amazed at how much it has improved," he says. "It's only a matter of time."

Gilbert is continually improving Caprina, and each semester sees a new version of the program.

"We're trying to assist the students in the teaching process," he says.

And if you've been wondering, Caprina is not the name of an obscure Italian painter that you've never heard of.

It's the name of Gilbert's cat.

—Stephen Sobek

UMCP in Top 100

continued from page 1

Goucher, Hood and St. Mary's colleges; Morgan State, St. John's, and Towson State universities. With nearly 35,000 students, UMCP is one of the largest universities and among the leaders in the number of African-American students graduated each year.

The selected institutions were determined based upon results of a detailed survey mailed to those institutions which had achieved top ranking for academics and education value in publications such as *U.S. News & World Report* and *Money* magazine.

In the book, the author explains that the survey asked about the number of African-American students, faculty and administrators; about scholarship and other aid programs

available to minorities; about admission requirements, particularly standardized test scores, for African-American students; about provisions for remedial training and about the availability of counseling and tutoring services.

Wilson notes also: "The survey inquired about social, professional and cultural organizations for African Americans on campus, and requested reports on any racially motivated incidents, as well as the administration's handling of them."

The book includes brief statistical and narrative profiles of the 100 institutions. Wilson's narrative about UMCP includes mention of university incidents which have involved the African-American community in recent years, such as the death of basketball star Len Bias, departure of basketball coach Bob Wade and the

court challenge of the popular Banneker minority scholarship program.

The author points out that, in spite of these seeming setbacks, the university administration is sensitive to the needs of African-American students, and provides academic and cultural support, such as the Minority Student Education Office and the engineering department's BRIDGE program, which helps minority students make the transition from high school to college.

Wilson also cites the nearly 100 African-American faculty, many of whom provide one-on-one support to students. One of these is UMCP graduate Carmen Balthrop, Metropolitan Opera singer and an associate professor of voice. Laudable African-American graduates are listed in the statistical summary which accompanies each school's profile.

Family Service Center Focuses on Couple Therapy

The Family Service Center is holding its fifth annual Maryland conference, The Art and Skill of Couple Therapy, on Friday, Jan. 14, from 8:30 a.m. to 1:30 p.m. in Marie Mount Hall. The presenter, Eleanor Macklin, is professor and director of the Marriage and Family Therapy Program at Syracuse University. Through extensive work as an educator and therapist, she has developed methods to help couples achieve a long-term, vital relationship, using the past and present to aid couples in their unique journey. The cost of the conference is \$35. For more information, call 384-2283.

DIVERSITY

Alternative Options

Career Center Introduces Resources for Gay, Lesbian and Bisexual Job-Seekers

Finding a job after graduation is hard enough. But finding a job after graduation, and being gay, lesbian or bisexual is something else altogether.

"There are a lot of different options for these students, a lot of hard choices to make," says Robert Hradsky, program director for the Career Center. "Do you come out, or do you remain closeted? Do you go to work for a company that is more open to things, or do you go to work for a company where gays are 'closeted'? These are all important questions."

And now, thanks to Hradsky, one of the recipients of a grant (see box) from the "Diversity at UMCP: Moving to Community" Initiative Committee, those students may be able to begin answering them. As he's already done at a similar center at SUNY-Binghamton, Hradsky will be creating a career resource library for gay, lesbian and bisexual students. Among the sourcebooks he'll be buying: *The Gay Yellowpages*, *The GLB Corporate Letter* and *Working It Out*.

"This is a specific population with specific needs," says Hradsky. "This will address those needs."

Hradsky has made a career of addressing students' needs. Four years ago, working in career development at the University of Vermont, he and some colleagues conducted a

survey of gay, lesbian and bisexual students at five colleges and universities in the Northeast corridor, UMCP among them. "Sort of a needs assessment," Hradsky says of the survey.

It wasn't nearly as simple as he makes it sound. Meticulously thorough, the survey attempted to get a handle on all manner of concerns of gay, lesbian and bisexual students about to enter the working world. Should participation in gay, lesbian or bisexual organizations, for example, be included on a resume?

What the survey underscored was a glaring need for some resource books and materials to which students could at least turn to to begin to tackle their questions, if not get hard and fast answers. A library within a library was born. Two years later, a similar study at Binghamton brought about similar results—and a similar library.

They were successful, says Hradsky, not only in helping students to answer some of their own questions, but in opening their eyes to areas or issues they may never have thought to even consider.

Though many may not realize it, says Hradsky, "there are gay, lesbian and bisexual organizations and alliances in particular fields, and if you know where to turn, you can find many opportunities to 'network,'

not to mention find various support groups."

Similarly, a resource library can be of help in learning more about a recent trend. One of the more hotly debated issues the last few years among gay rights activists, for example, is domestic partnership benefits. A number of colleges and universities, as well as several major companies including Apple and Levi-Strauss, have made it possible for same-sex couples to receive the spousal benefits of married couples.

Important information when it comes to choosing a career.

Case in point: Angela Iannaconi. A senior majoring in material and chemical engineering, Iannaconi says she's been "utilizing every employment resource I can get my hands on." She had no idea such things as the *Gay Yellowpages* even existed. Now, she'll have them right at her fingertips, along with other resource materials.

The books have yet to arrive, but what they promise has already affected her thinking.

With jobs scarce, she's been looking "any and everywhere" she thinks she might find a job. Now her hopes are on targeting her search to find a more receptive company or organization.

—Todd Kliman



**DIVERSITY
AT · UMCP
MOVING
TOWARD
COMMUNITY**

Matching Diversity Fund Grant Recipients

- Sponsor:** Office of the Comptroller
Project: "National Origin/Cultural Day"
- Sponsor:** The Art Gallery
Project: Panel discussion for the exhibit, "SOURCES: Multicultural Influences on Contemporary African-American Sculptors"
- Co-sponsors:** Baha'i Chair for World Peace, Department of History, Joseph and Rebecca Meyerhoff Center for Jewish Studies and Center for International Development and Conflict Management
Project: Evening event linking participants in the "Once Empires Fade: A Conference on Religion, Ethnicity, and the Possibilities for Peace" conference in conjunction with the art exhibit listed above.
- Sponsor:** Department of Astronomy
Project: Art exhibit, "Women in Astronomy: A Pictorial Display"
- Co-sponsors:** Environmental Safety, Physical Plant, Residential Facilities, Dining Services and Campus Risk Management Committee
Project: Translation of the "Right to Know" brochure into Spanish and videotaping of "Right to Know" training session in Spanish
- Sponsor:** Career Center
Project: Creation of a specific section in the Career Library for career resources of interest to gays, lesbians, and bisexuals

- Sponsor:** Department of Dance
Project: An "Informance" by the Urban Bush Woman
- Sponsor:** Police Department
Project: "Operation Stop" campaign
- Sponsor:** Chinese Student Association and seven other Chinese student organizations at UMCP
Project: Chinese Culture Week
- Sponsor:** Department of English
Project: Lecture by Edward Kamau Braithwaite
- Co-sponsors:** The Center for International Development and Conflict Management, the Jewish Student Union and the Arab Student Organization
Project: A working luncheon including American, Israeli and Palestinian students as part of a week-long conflict management workshop
- Sponsor:** College of Library and Information Services
Project: A 400-level course, "Sources of Diversity: Materials in Archives and Libraries for the Study of African-American Life and Culture"
- Co-sponsors:** School of Public Affairs, College of Business and Management and Afro-American Studies Department

- Project:** Conference, "Breaking Down Racial Barriers in the Work" Place: Successful Models for Diversity"
- Sponsor:** International House
Project: Cultural Explosion
- Sponsor:** Department of Spanish and Portuguese and the Hispanic Faculty, Staff and Graduate Student Association
Project: A lecture, "Race Relations Among Minorities," as part of a year-long series, "Contemporary Voices of our Latino Community"
- Sponsor:** School of Architecture
Project: Lecture and brown bag lunch with Harvey Gantt
- Co-sponsors:** Women's Studies Program and the Curriculum Transformation Project
Project: A polyseminar, "Crossing Boundaries: Women and Gender in the Era of Global Change"
- Sponsor:** Department of Physical Plant
Project: "We Are Family" exhibit
- Sponsor:** Department of Urban Studies and Planning, Afro-American Studies and the City and Regional Planning Program, Morgan State
Project: Colloquium, "Diversity in Our Cities: The Challenge for Planners" consisting of two panel discussions

CALENDAR

Jan.5 Deadline for Teaching Theater Proposals

The Teaching Technologies group of the Computer Science Center announces a last call for proposals for use of the AT&T Teaching Theater and the IBM TQ Teaching Theater for Fall 1994. Proposals for Spring 1995 also will be accepted. The AT&T Teaching Theater, in Room 3140 of the Engineering classroom building, and the IBM TQ Teaching Theater, in Room 2203, Van Munching Hall are classrooms in which technology is used to promote teaching and learning. Proposals are due by Jan. 5, 1994. For more info., call Theo Stone at 405-2977.

Arts

Maryland Boy Choir Winter Concert: Fri., Dec. 17, 8 p.m., Tawes Fine Arts Building, \$7 adults, \$4 students and seniors. Call 5-5548 for info.*

The Concert Society at Maryland Olde Musicke Series: Sun., Jan. 16, "Voices of Women," 7:30 p.m., Auditorium, UMUC Center of Adult Education, \$18 adults, \$8 students. Call 3-4240 for info.*

Voice Recital: Tue., Jan. 18, James McDonald, Tawes Recital Hall. Call 5-5545 for info.

The Concert Society at Maryland Chamber Music Series: Sat., Jan. 22, Minoru Nojima, piano, 8 p.m., Auditorium, UMUC Center of Adult Education, \$18 adults, \$8 students. Call 3-4240 for info.*

Lectures

Meteorology Seminar: Thu., Dec. 16, "Estimate of the Probability that Contemporary Global Warming is Generated by Natural Climate Variability," Konstantin Vinnikov, 3:30 p.m., 2324 Computer and Space Sciences. Call 5-5392 for info.

Physics Lecture Series: Thu., Jan. 6, "Physics is Fun—Spin Control," 7:30-8:45 p.m., repeated Fri., Jan. 7 and Sat., Jan. 8, Physics Lecture Halls. Call 5-5994 for info.

Artists-on-Art Lecture Series: Tue., Jan. 25, Gary Irby, 6:15 p.m., UMUC Center of Adult Education. Call (301) 985-7154 for info.

Miscellaneous

Video—"Festival of American Folklife": Mon., Dec. 13 through Fri., Dec. 17, every hour on the hour, Non-Print Media in Hornbake Library. Call 5-9263 for info.

National Reading Research Center Holiday Luncheon: Thu., Dec. 16, noon, 2120 J.M. Patterson. Call 5-7437 for info or reservation.

Video—"Valuing Diversity: Diversity at Work": Sun., Dec. 9 through Wed., Dec. 22, every hour on the hour, Non-Print Media in Hornbake Library. Call 5-9263 for info.

Sports

Women's Basketball Tournament: Tue., Dec. 28, and Wed., Dec. 29, Dial Soap Classic at UMCP, Cole Field House. Call 4-7070 for info.

Women's Basketball: Sun., Jan. 2, vs. Georgia Tech, 2 p.m., Cole Field House. Call 4-7070 for info.

Swimming: Sat., Jan. 15, Men/Women vs. West Virginia and LaSalle, 11 a.m., Cole Field House. Call 4-7030 for info.

Swimming: Fri., Jan. 21, Men/Women vs. George Washington, 2 p.m., Cole Field House. Call 4-7030 for info.

Women's Basketball: Mon., Jan. 24, v. North Carolina, 7:30 p.m., Cole Field House. Call 4-7070 for info.

Swimming: Wed., Jan. 26, Men/Women vs. Georgetown, 4 p.m., Cole Field House. Call 4-7030 for info.

Women's Basketball: Fri., Jan. 28, v. Florida State, 7:30 p.m., Cole Field House. Call 4-7070 for info.

Calendar Guide

Calendar phone numbers listed as 4-xxxx or 5-xxxx stand for the prefix 314- or 405- respectively. Events are free and open to the public unless noted by an asterisk (*). For more information, call 405-4628. Listings marked with this symbol have been designated as Diversity Year events by the Diversity Initiative Committee.

Kirwan's Q & A

continued from page 2

The underlying principle is to empower people in the workplace, to delegate decision making and to promote more efficient, effective processes in the university. Most if not all of the continuous improvement teams that are at work here include members of the classified staff.

Ed.: In what other ways is the university involving and recognizing classified staff?

WEK: Increasingly, when important committees are formed, we are conscious about putting classified staff on these committees. For example, a member of the classified staff served on the search committee for the new provost. And several are currently serving on search committees for deans. In fact, this past spring I wrote a letter to unit heads encouraging the involvement of classified staff on committees, as well as other facets of campus life.

Another example I can cite is that

two or three years ago we expanded the convocation ceremonies to include awards for outstanding classified employees.

In truth, there is a long standing tradition here for involving classified staff in the life of the university. For example, at many universities there is a faculty-only senate, but here we have chosen to create a campus senate in which the classified staff—as well as other staff members and students—play an important role.

Ed.: Any final comment?

WEK: Our classified staff have been and continue to be vital to the success of our university. They are, in many instances, the first point of entry for the external community to the university. It is essential that they understand what a valued part of the institution they are. Toward this end, I intend to devote considerable effort in the new year listening to and responding as best I can to the concerns of our classified employees.

Calling All Women: Get Your Act Together for the Salute to Women's Talents

Follow in the footsteps of notable female performers such as Maria Callas, Aretha Franklin, Whoopi Goldberg and Lily Tomlin. All women faculty, staff and students are invited to audition for the Salute to Women's Talents on Jan. 26, 27 and 28, from noon to 2 p.m. in Tawes Theatre. This call for talent comes from the President's Commission on Women's Affairs which is sponsoring the March 1 salute and party in celebration of its 20th anniversary.

The commission invites campus women to sing, dance, juggle, act, play a musical instrument, perform comedy routines or poetry/prose readings, or engage in some other form of entertainment.

Ten acts will be selected by a panel of judges from individual or groups of performers. All subject matter is welcome.

Performers are asked to prepare a three-minute performance and call 405-2311 to schedule your audition.

Happy Holidays from Outlook

This issue of *Outlook* is the final one for the semester. Following a seven-week hiatus, the paper will resume its weekly publication schedule on Monday, Jan. 31. Calendar items and articles for that particular issue should be submitted no later than Friday, Jan. 21 for publication. The staff of *Outlook* wish you happy holidays and look forward to bringing you more news and information about UMCP when we return in January.



Women's Tourney Comes to College Park

The premier tournament in women's collegiate basketball is coming to College Park on Dec. 28-29. The Dial Soap Women's Basketball Classic features the University of Maryland Terrapins, Loyola (Md.) Greyhounds, Maryland-Eastern Shore Hawks, and the Washington Huskies. Youth, ages 18 and under, bringing a Dial Soap wrapper to the game will be admitted free. Tickets are available at the Maryland Athletic Ticket office by calling 314-7070 or 1-800-462-TERP.

