

Outlook

The University of Maryland at College Park Faculty and Staff Weekly Newspaper • Volume 8 Number 23 • April 11, 1994

Kirwan Counters Black Caucus' Charges of Racism

At his weekly media session April 6, President William E. Kirwan discussed allegations by the Maryland Legislative Black Caucus that the university is guilty of institutionalized racism. He also discussed the threat by the Black Caucus to call for a boycott of the university by black athletes. The following is his response to questions asked by reporters.

Q: Do you think there will be a boycott?

That's for the Black Caucus to determine. I think that it would be most unfortunate if they did. While we are far from perfect as a university and while there is always room for improvement, I think that by any objective national standard we've made progress in terms of providing opportunities for African Americans and other minorities and women. Directing students not to come here and to go somewhere else, when this is an institution that has such a visible and active commitment to equity and fairness and diversity, would be doing a great disservice to the students.

Q: Is there anything the university can do to encourage the Black Caucus not to call for a boycott?

We feel that we have to be vigilant on this issue of diversity and equity. We have to be proactive. I personally feel very proud of what we are doing. We are happy to share our plans, strategies and accomplishments with members of the Black Caucus and other people in the state. We want to work with these groups because we share the same goals. And so we will be responsive and informative and we will listen, we'll take advice and we'll do whatever we can to make this institution a model for the country.

If observers of the university are expecting to see some sort of dramatic change in a matter of days or weeks or months they unfortunately will be disappointed because that is not the way the world operates. We've made a lot of progress. We're going to make more progress in the future. We are in this for eternity not just the long haul. Eternity. Because it is part of the values of this institution to be an inclusive university that places the highest priority on diversity.

Q: What do you think about the criticisms that not enough

African American students are graduating and that there aren't enough African American faculty and staff?

That's true. And it's most unfortunate. But it is also true at every other university that I am aware of. What sometimes doesn't get mentioned in this conversation is that, the last time I looked at data, College Park had the highest graduation rate for African American students of any public institution in the state of Maryland. I haven't seen data this year but that was certainly the case in the recent past.

Recruitment of African American faculty has been an ongoing initiative at the university. I regret that we don't have more African American faculty. Still, I think you have to look at this in a national context. The last data I've seen demonstrates that among all the AAU (Association of American Universities) institutions in the United States we had the highest percentage of African American faculty. We're talking about the University of California at Berkeley, Harvard, Princeton, Chicago, and North Carolina, and all of these other universities that make up the AAU.

Again, we are not going to be satisfied until the participation rate in our African American faculty is the same as their percentage in the population. That's what it ought to be. That is what we want to see achieved here.

However, this is not going to happen next year or the year after because it depends on the number of African Americans coming through graduate school and getting Ph.D.s and going into academia. That is a controlling factor in the rate to which we can move toward this ideal.

We have developed the President's Action Plan for African Americans. This is a report with about 23 initiatives that we issued last fall and we are going to have an annual update. We have targets and timelines.

Q: The press release from the Black Caucus mentions Marie Davidson. Can you tell me what kind of employee she's been?

(Included in press materials published by the Maryland Legislative Black Caucus was an anonymous, unsubstantiated allegation that Davidson, executive assistant to the president, was a faculty informant.)

—continued on page 8

Eugene Roberts Named Managing Editor of the New York Times

Gene Roberts, who joined the College of Journalism faculty full time in 1991 after a distinguished newspaper editing career, will be on leave as a professor of journalism while serving as managing editor of *The New York Times*. He will relinquish his title of senior editor of *American Journalism Review*, the national monthly magazine published by the college.

The appointment of Roberts as *New York Times* managing editor becomes effective in the fall. Roberts worked at the *Times* from 1965-72 as chief southern and civil rights correspondent, chief war correspondent (South Vietnam) and national editor.

Roberts will return periodically each semester to be with students. The college also plans to use interactive teleconferencing from New York to College Park that will enable Roberts to lead discussions with students in journalism seminars.



Gene Roberts

University Employees to Get Three Percent Pay Raise

After three years with no pay increase, university employees are going to get some relief. Beginning July 1, university faculty and staff will get a three percent cost of living allowance (COLA), with a minimum raise of \$800.

The raises comes compliments of the Maryland General Assembly's April 4 vote to give state employees a COLA increase. After the Senate approved a 2 percent COLA with an \$850 minimum, and the House of Delegates voted for a 3 percent COLA with a \$700 minimum increase, a conference committee reached the final compromise. The raise is part of the state's \$13.5 billion budget.

Gov. Schaefer originally proposed a 3 percent COLA for state personnel. State law required legislators to pass the final budget bill one week before the 90-day session ends.

Also approved were step raises for those classified employees who are not at the top of their pay scales. But as a cost-saving measure, the step increases will not begin until Sept. 1.

The Maryland Classified Employees Association (MCEA) unsuccessfully lobbied legislators in March to approve a \$1,000 across-the-board raise for campus classified employees, arguing that proposed increases in health insurance

premiums could more than offset COLA raises for those in lower pay grades.

Legislators also approved a 6.25 percent cut from the \$2 million faculty recruitment and retention fund proposed for the University of Maryland System.

State analyst Linda Stahr recommended a \$500,000 cut to the system's proposed \$2 million fund. The Senate recommended a \$250,000 cut and the House recommended that no cut be made. Based on a conference committee decision, the legislators agreed to cut \$125,000 from the fund.

The campus was budgeted to receive \$850,000 in funds, based on the original proposal. The allocation now will decrease to \$796,875.

Testifying in Annapolis, President William E. Kirwan said the campus lost 40 talented faculty who left when the university was unable to better the salary offers they received from other institutions.

Kirwan said the recruitment and retention fund allocation was especially important to the campus because the funding would not be a one-time gift. The salary enhancement funds will now be figured into the base state allocation to the campus and will presumably be part of future state budgets.

Celebrate National Library Week

Standing in front of a microphone, a man reads from an open book at a podium. When he becomes tired, he steps down and passes the baton to someone waiting in the wings to take his place.

This is not a scene from a filibuster in the United States Senate. As part of National Library Week, being celebrated April 17-23, there will be a Reading Marathon under a tent on McKeldin Mall, on April 20, that will feature syndicated columnist Mary McGrory, poet Michael Collier, radio news host Bob Edwards, book critic Jonathan Yardley, author Taylor Branch and talk show host Diane Rehm.

The marathon, in which each participant will read aloud either something they have written or a favorite selection, in 10-minute segments, will tie in with the American Library Association's (ALA) fifth annual nationwide Great American Read Aloud set for that day.

Held in conjunction with the reading will be a used book sale of 8,000 books on McKeldin Mall. Unusual and vintage volumes not needed in the Libraries' collections will be among the tomes for sale.

Both events will take place from 10

a.m. to 5 p.m., and proceeds from the sale will be used by the Libraries to purchase much-needed materials. During the book sale, volunteers will staff a Friends of the Libraries booth soliciting memberships in that organization.

Beginning on Monday morning, April 18, and continuing all week, there will be "Libraries Change Lives" sign-on posters in both McKeldin and Hornbake Libraries. This is being encouraged by the American Library Association so that the community can demonstrate their support of libraries.

President William E. Kirwan will be the first signer on campus at a special ceremony on the first floor of McKeldin at 9:30 a.m., officially kicking off the week. Provost Daniel Fallon and Director of Libraries H. Joanne Harrar will follow him.

Two new exhibits, one in McKeldin and the other in Hornbake, will be on display throughout the week. Both exhibits will feature a proclamation issued by Gov. William Donald Schaefer in support of the university's libraries and including items relating to the week's theme.

—STEVEN SOBEK

CARing Project Brings to Campus Children at Risk



Scott Suchman

Thanks to sugar, TV cameras and excitement, the turtle barely escaped.

On March 30, after clamoring over the solar car, peeking into the neutral buoyancy tank, learning about dinosaurs and eating lunch at the Rossborough Inn, 26 six-to-11 year old children from Langley Park attacked Testudo.

The at-risk youngsters were to have an innocent dessert of ice cream and cookies, then mingle with faculty and staff and enjoy a surprise visit from the mascot. But instead of waiting for the kids on the carriage house lawn, the terrapin erred.

"What happened was the turtle knocked on the window and pandemonium broke loose. I knew it was a mistake," says Randi Dutch, manager of the Rossborough Inn and coordinator of the Children at Risk (CARing) Project.

CARing Project is a program of the university's Lutheran Campus Ministry. The children who participate are selected by the community-based Chillum Youth Project.

Dutch says discipline can be a problem with these struggling children of recent immigrants. They are often

latchkey kids from impoverished families, living in high crime neighborhoods, and contending with a variety of social ills in their own homes.

For the past two years, Dutch has set aside a few hours each Friday afternoon to work with groups of five or six children who are paired with volunteers from the university. Along with trips to the Health Center and the Fire and Rescue Institute, Dutch helps the children develop basic social and hygiene skills. She teaches the girls how to wash their hair and how to set a table. Dutch and the children make cookies at a student volunteer's apartment, and throw tea parties at the Rossborough Inn. Usually, Dutch says, the children know to behave in her presence.

But at lunch March 30, Testudo didn't have a chance.



Scott Suchman

Children from Langley Park couldn't wait to get their hands on Testudo, above left. Earlier in the day, the six-to-11 year olds visited the neutral buoyancy tank, above.

End quote

During the work week, where is your favorite place for lunch and why?



"My favorite place is Pho 75, in Hyattsville. It's a Vietnamese place, and I like their large bowls of noodle soup. It's spicy, inexpensive, and has no atmosphere. I go more frequently to Taco Bell or the Dairy Salesroom, but this is where I would prefer to go. It made *Washingtonian Magazine's* list of 50 cheapest eats a couple of years ago."

—Douglas Currie, professor of physics

"I like Philadelphia Mike's. I'm from Philadelphia, and their cheesesteaks are just like home. I also like Seven Seas. Their shrimp egg foo young is different than other places. It's made with a sauce instead of a gravy. I also go to Giant and Safeway for their salad bars."

—Deborah Glenn, coordinator of Employment Services



"I don't have a favorite. I go to McDonald's and Jerry's because they're cheap. And the China Cafe has this special, the Triple Delight, for \$3. Money is always an issue."

—Susan Norsworthy, system manager, University Printing

"The Food Co-op. The food is healthy and tastes good. I like the atmosphere. It's a very lively and energetic place, not rushed. You get in there and you see people who are full of energy."

—Steven Jones, graduate assistant, Counseling and Personnel Services



Hessler maneuvered his way out the door. "It was better outside. They calmed down. The kids had a lot of fun."

—RITA SUTTER

Next Issue: Maryland's favorite weatherman Mark McEwen reminisces about his rise to the top.

UNIVERSITY OF MARYLAND AT COLLEGE PARK

Outlook

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

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Senate Chair Speaks Out on Faculty Workload and Regent Bill

The following is the report of the chair, Hank Dobin, from the March 31 College Park Senate Meeting

Things always get exciting when the Maryland General Assembly is in session, and this year has been no exception. I'd like to speak briefly about the defeat of the faculty regent bill, and at more length on faculty workload.

This year a bill was sponsored by Sen. Art Dorman which called for the establishment of a single faculty position on the University of Maryland Board of Regents. The faculty regent would have a vote only in committee but not in full board meetings. In previous years, legislation has been sponsored calling for two voting faculty positions on the board; but for all of those years, that bill has gone down to defeat—largely because the board itself and the chancellor have opposed it publicly in Annapolis. The bill sponsored by Sen. Dorman this year is a clear compromise, establishing only one non-voting faculty position, but that compromise was the result of negotiations which won the support of every element of the University of Maryland System community. Finally, the UM System could present a united front to the legislature in support of faculty participation at the highest decision-making level, the Board of Regents.

Sen. Dorman's bill encountered opposition from only two parties. Secretary of Higher Education Shaila Aery offered written testimony against the bill, but faculty witnesses at the bill's hearing, including myself, had the opportunity to rebut her arguments. The only other opposition came from the Faculty Guild, a handful of faculty active here at College Park. The guild, which had worked unsuccessfully for the two-faculty regent bill for years, opposed Dorman's bill as too much of a compromise. The guild also prevailed upon Sen. Ida Ruben to reintroduce a rival bill calling for two faculty positions. Despite that opposition, Sen. Dorman's bill was reported out of committee with an overwhelmingly favorable vote.

However, on the Senate floor, among senators who had not heard the testimony in committee, Sen. Dorman's bill failed by two votes, largely through the lobbying efforts of Sen. Ruben and the Faculty Guild. In my judgment, a wonderful opportunity has been terribly squandered. After winning the support of the board, chancellor and presidents, we have wasted precious political capital. Rather than solidarity toward a common goal, the faculty displayed counterproductive infighting, petty personal jealousies, and general disarray. Sen. Ruben, otherwise a good friend of the university, undercut a significant step forward toward faculty participation in system governance. The result was not a victory for the Faculty Guild, but a defeat for us all.

Focus on Faculty Workload

Last December, the Faculty Affairs Committee made headlines with its efforts to formulate two new campus policies—one on teaching expectations for tenure-track faculty, and another for periodic review of faculty after tenure.

This month, the faculty workload issue hit the headlines again: first with a report released by the Maryland Higher Education Commission (MHEC) analyzing average annual faculty workloads at College Park (complete with bar graphs showing how many faculty could be laid off and how much money saved if we all only taught six courses a year), then with the news that the legislature intends to withhold \$22 million until the University of Maryland System develops a workload policy, and finally, with reports of a hearing on workload before a senate committee in Annapolis that, was just short of a fiasco.

Concerning faculty workload, how did we get to where we are today and where do we go from here?

The University System, and this campus, should not have been caught unprepared for this crisis. In the fall of 1992, the administration was compiling the data for the MHEC report and was painfully aware that the results would not be flattering for College Park. The annual UMCP faculty courseload in the MHEC report is 3.2. However, the methodology for calculating that average, imposed on our campus by MHEC and the system, was grossly flawed. No individual graduate instruction was counted in any way. Even worse, faculty who did little or no teaching because of administrative responsibilities, faculty on leave or sabbatical, faculty in the extension service, and faculty whose time was bought out with sponsored research funds all were included in the computation—resulting in the low average of 3.2.

In the spring of 1993, the administration created several taskforces to study workload in light of this potentially damaging data. Those taskforces found serious inconsistencies between workload policies and practices across colleges and departments, and made a number of recommendations. No actions, however, were taken.

With all of this as background, plus the incessant pummeling that higher education has been receiving in a hostile and misinformed press, the Executive Committee resolved to take a proactive stance on workload. The committee issued a charge to the Faculty Affairs Committee to develop policies on teaching expectations and periodic review of faculty after tenure. We hoped to have something in the works in advance of the legislative session in Annapolis.

Why did we pair these two policies? Because, in the final analysis, the brouhaha over faculty productivity—especially the amount of classroom teaching—is a call first for monitoring and accountability, and second, a call for action to discipline and dismiss faculty performing below par. Exacerbated as it is by fiscal difficulties, this debate is ultimately about tenure and the protection it affords unproductive faculty. State legislators—even our allies in the General Assembly—don't want to hear about how hard most faculty work and the value of our research contributions. They want to know what we are going to do about what is unflatteringly known as faculty "deadwood."

Professor Bob Gaines and his com-

mittee responded to the Executive Committee's charge assiduously and produced dual draft proposals by late November. The Executive Committee, anticipating considerable controversy over these policies, requested that Faculty Affairs hold open hearings. A letter and copies of the draft proposals were sent to all faculty. The committee heard testimony and took questions from over 40 faculty and administrators in two hearings in early December. The draft proposals produced the one result we most expected: controversy. Bob Gaines and the committee went back to work to think through objections and incorporate helpful suggestions.

The Senate Executive Committee also worked hard to inform and involve the administration as these proposals were taking shape. I think it is fair to say that we received guarded support from the president, cautious skepticism from the provost, and outright resistance from the Council of Deans.

You all know the basic outline of the original draft proposal on teaching expectations: that faculty will engage in teaching, research or creative activity, and service; that the standard expectation for instruction would be five courses, or 15 credits a year; and that the five course expectation could be reduced commensurately with demonstrable extra commitments in the areas of graduate instruction, research, advising and service. The standards for such course-load reductions were to be determined by departments and colleges. Despite the anxious response of many faculty, the proposal never called for imposing a required five-course load on all faculty.

Why does the proposal call for a campus-wide expectation rather than individual workload policies? One key reason is equity—not of the actual number of courses taught, but of total work effort, across campus. The physics department, with its typical 1-1 load, should be able to explain and justify that load to faculty in the colleges of Arts and Humanities, Journalism, or Education with significantly higher loads. The senate recognizes and respects the different research and instructional cultures in different disciplines and the pressures of the academic marketplace, but those differences cannot be viewed as virtual entitlements to perpetuate significant inequities or abuses. Some of the loudest opposition to the draft teaching expectation proposal came from departments in the physical sciences. One physics professor told me we couldn't tinker with the physics load because they were ranked thirteenth in the nation. I replied, only half-jokingly, that if my department, English, had a 1-1 courseload, we could produce enough scholarship and recruit enough stars to quickly climb into the top ranks of English departments nationwide, too!

Pursuing the Goal

Despite the unfortunate events that have unfolded this month in Annapolis, the Senate continues to pursue its goal. Our effort to be proactive may have run out of time; certainly the System and College Park administration are now reacting to, rather than controlling,



Hank Dobin

events. System administration did a quick and dirty recalculation of course-load averages, adjusting for some of the earlier methodological errors, and came up with a new average for College Park—5.4 courses per faculty per year.

The System is on a fast track to develop a workload policy to present to the Board of Regents, and there is every chance that UMCP may not fare very well in this policy. Provost Fallon has all of the deans on an even faster track to develop college workload policies. All of this is now driven by the necessity to placate the legislature and to win release of the \$22 million now held hostage until a system workload policy is produced. Perhaps the opportunity to stay ahead of the cresting wave has already been lost.

Nevertheless, the Faculty Affairs committee just last week approved a new version of the teaching expectation policy which will likely be considered by the full Senate at our April meeting. This new version, unlike the original succinct proposal, spells out in careful detail the many varieties of faculty effort in advising, instruction, research, creative activity and service that could result in a reduced course-load. The Executive Committee promises to get materials out to you early so that you may study them and consult with your constituencies. The Faculty Affairs committee will also soon begin reconsideration of the proposal for periodic review of tenured faculty. The chancellor himself is now calling for such procedures to be developed system-wide.

It may be too late to avert legislative interference this year, but the Senate still has time to play a leadership role on this difficult issue. If the body of elected representatives on this campus can develop, debate, and ultimately approve reasonable resolutions on teaching expectations and periodic review of faculty, we can shape College Park policy, help shape UM System policy, and contribute a positive model to the nationwide discussion of faculty productivity and accountability.

—HANK DOBIN

Calendar Apr. 11-Apr. 20

Arts

Symphonic Wind Ensemble Concert: Tue., Apr. 12, John Wakefield, conductor, Grand Ballroom, Stamp Student Union. Call 5-5548 for info.

Department of Dance Spring Concert: Tue., Apr. 12, through Fri., Apr. 15, 8-10 p.m., Dorothy Madden Theater, Dance Building, \$8, students \$5. Call 5-3180 for info.*

University Theatre: *Etta Jenks*, Tue., Apr. 12, through Sat., Apr. 16, 8 p.m., and Sun., Apr. 17, 2 p.m., Pugliese Theatre, \$10, students and seniors \$7. Listening system available. (Apr. 16 is a sign interpretation performance.) Call 5-2201 for info.*

Writers Here and Now Reading: Thu., Apr. 14, Toi Derricotte, 3:30 p.m., Maryland Room, Marie Mount. Call 5-3820 for info.

Dance Masterclass: Thu., Apr. 14, Yothu Yindy, Australian Aboriginal Dance Company, 7:15 p.m., Preinkert Field House. Call 5-3180 for info.

Artist Scholarship Benefit Series: Fri., Apr. 15, Barber's *Dover Beach*, Guarneri String Quartet and Dominic Cossa, baritone, 8 p.m., Tawes Recital Hall, \$15, students and seniors \$9. Call 5-5549 for info.*

Spring Dance Concert at the Peabody Preparatory: Sun., Apr. 17, Sylvia Druker, 2 p.m., Miriam Friedberg Hall, Baltimore. Call 5-0380 for info.

University of Maryland Spring Chorus Concert: Sun., Apr. 17, *The Glory of Handell: Alexander's Feast and Dettingen pe Deum*, Paul Traver, conductor, 3 p.m., Memorial Chapel, \$17/\$13/\$10 (discount for staff and students). Call 5-5570 for info.*

Literature Reading: Wed., Apr. 20, Roland Flint and Tova Reich, 7:30 p.m., Maryland Room, Marie Mount. Call 5-3820 for info.

Lectures

Department of Spanish and Portuguese Lecture: Mon., Apr. 11, "Teatro Espanol de Posguerra," Angel Berenguer, University of Alcalá de Henares, Spain, 2 p.m., St. Mary's Hall Multipurpose Room. Call 5-6455 for info.

Institute for Systems Research Colloquium: Mon., Apr. 11, "Sequoia 2000 - Computer Technology for Global Change," Eugene Wong, University of California at Berkeley, 2 p.m., 1100 Instructional Television Facility. Call 5-6634 for info.

Horticulture Colloquium Series: Mon., Apr. 11, "International Agriculture Programs: Faculty and Graduate Student Research Opportunities," Talaat E. Shetata,

4 p.m., 0128 Holzapfel. Call 5-4355 for info.

Entomology Colloquium: Mon., Apr. 11, "Nitrogen Fertilization & Azalea Bug Preference & Performance on Container-Grown Azaleas," Christine Casey, 4 p.m., 0200 Symons. Call 5-3911 for info.

Committee on History and Philosophy of Science Colloquium: Mon., Apr. 11, "Theories of Matter, Space, and Time in Ancient China & the Reaction of Modern Chinese Scholars to Western Theories," Kangnian Yan, China's Institute for History of Natural Science, 4 p.m., 2324 Computer and Space Sciences. Call 5-5691 for info.

Zoology Lecture: Tue., Apr. 12, "Feed and Seed: Suspension Feeding and Larval Settlement of Benthic Invertebrates in Common Marine Flow Regimes," Beth Turner, noon, 1208 Zoology/Psychology. Call 5-6891 for info.

Physics Colloquium: Tue., Apr. 12, "Sensory Integration for an Artificial Lipreading System," David G. Stork, Stanford University, 4 p.m., 1410 Physics. Call 5-5949 for info.

Subaltern Studies in the Americas Lecture Series: Tue., Apr. 12, "Subaltern Spaces in Brazil," Phyllis Butler, 5 p.m., St. Mary's Hall Multipurpose Room. Call 5-6441 for info.

Women's Studies Program Sixth Annual Polyseminar Series: Tue., Apr. 12, "Women Out of China: Traveling Tales and Trading Theories in Postcolonial Feminism," Aihwa Ong, University of California at Berkeley, 8 p.m., 2203 Art/Sociology. Call 5-6877 for info.

University Theatre Lecture: Wed., Apr. 13, Sounding the Humanities Discussion of *Etta Jenks*, noon, 1102 Francis Scott Key. Call 5-2201 for info.

First Year Book (Lincoln at Gettysburg) Lecture Series: Wed., Apr. 13, "Emancipation in the Atlantic World," Thomas Holt, University of Chicago, 2-3:30 p.m., Maryland Room, Marie Mount. Refreshments will be served. Call 5-9362 for info.

Computer, Mathematical, and Physical Sciences Lecture: Wed., Apr. 13, "Telling Science's Story," Gina Kolata, *New York Times*, 3-4 p.m., 3206 Math Building. Call 5-5048 for info.

Distinguished Scholar-Teacher Lecture: Wed., Apr. 13, "Learning and Teaching about International Business," Lee Preston, CIBER, 4 p.m., Tyser Auditorium, Van Munching. Call 5-2136 for info.

Institute for Systems Research Colloquium: Thu., Apr. 14, "The Effects of Gas Phase Convection on Mass Transfer in Spin Coating," David Bornside, Massachusetts Institute of

Technology, 3-4:30 p.m., 2115 Chemical and Nuclear Engineering. Call 5-6634 for info.

Committee on History & Philosophy of Science Colloquium: Thu., Apr. 14, "History of the Health Care of Black Americans," Kenneth Manning, Massachusetts Institute of Technology, 4 p.m., 1117 Francis Scott Key. Call 5-5691 for info.

Developing a National Information Network: Thu., Apr. 14, "Policy Dilemmas in Building the National Information Infrastructure," Michael Roberts, EDUCOM, 4:30 p.m., 1202 Engineering. Call 5-2033 for info.

Institute for Philosophy and Public Policy Lecture: Thu., Apr. 14, "The Responsibility of the Intellectual," Anita Allen, Georgetown Law Center, 5:30-7 p.m., Tyser Auditorium, Van Munching. Co-sponsored by the Hoffberger Center for Professional Ethics, University of Baltimore. Call 5-4760 for info.

Arts and Local Cultures Lecture Series: Thu., Apr. 14, "Israeli Folk Dance," Sharon Kende, 6:30-8 p.m., The Art Center (0232), Stamp Student Union. Call 4-2787 for info.

Zoology Lecture: Fri., Apr. 15, "Insects and Interneurons: A Model System for Studying Sensorimotor Integration from Cellular to Evolutionary," Christopher Comer, noon, 1208 Zoology/Psychology. Call 5-6887 for info.

Music Lecture: Fri., Apr. 15, Michael Broyles, 7 p.m., Tawes Recital Hall. Call 5-5548 for info.

Entomology Colloquium: Mon., Apr. 18, "Early Radiation of the Lepidoptera: Evidence from 18S Ribosomal DNA," Brian Wiegmann, 4 p.m., 0200 Symons. Call 5-3911 for info.

Horticulture Colloquium Series: Mon., Apr. 18, "Quantification of Peach Fruit Maturity, Chilling Injury and Changes in Cell Wall Composition During Storage," Luis Luchsinger, 4 p.m., 0128 Holzapfel. Call 5-4355 for info.

Institute for Systems Research Colloquium: Mon., Apr. 18, "Video Communications and Services in the Copper Loop: Signal Processing Aspect," T. Russell Hsing, Bellcore, 5:30 p.m., 2460 A.V. Williams. Call 5-6634 for info.

Zoology Lecture: Tue., Apr. 19, "Food Web Structure and Interactions in Relation to Productivity," Heath Carney, University of California at Davis, noon, 1208 Zoology/Psychology. Call 5-6887 for info.

Zoology Lecture: Wed., Apr. 20, "cAMP-Dependent Protein Kinase & Cell-Cycle Control in Yeast," Stephen Garrett, Duke University, noon, 1208 Zoology/Psychology. Call 5-6887 for info.

Distinguished Scholar-Teacher Lecture: Wed., Apr. 20, "Questioning the Educational Experience," James Dally, 4 p.m., 2203 Art/Sociology. Call 5-9363 for info.

Meetings

Counseling Center Research and Development Meeting: Wed., Apr. 13, "Model Multicultural Training in School Psychology: An Examination of Philosophy and Program Character-

Softball League Swings Into Spring

The faculty, staff and graduate student non-competitive softball league kicked off its spring season on April 4 with 12 teams participating. Games are played on Monday, Tuesday and Wednesday evenings and the playoff game will take place the week of April 25. A second spring season begins shortly thereafter. Two other seasons, timed with the summer sessions of classes, begins in June.

For more information about participating in the league, call Mark Appel, assistant director of Campus Recreation Services, at 314-7218. Below are the team names and scores of games played the week of April 4:

Department of Meteorology Wild Geese	16
UMUC Old Wayner's GFS	2
University Police	18
Department of Government and Politics	
Athletically Challenged	8
Dept of Botany Natural Selection	17
Office of Institutional Advancement	
Muckrakers	1
Department of History Rasputniks	16
Maryland Psychology	1
SPA	12
Department of Agricultural and	
Resource Economics Optimators	5
College of Business and Management	
Terrapin II	16
Department of Computer Science Formosa	1

istics," Margaret Rogers, noon-1 p.m., Shoemaker Testing Room. Call 4-7690 for info.

University Theatre Meeting: Thu., Apr. 14, Meet the Artists-discussion of *Etta Jenks*, director and designers, 7-7:45 p.m., Tawes Experimental Theatre (0241). Call 5-2201 for info.

Customer Service Conference for Student Employees: Sat., Apr. 16, "Do the Right Thing...Make A Difference," Calvin One Deer Gavin, 10 a.m.-4:15 p.m., Stamp Student Union, \$23 (lunch included). Call 4-7884 for info.*

History Department and Women's Studies Program Conference: Sun., Apr. 17, through Mon., Apr. 18, "Women in the Ottoman Empire: History and Legacy of the Early Modern Middle East," UMUC Center for Adult Education, \$15, \$5 non-UMCP students. Call 5-4262 for info.*

President's Commission on Women's Affairs Executive Committee and 20th Anniversary Committee Meeting: Mon., Apr. 18, 11 a.m.-1 p.m., 1102 Francis Scott Key. Call 5-5806 for info.

College Park Senate Meeting: Mon., Apr. 18, 3:30-6:30 p.m., 0200 Skinner. Call 5-5805 for info.

Counseling Center Research and Development Meeting: Wed., Apr. 20, "Career Satisfaction and Success of Corporate Executives: Relationship Between Attachment Style, Sex Role Socialization and Gender," Liz Toepfer, noon-1 p.m., Shoemaker Testing Room. Call 4-7690 for info.

Counseling Center Research and Development Meeting: Wed., Apr. 20, "Effects of Sexual Harassment on Vocational and Emotional Functioning of University Employees," Debbie Gerrity, noon-1 p.m., Shoemaker Testing Room. Call 4-7690 For info.

Miscellaneous

School of Architecture Alumni Exhibition: Mon., Apr. 11, through Sun., Apr. 30, 7 p.m., Architecture Auditorium. Call 5-6284 for info.

American Association of University Published Women and Maryland University Club Luncheon: Fri., Apr. 15, Larissa Grunig, noon-1 p.m., Carriage House, Rossborough Inn, \$10. Call 4-8013 for info.*

Gymkana Troupe Performs at Cole Field House April 15 and 16

Imagine watching people flip through the air 10 to 15 feet above the ground, or jugglers turn in circles as they throw their clubs. The University of Maryland's Gymkana Troupe will feature these acts and more as it hosts its 47th annual Home Show on April 15 and 16 at Cole Field House.

Showtime for both nights is 7:30 p.m. and the cost is \$2 for students, faculty and staff with a university ID. General public admission is \$5 and tickets are available at the door.

Founded in 1946, the university's Gymkana Troupe is believed to be the last

collegiate exhibitional gymnastic organization still touring the United States. The 45-member troupe travels to colleges and universities, as well as elementary, middle and high schools in Maryland and neighboring states, performing gymnastics and acrobatics, and spreading its "Be Drug Free" message to students. And the waiting list for the troupe to perform extends beyond one year.

The troupe hopes that through its example of drug-free lifestyles, it can show others that being drug-free does not mean boring. "We're trying to show students that you can have a healthy lifestyle and have fun, too," says Joseph Murray, director of the troupe. Audience members are encouraged to participate in sports to maintain that healthy lifestyle.

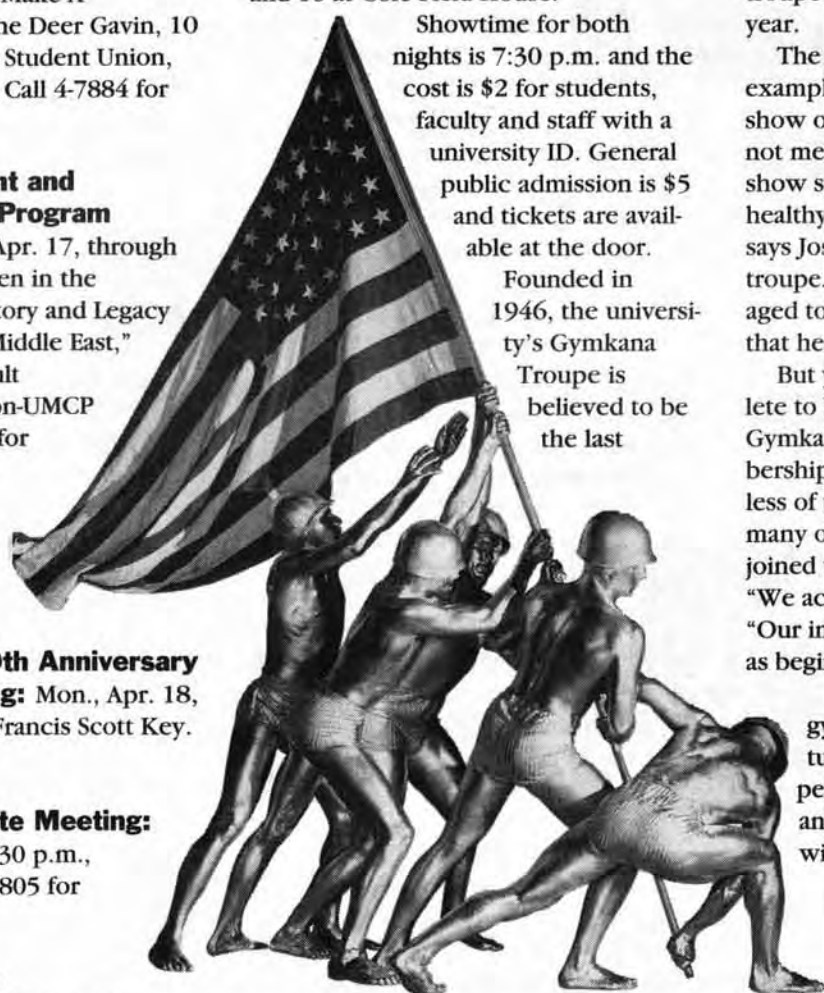
But you don't have to be a super athlete to be a member of the university's Gymkana Troupe, says Murray. Membership is open to all students, regardless of their gymnastic ability. In fact, many of the troupe's members have joined with little or no experience. "We accept everyone," says Murray. "Our intent is to show excellent as well as beginning gymnasts."

Trampoline, dance, rhythmic gymnastics and traditional apparatus acts round out the troupe's performances. And on the 15th and 16th, says Murray, the troupe will close its show with an act

To close out each show, Gymkana members, covered in shimmering silver oil, will perform their unusual act called "Statuary."



Gymnastics feats such as this one, above, will be featured at Gymkana's Cole Field House performance on April 15 and 16.



called "Statuary." In this act, performers are painted with a silver mixture and bathed in silver-blue lights as they pose to resemble familiar statues.

For more information about the show or the troupe, please call 405-2566.

National Library Week "Read Aloud": Wed., Apr. 20, 11 a.m.-5 p.m., a different reader every 10 minutes, UMCP Libraries. Call 5-9119 for info.

Seminars

UMIACS Seminar on High Performance Computing: Tue., Apr. 12, 11 a.m.-noon, 2120 A.V. Williams. Call 5-6722 for info.

Molecular and Cell Biology Graduate Program Seminar: Wed., Apr. 13, "B-1,4 Galactosyl Transferase: Analysis of a Gene That Serves Both a Housekeeping and a Cell-Specific Function," Nancy Shaper, Johns Hopkins University, 12:05 p.m., 1208 Zoology/Psychology. Call 5-6991 for info.

Meteorology Seminar: Thu., Apr. 14, "Sub-grid Scale Clouds Cause Large-scale Changes in Air Chemistry," Russell Dickerson, 3:30 p.m., 2324 Computer and Space Sciences. Call 5-5392 for info.

UMIACS Seminar on Algorithms: Thu., Apr. 14, 3:30-4:30 p.m., 2460 A.V. Williams. Call 5-6722 for info.

ENRE 648I/ENNU 648Z/ENMA 697A Seminar: Thu., Apr. 14, "MBE of Heterostructures-Optical Properties," Elias Towe, University of Virginia, 5 p.m., 2110 Chemical and Nuclear Engineering. Call 5-5208 for info.

ENRE 607 Reliability Seminar: Thu., Apr. 14, "Reliability of Neonatal Care Equipment," Thomas Lentz, Ohmeda Corporation, 5:15-6:15 p.m., 1100 Instructional Television Facility. Call 5-3887 for info.

Mental Health Service Lunch 'N Learn Seminar: Fri., Apr. 15, "PTSD - Outcome of Treatment," Jeffrey Jay, 1-2 p.m., 3100 E University Health Center. Call 4-8106 for info.

Space Science Seminar: Mon., Apr. 18, "Initiation and Propagation of Eruptive Solar Loops: Interplanetary and Terrestrial Consequences," James Chen, Naval Research Laboratory, 4:30 p.m., 1113 Computer and Space Sciences. Call 5-6232 for info.

Molecular and Cell Biology Graduate Program Seminar: Wed., Apr. 20, "cAMP-Dependent Protein Kinase and Cell Cycle Control in Yeast," Stephen Garrett, Duke University, 12:05 p.m., 1208 Zoology/Psychology. Call 5-6991 for info.

Sports

Baseball: Tue., Apr. 19, vs. UMBC, 3 p.m., Shipley Field. Call 4-7122 for info.

Baseball: Wed., Apr. 20, vs. Coppin State, 3 p.m., Shipley Field. Call 4-7122 for info.

Workshops

Peer Computer Training: Tue., Apr. 12, "WordPerfect for Thesis Writing, Part 1," 6-9 p.m., 3330 Computer and Space Sciences, \$5. Call 5-2941 for info.*

Peer Computer Training: Tue., Apr. 19, "WordPerfect for Thesis Writing, Part 2," 6-9 p.m., 3330 Computer and Space Sciences, \$5. Call 5-2945 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 highlighted in color have been designated as Diversity Year events by the Diversity Initiative

Dining Out: A Guide to the Best Eats on Campus

When you're looking for good food on campus, look no further than the following list of eateries, all within a quick walk from your office. This eating out guide is provided compliments of Dining Services.

LEGEND: C=Cash; TE=Terrapin Express; V/MC=Visa or Mastercard

Denton Dining Room

A short walk from Lot 1, Lot 2 and Byrd Stadium is Denton Dining Room. Much like Ellicott Diner, it features fresh dough pizza, soup and a 50-item salad bar sold by the pound, custom-made deli sandwiches, hamburgers, steak sandwiches, hot dogs, chicken and fries. This is the place to go for fruit juice, milk, soda, coffee, tea, and milk shakes and also a variety of entrees, vegetables and Square Meal specials. Special premium meals, including shrimp and prime rib, are featured weekly. C, TE

Ellicott Diner

Located a short walk from the North Gym, Computer Science, Hornbake Library, Jull Hall and Byrd Stadium. C, TE

Al's Grill

Made-to-order breakfasts, flame-broiled burgers, chicken and steak sandwiches. \$1.75-\$3.25

Blue Plate

A Square Meal selection of hot entrees and accompaniments at a very special "blue plate" price. \$2.95-\$4.75

Bubbles

A wide variety of hot and cold beverages. \$.60-\$1.20

C.C. Sweets

Hot cinnamon rolls, gourmet cookies, custom-made cakes, dairy ice cream, frozen yogurt, and the list goes on and on. \$.35-\$1.50

Luigi's

Fresh dough pizza and Italian specialties. \$1.20-\$2.50

New Yorker

Full service deli, custom made sandwiches and more. \$2.99-\$3.75

Salad's

Fifty salad bar choices and two soups. Sold by the pound. \$3.49/lb.

South Campus Dining Room

Located near LeFrak, Morrill, Taliaferro, Tydings, Journalism, Francis Scott Key, Architecture and Shoemaker buildings. C, TE

Around The World

Selections of regional and ethnic foods. Something different every day. \$3.50-\$4.75

Broiler Works

Cooked-to-order breakfasts in the morning. Menu selections for the rest of the day consist of: flame-broiled burgers, chicken sandwiches, Philly steak sandwiches, French fries, and hot specialty sandwiches. \$1.75-\$3.25

Clucker's

Rotisserie chicken available by the quarter, half or whole. Served with cornbread and a wide assortment of side dishes. \$3.99-\$5.99

Cookies

Fresh baked gourmet cookies, plus doughnuts, bagels, French pastries, breads, cakes and more. \$.35-\$1.50

Emma's

Square meal specials and an assortment of entrees and vegetables. \$2.95-\$4.75

Maria's

Fresh dough pizza and Italian specialties. \$1.20-\$2.50

Salad Exchange

Over fifty salad bar items and two soup choices. \$2.85/lb.

Scoops

Ice cream cones and sundaes made from famous University of Maryland dairy ice cream. \$1.25-\$2.99

South Side Deli

A full-service deli with custom made and pre-made deli sandwiches. \$2.99-\$3.75

Splash's

A wide variety of hot and cold beverages. \$.60-\$1.20

Stamp Student Union

Dory's Sweets

Famed University of Maryland dairy ice cream in a variety of flavors served any way you like it. \$1.25-\$2.99. C, TE

Maryland Deli & Bakery

Freshly baked breads, doughnuts and pastries. Ask about our made-to-order cakes for that special occasion. Also deli subs and sandwiches. \$2.99-\$3.75. C, TE

The Pizza Stop

Fresh dough pizza with your choice of toppings to go. Order a whole pie or just a slice. \$1.20-\$2.50. C, TE

This 'N' That

Choose from many items including all beef hot dogs, Philadelphia steak and cheese sandwiches, fresh cut French fries, hot soft pretzels and nachos. \$1.49-\$3.75. C, TE.

Eateries Buffet Court

A by-the-pound buffet featuring salads, soups, baked potato bar, sandwiches and hot and cold entrees. Entrees: \$4.49/lb. Salads: \$3.49/lb. C, TE

UMberto's

Casual Country Italian Dining. The restaurant in the Stamp Student Union combines a friendly atmosphere with fine food. Fresh pastas and sauces

highlight the menu. Call 314-8022 for reservations. Lunch: \$4.50-\$7.20. Dinner: \$8.95-\$20. C, TE, V/MC.

Rudy's Cafe

A bakery and deli featuring hot entrees, sandwiches and salads located in the College of Business/School of Public Affairs. \$1.25-\$4.50. TE, C

Taco Bell Express

Located in the Engineering Building. \$.69-\$1.59. TE, C

Mulligan's Grill

Located at the University of Maryland Golf Course. This counter service

restaurant features deli sandwiches, grilled sandwiches and snacks. Beer is also available. \$2.50-\$4.00. C

The Rossborough Inn

The home of the Maryland University Club, the historic 18th century inn serves lunch daily. The Inn is also available for special catered events. Full beverage service is available \$6.25-\$9.95. TE, C, V/MC

Engineering Deli & Bakery

A full service deli and bakery, featuring fresh brewed coffee, baked goods, salads, and sandwiches. Located in the Engineering Building. \$1.25-\$4.50. C, TE

The University Dairy

A Maryland tradition for over 40 years serving up famed University of Maryland ice cream in cones, sundaes and old fashioned milk shakes as well as sandwiches and salads. \$1.25-\$4.50. TE, C

Terrapin Express Available with New Identification Cards

Magnetic strips on the back of ID cards bring Terrapin Express to faculty and staff. For the past couple of years students have used Terrapin Express debit accounts to make purchases and pay for services on campus, but as of the end of last semester, only 100 faculty and staff took advantage of Terrapin Express.

To encourage university employees to open accounts, Lawrence Evans, assistant director of dining services administration, will be at four different locations offering \$10 coupons toward Terrapin Express. During a four week period, faculty and staff who pay \$15 to open a debit account will receive a \$25 credit. Evans will take applications and funds between 10 a.m. and 2 p.m. at the following locations: on April 18 through the 22 at the Dairy Salesroom; on April 25 through the 29 at Stamp Student Union eateries; May 2 through May 6 at the Gazebo, South Campus Dining Hall; at Rudy's in Van Munching on May 9 through May 13.

Applications for Terrapin Express can also be picked up at the Terrapin Express office on the mezzanine level of the South Campus Dining Hall between the hours of 8:30 a.m. and 4 p.m. Accounts may be opened with cash, check, Visa or Mastercard. Faculty and staff IDs will be encoded at the time the account is opened.

As with a credit card, if Terrapin Express is lost or stolen the account can be frozen by making a phone call. The card can be used at any place sporting the Terrapin Express logo. Account holders present their faculty/staff ID to the cashier when making a purchase or paying for a service and the amount they have spent will automatically be deducted from their Terrapin Express account. The remaining account balance will be displayed on the register.

As with the student Terrapin Express, money left in an account at the end of a semester is credited to that account and can be used later. Accounts may be closed by writing a letter to Evans and requesting a refund.

To add funds to an existing account call the Terrapin Express office at 314-8068.



Take note

Ding Dong the Bells are Going to Chime

Since Nick Kovalakides began coordinating chapel events he has had to work hard dispelling wedding myths.

"Many people were told by campus tour guides that the waiting period to get married in Memorial Chapel is two years long," he says. "The truth is that reservations for weddings are taken only up to one year in advance." But couples may reserve on short notice any Saturdays and Sundays with open time slots. Kovalakides has scheduled weddings as little as two weeks in advance.

While anyone may be married at the chapel, those affiliated with University of Maryland System schools pay a lower use fee. To qualify as an affiliate, the bride or groom must be a current student or a graduate of University of Maryland at College Park or a current faculty or staff member at UMCP. Also considered affiliates are the daughters and sons of current faculty and staff.

Students, graduates, staff and faculty at other schools within the University of Maryland System, but not their dependents, also qualify for the reduced use fee.

Memorial Chapel houses two chapels. University affiliates pay \$250, and the general public pays \$400 for the Main Chapel which accommodates up to 1400 guests. The West Chapel holds 100 wedding guests. The fee for this intimate chapel is \$150 for affiliates and \$250 for the general public.

Weddings in the main chapel may be scheduled on Saturdays and Sundays at 10 a.m., 12 p.m., 2 p.m., 4 p.m., 6 p.m., and 8 p.m. The West Chapel can be reserved on Saturdays and Sundays at 11 a.m., 1 p.m., 3 p.m., 5 p.m. and 7 p.m.

Weddings are not scheduled on home football game Saturdays, due to traffic and parking concerns, nor on Christmas and New Year's weekends. A wedding brochure, available free upon request from Visitor Services, includes a check list of a couple's responsibilities, photos of each chapel as well as travel directions and parking maps designed to be included with wedding invitations.

Weddings in Memorial Chapel are scheduled on Saturdays and Sundays only. Couples may call Visitor Services at 314-9866 to learn of available dates and times.

Digging the Dirt

University of Maryland at College Park will host the 34th national collegiate soil judging contest on April 15 at an undisclosed site on the Eastern Shore. Following tradition, teams will not be notified of the location of the soil pits until the morning of the contest. By rubbing the soil between their fingers, the teams will be able to determine loam, sand, and clay content. Teams will determine depth, how well drained the soil is, and how rapidly water can percolate through it.

Sixteen universities will compete, but because Maryland is the host state, the university's team will not be vying for national honors this year. Maryland has won two national titles in the past 34 years.

Cumberland Teen Wows Science Symposium

A senior at Allegany High School in Cumberland, Md., Nathan Moody, was named the Outstanding Researcher during the 32nd Annual Maryland Junior Science and Humanities Symposium held at the university last March. His research, which focuses on high-temperature superconductors, has applications in everything from energy conservation to brain mapping to the next generation of supercomputers. It has also garnered him a security clearance at Oak Ridge National Laboratory, with an invitation to return at any time to conduct additional research.

Moody's paper was one of 24 featured at the symposium, titled "The Adventure of Science—Catch the Spirit III," which is coordinated by the Colleges of Computer, Mathematical and Physical Sciences, Engineering, Life Sciences and the Office of Admissions. The symposium is designed to encourage research and experimentation in the sciences, mathematics and engineering at the high school level.

Moody received a \$1,000 award and the Governor's Challenge Cup, which will reside in his high school for one year.

Superconductors are materials that have an almost complete disappearance of electrical resistance at temperatures near absolute zero. Moody's research focused on the newest breed of superconductors that are capable of operating at relatively high temperatures.

During fabrication, the components of the superconductors, sub-miniature crystal grains, assume a random alignment instead of lining up in a perfectly straight line. This means that the electrical currents, have trouble getting through the superconductor. The result is that a substantial percentage of the energy is lost—an undesirable situation when the energy is carried over high tension lines and is used to power entire cities.

By applying uniaxial (straight line) pressure at different stages in the fabrication process, Moody was able to force the grains to align in a parallel fashion. This increases the amount of current that can be sent through the material.

Moody said these types of superconductors have applications beyond power, in areas such as medicine, computers and electric generators. Because of their ability to detect weak electromagnetic fields, they will allow doctors to map the entire brain. They could also be used in superconductive circuits to build incredibly powerful computers or motors 10 times more powerful than those available today.

Students from 10th through 12th grades from across Maryland were invited to submit papers summarizing their research. A committee of faculty members at the university reviewed the papers and provided each student with an assessment of his or her research. Of the approximately 65 papers submitted, 24 were accepted for presentation during the symposium.

Moody and the four other top winners will attend the National Symposium in Raleigh/Durham, North Carolina, April 28-May 1. The five top winners of that symposium will attend the International Symposium in London later in the summer.

Moody plans on studying electrical engineering and physics at the university

Inbrief

Calling All Proposals—The Planning Committee for the 5th Annual Conference of the University of Maryland System Women's Forum welcomes proposals for formal papers, workshops, panels or seminars related to the theme "Active Voices and Bolder Visions," Friday, November 4, 1994. The one-day conference includes a keynote address by Judy Sorum Brown, followed by a morning workshop, a luncheon and two afternoon workshops. Preference will be given to workshop topics that teach practical skills as well as providing information. Proposals received by Friday, April 29, 1994, will be given first consideration. For more information or questions, please call Barbara Mechler 405-3238. In other news, Network, the newsletter of the University of Maryland Women's Forum is available on-line on inforM. Contact Gail Miller at gmiller@umd5.umd.edu, or 405-2950.

Art Bridging Korean American and African American Cultures—The Parents Association Gallery, located next to the information desk on the first floor of the Stamp Student Union, is presenting an exhibition of juried artworks concerning the issues of community, heritage and ethnicity in Korean American and African American cultures. Art will be selected for exhibition by Roberta McLeod, director of Howard University's Blackburn Center Art Gallery and Dong-Sin Hahn, art critic, curator and founder of Open Work Inc., a Korean Artist information service. The exhibit will run through April 29. A panel discussion, open to the public, on Korean American and African American relationships will be held in the gallery on April 21.

Update on Eating Out—The Office of International Affairs is currently updating its *International Visitor Guide*, a 36-page resource to help international visitors find their way around the university and community. The office would like to update the guide's list of restaurants in the College Park, D.C. and Baltimore areas. The list should include a very brief description of the food, prices and atmosphere. Please send any suggestions to the Office of International Affairs, or call Laurie Klappauf at 405-4771.

Female Empowerment—A weekend symposium entitled "Women: Empowerment Through Knowledge, Support and Relationships" is being planned by the Women's Studies faculty and an advisory council chaired by alumna Brenda Brown Lipitz. Alumnae and other women who may not have had the opportunity to learn about women's studies when they were in college are invited to participate in workshops about the scholarship on gender and women. For information call 405-4631.

following graduation. He would like to get his Ph.D. "as soon as possible" and dive straight into research.

Experts Pick World's 50 Worst Ethnic Conflicts

As the headlines have blared news of civil wars, genocidal massacres, and tribal uprisings on nearly every continent, concern has risen about a possible explosion of tribal conflict in the post-Cold War era.

Research by Ted Robert Gurr, professor in the Department of Government and Politics, reveals, however, that the explosion is more like a steady surge which began as early as the 1950s, and that most such conflicts are clearly foreseeable and controllable.

Gurr has compiled a listing of the 50 most serious and emerging ethnopolitical conflicts around the world today and an analysis of the cultural, economic and political influences which triggered them. Of the 50, only 23 have begun since 1987 as the Cold War started to decline.

Gurr, who was installed as president of the International Studies Association during its annual conference in March, presented his findings during a presidential address on April 1.

Each of the 50 conflicts included on Gurr's list involve deadly violence by communal groups composed of persons who share a common cultural identity. More than four million people, mostly civilians, have been killed in these conflicts, and they have resulted in the displacement of more than 26 million refugees.

In most cases, however, the conflicts began with limited protests and clashes that only gradually escalated into sustained violence.

Leading the list as the top five most

severe conflicts based on numbers of deaths and numbers of refugees are Sudan, Angola, Somalia, South Africa and Bosnia.

He observes that power transitions have immediately preceded the eruption of civil and communal warfare and the principal issue of the most intense new conflicts is the fight for state power, especially in Third World societies. When religion is also a factor, Gurr notes the intensity of fighting is even higher, but religion is seldom the main issue of contention.

Included among the power transition conflicts are those which received much global attention in recent years: civil wars in Bosnia, Croatia and Azerbaijan; genocidal massacres in Burundi; clan fighting in Somalia and communal warfare in South Africa.

The key to diffusing the clashes lies in the use of creative conflict management strategies early on. Gurr points to recent successes in the use of regional autonomy, integration and pluralism, as well as regional and international intervention.

He urges more joint efforts on the part of researchers and policy makers to develop international strategies and processes to forestall future conflicts. Included in the arsenal of peace-keeping weapons, he feels, must be international policies for protecting the rights of communal groups, early warning systems which track the eruption of disputes and guidelines for preventive diplomacy all backed up with consistently applied doctrines of humanitarian intervention.

Domestic Partners Seek to End Discrimination



**DIVERSITY
AT UMCP
MOVING
TOWARD
COMMUNITY**

What do The University of Minnesota, City University of New York, Harvard, and Stanford have that the University of Maryland at College Park doesn't have?

They and 20 other universities offer a full range of benefits to domestic partners. But they are

not the only campuses to extend their benefit offerings over the last three years. At least twice that many campuses offer some form of benefits including access to recreation facilities, use of library cards, gay friendly housing for staff, the use of child care services, tuition remission benefits and family leave.

Real life at UMCP for domestic partners, particularly those in same-gender relationships, lags behind the poster images of diversity around campus. In fact, some of the people interviewed for this article felt that the environment for gays and lesbians at the university is still hostile and did not want to risk coming out in such a public forum. "I'd like to come out in Outlook but I choose not to," said Bonnie Carey (not her real name). "This is not for lack of pride, but rather for preservation—for myself, my kids, and my companion."

Carey, a classified employee who has worked at the university for 10 years, describes herself as a mother and a partner. "Child care is just as important to me as to another mother. I love my children more than I can express in words," said Carey. She also feels that it's critical for her partner, the "person I

care for, am devoted to, and have made a lifelong commitment to, to have the same benefits as any other partner in a committed relationship. I see no reason why my relationship should be dismissed as insignificant."

But what exactly is a domestic partner? Pulling from definitions from numerous other campuses, the Senate Adjunct Committee on Human Relations, in consultation with the Lesbian and Gay Staff and Faculty Association, came up with a definition of domestic partners that states they are a couple in a familial relationship characterized by mutual caring that has been in existence for at least six months; at least

18 years old;

share a mutual

residence; and

are jointly

responsible for

each other's

common well-

fare and share

financial obliga-

tions. Neither is

legally married

nor the domes-

tic partner of

anyone else;

neither is related by blood closer than

would bar marriage; and both maintain

that the relationship is ongoing and

intend to continue it indefinitely. The

committee voted overwhelmingly in

favor of this definition.

Michael Marcuse, an openly gay fac-

ulty member in the Department of

English, understands why Carey and

others may not feel comfortable coming

out on campus. He said he consciously

waited to come out publicly until he

had tenure. "I didn't feel safe either in

Michael Marcuse said he consciously waited to come out publicly until he had tenure. "I didn't feel safe either in the university or in the department."

the university or in the department," he said. Having come out, he said he now "feels fortunate to be in a very hospitable department which is supportive of gay and lesbian people." Marcuse feels it is critical that both heterosexual and gay and lesbian domestic partners are treated equitably on campus. Extending domestic partner benefits he says, "will reduce the level of institutional discrimination." He also believes that such a step may encourage individuals to reconsider their personal biases.

Benefits affecting employees at the university are given at three levels. Access to recreation and child care facilities are granted at the campus level

by the College

Park Senate,

tuition remis-

sion and family

related leave

are offered at

the UM System

level by the

Board of

Regents, and

health and pen-

sion benefits

are offered at

the state level.

The Senate

Adjunct Committee is hopeful that the full senate will vote to support the above definition and extend access to recreation and childcare facilities at the May 5 meeting. Domestic partners will pay the same fees for those benefits as spouses of married heterosexuals.

"I think that long term relationships are worthy of dignity and respect and equal rights," said Art Eckstein, an associate professor in the history department and chair of the committee. He hopes the Senate Executive Committee

and the full senate will agree with him.

Many heterosexual as well as gay and lesbian couples want to see such benefits granted. Kathleen Rice, an employee in the Office of Commuter Affairs and a graduate student, is an advocate of domestic partner benefits, and not only because her boyfriend, a temporary employee here, receives no benefits. "The Human Relations code of conduct states that there will be no discrimination based on marital status and sexual orientation," she said, "and we have discrimination based on both." Rice believes that if the campus senate votes to extend access to recreation and childcare facilities to those in domestic partnerships it will "make a statement to the university community that it puts into practice its non discrimination policy—that the policy is not just a theoretical commitment."

Marcuse recognizes that many stereotypes about gay and lesbian people exist, but says, "We are very ordinary. We pay the bills, feel frustrated that our salaries haven't gone up in four years, go to the store, care about our homes, plant bulbs that go up in the spring, and have a circle of friends that are gay and straight." He believes that because domestic partners live ordinary domestic lives like legally married heterosexuals, they should receive the same ordinary benefits. Eckstein agrees and says that while it may be a small step, "the implications are large. This is an important part of the university's acknowledgment and celebration of diversity, and of its crucial role in upholding the standards of equity it has so clearly articulated."

Kirwan Counters Charges of Racism

continued from page 1

I wasn't going to characterize any action by the Black Caucus as unfair but I will say that to have included in with the press material, an unfounded and fallacious assertion by an anonymous individual is one of the most unfair and insensitive and inappropriate things that I have seen occur in my time as president. I don't know if there is an individual on this campus who is more admired and respected for her integrity than Marie Davidson. She is a person of extraordinary honesty and dedication. It has been my good fortune to work with her since 1981. The characterization in this sheet is an outrage. I think that she is owed a public apology for this statement because nothing could be further from the truth. An extraordinary human being has been maligned by the release of this anonymous unsubstantiated assertion, an assertion that she wasn't given the opportunity to comment on.

The remarkable thing about Marie Davidson is she is the best I have ever seen in my life at respecting confidences. One thing that just absolutely stands out about her is that anybody on this campus knows they can just go and talk to Marie and also knows that what they say to her will never get out to anybody. That's what is so terribly upsetting about this is that this isn't just off the mark, it is 180 degrees off the mark. We're talking about an individual

whose reputation in terms of integrity in respecting confidences is unmatched by anybody I've ever seen in my 30 years at this institution.

Q: Do you intend to try to put some African Americans in some of the deans positions that are open?

We have a rigorous search process at the university, a well laid out set of procedures that we follow for hiring new people. The steps in the search process are examined by equity officers at every level to be sure that we have been inclusive in our search. The effort to identify African Americans for positions at the university, at all levels, is ongoing. It is not something we are going to do because of the Black Caucus. I want to make clear that we are not changing anything because of conversations that have taken place over the last couple of days. Our goals, aspirations and efforts in the area of recruitment of African Americans has been strong and will continue to be strong.

Q: Does it make you uncomfortable to have to judge candidates on criteria other than merit?

Our appointments are made on the basis of merit. That's the criterion that we use. The search committee recommends to the appropriate administrator the best qualified candidate. That is our

standard. Frequently the best candidate will be African American. I could name many important administrative positions that are filled by African Americans. They came through the search process. They were the best candidates available.

Q: Are you concerned that the media focus, even if the Caucus decides not to call for a boycott, has already done some damage?

I think with the media there can always be some short term negative consequences. I also believe that over the long haul, people look at our university as it really is, not as it is reflected in the media. When you see that the University of Maryland stands out nationally by the number of African American graduates, that the percentage of African American students at this university is one of the highest in the entire nation among non-historically black institutions, that we have one of the strongest diversity programs in the country. Those kinds of things shape peoples' opinions over the long haul.

Q: Do you feel the campus is being unfairly picked on because [the Black Caucus is] asking you to meet a standard that other people aren't meeting?

I'm not going to characterize what's fairness and unfairness here. I sincerely

believe the Black Caucus and the university have the same goals for this institution as it relates to diversity. I know there is frustration over the lack of progress in our society on racial issues. There is a sense in which the great hopes and idealism of the late 60s and early 70s and the leadership of Martin Luther King and others has not been realized in our society.

I understand that this frustration leads people to want to do dramatic things to change the world. It's an issue that our whole society has to address. We have to make more progress in this nation. We are a university that has undergone an enormous amount of self-scrutiny. I want to be sure that University of Maryland is doing everything it can.

I can understand a lot of people looking at the discussions and meeting with the Black Caucus as something terribly negative. I'm not trying to say it has been a happy few days, but I think reaching a degree of common understanding, working together and making progress is all very important. I am confident that after all the headlines stop we'll get back to the real business of moving ahead.