

Outlook

The University of Maryland at College Park Faculty and Staff Weekly Newspaper • Volume 9 Number 8 • October 17, 1994

Maryland Goes International

UM Delegation Travels to Asia on Working Mission

The University of Maryland goes international on Oct. 22. That's when a delegation of university leaders departs for Asia on a working mission to build alumni, business and research ties between the university and Taiwan, Korea and Japan.

The 11-member delegation is part of Gov. Schaefer's trade mission to East Asia which was built around the Baltimore Symphony Orchestra's (BSO) fall tour in that region. The entire group will be joined by Baltimore Mayor Kurt Schmoke in Korea. And Ambassador to Japan Walter Mondale (former vice president of the United States) is expected to participate in a University of Maryland symposium in Tokyo.

Ron Morse, director of international projects in the office of institutional advancement, notes that Maryland is the only university participating in the trade mission, a two-week event that includes stops in all three countries.

"We're going international with a practical, hands-on approach," says Morse. The three-part mission includes the delegates fanning out to companies, foundations, research institutes and universities, says Morse, as well as hosting important people through the BSO concerts and related events. The third part of the mission focuses on establishing and strengthening alumni clubs.

President William E. Kirwan has made two trips to Asia, in January of 1993 and 1994. His successful ventures to Taiwan and Japan, in part, prompted this multi-member visit to Asia. "This time, a whole new group from the university is visiting," says Morse. "We're getting the deans and other campus leaders out to the region."

Leading the delegation is Provost Daniel Fallon, who has emphasized the importance of international ties in the university's strategic plan which is currently being developed. Fallon will be joined by representatives from the Colleges of Arts and Humanities, Business and Management and Engineering, as well as the School of Public Affairs and the office of institutional advancement (the complete list of delegates is printed below).

While each of the delegates will pursue his or her particular areas of interest (i.e., philanthropy, alumni or research), Morse says all will be representing the university as a leader in American higher education.

"Maryland takes its overseas graduates seriously," says Morse. "We want to show them how proud the university is to have educated, for decades, some of Asia's best and brightest students."

One of the most important aspects of the visit is building two new alumni

programs in Korea and Japan, and strengthening the current program in Taiwan. But this trip will emphasize corporate and research ties.

According to Jack Fracasso, associate director of alumni programs, both Korea and Japan are key countries in terms of building alumni clubs. "Taiwan is the biggest of our international alumni groups in Asia—the club has been up and running for two years," he says, "but Korea and Japan are home to many prominent and well-placed alumni."

With a well-orchestrated schedule, delegation members will initially travel to Seoul, Korea, where they will meet to plan a future UMCP Korea Alumni Club. The event is being hosted by the Korea-America Friendship Society. (On Oct. 17, this society will appoint Kirwan its honorary mid-Atlantic chair at a ceremony on campus.)

Korean alumni of UMCP who attend the breakfast will learn about Maryland's alumni clubs and meet both the governor and the mayor.

The alumni office spent the past summer finding many of the university's Asian alumni. In talking with deans and members of the international affairs office, Fracasso's office has found more than 300 Japanese and 350 Korean alumni. One exchange student from

—continued on page 5

Examining Domestic Forces Driving U.S.-Japan Relations

The university has teamed up with the University of Tsukuba in Japan to examine domestic forces in the United States and Japan as the key sources of tension in the relationship between the two nations. The findings, which question the policy approaches taken by both nations, will be delivered Nov. 4 in Japan to a meeting with representatives of the Keidanren (Japanese business leaders), the Japanese Ministry of International Trade and Industry and representatives of the Japanese and American foreign ministries.

The study team is led by I.M. Destler, acting dean of the School of Public Affairs and director of the Center for International and Security Studies at Maryland, and Hideo Sato, dean, Graduate School of International Political Economy at Tsukuba. They collaborated with three other professors from each university who are leading scholars of foreign policy making and U.S.-Japan relations. The report reflects their examination of the political, economic and cultural roots of Japanese and American behavior in the international arena. It identifies those factors that impede better relations as well as those that strengthen U.S.-Japanese ties, and offers a set of realistic policy prescriptions for improving relations.

The scholars analyzed such factors as interest group politics and political reform, the domestic economy and international competitiveness, and regional security and global leadership.

gathering is scheduled for Dec. 7, from 3 to 5 p.m., in the Student Union Atrium. Wilkes says she expect some 150 new employees, hired between July and November, to attend. Supervisors are also invited to attend.

In the past, says Wilkes, new employees were on their own to find out about policies, "to feel connected in any way. There wasn't any one place employees could go to get all their information."

To help ease the transition, the personnel department has developed a mentor program—a buddy system, of

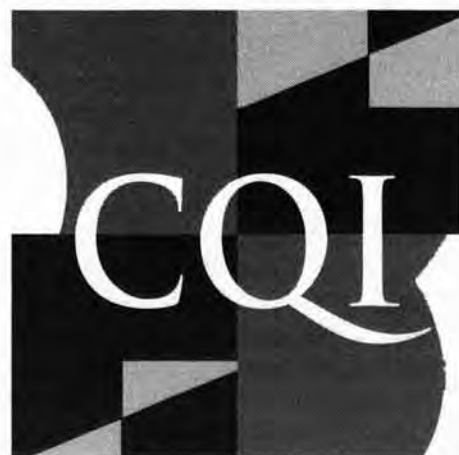
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Orientation Helps Employees Make the Right Connection

The Personnel Services Department has found a distinctive way to welcome new employees. The university's employee orientation program has been expanded into a process called "Connection UMCP," aimed at helping staff members connect with their new workplace.

"This program will provide new campus employees with vital information they need to ease their transition into a new work environment," says Dale Anderson, director of personnel. Anderson emphasizes that Connection UMCP is a process that occurs throughout the new staff member's first months of employment. "And, in some cases," he says, "throughout the first several years."

In its expanded form, the process includes more than an introduction to benefits. Workshops and information sessions, an overview of functions and



services by campus departments and optional seminars on issues such as sexual harassment prevention, diversity and continuous quality improvement are featured.

A video has been produced, featuring President William E. Kirwan and current employees, to help introduce new staff members to the university. In

addition, new employees will be given a guided walking tour of campus. The tours, says Erytheia Wilkes, assistant director of personnel, will most likely be coordinated through the Visitors Center and its student tour guides.

"We often forget that students are the reason we're here," says Wilkes. "The tour guides will provide a link between staff and students."

A special workshop session is being developed for both employees and their supervisors to attend "to help establish a strong supervisor-employer team," says Wilkes.

In addition, new employee receptions will be held twice a year. These informal gatherings, for classified and associate staff, are designed to help employees meet other new staff as well as other individuals across campus, including the president, vice president and campus administrators. The first

End quote

"What do you feel should be improved at this university?"



"I would like to see the UM System compensate employees for the extra four-and-a-half hours that we now work. I'd also like to see the parking fees be based on a graduated scale."

—Mary Crowe-Kokonis, account clerk, Accounts Payable

"It's difficult for me to identify any area that needs improving, but I feel increased community service by the campus—through volunteer work—would create great improvement. The office of commuter affairs in the Student Union has established a wonderful program to assist the campus in community service projects."

—Kimberly Cummings, Union Shop manager, Stamp Student Union



"We have a fine university that has improved steadily over the years and will continue to improve in the years ahead. However, the growth would be stimulated greatly by eliminating faculty tenure. Tenure is outmoded and not needed in an era of dozens of job-protection laws. It should be replaced with a long-term contract system in which the performance of individual faculty would be evaluated periodically—perhaps every five or even 10 years. Contracts could be renewed, terminated in some cases, or adjusted accordingly. Bright, energetic, productive people can be phased in at a far greater rate than the current system allows."

—Alfred Gessow, professor emeritus, department of aerospace engineering

"What needs to be improved is the way we think about improving things here. Each of us needs to constantly assess what we do, whether it's service provision, teaching, research or administration, to determine how we do it better. We can't wait for a few huge problems to arise and target only them for improvements. Sometimes it's the little problems that have the biggest affect on people who know what the problems are and who can make a positive difference for the university community. I think we're heading in this direction as an institution, but I think we can do even more."

—Maria Lonsbury, assistant general manager, Shuttle-UM



Demand for Substance-Free Living on the Increase

Many Maryland students are choosing to be substance free in their homes away from home.

In its second year as a campus housing option, smoke-free/alcohol-free housing has seen a dramatic increase in student popularity, according to Karla Shepherd, coordinator of programs and orientation for the department of resident life.

"Many students choose smoke-free/alcohol-free living for medical reasons, like asthma," says Shepherd. "Others may be adult children of alcoholics. Others simply don't smoke or drink and don't want it to be a part of where they live."

Smoke-free/alcohol-free housing began last fall with 120 students living on three floors in the North Campus high rises. One year later, the numbers have increased to 600 residents and 14 residence hall floors.

In fact, the demand for the special housing was so great this year that some students could not be accommodated. This is quite a change from the program's first semester, when the three available floors were not filled.

Why the huge increase in demand from one year to the next? Shepherd can only suppose that students who lived in the specialty housing last year gave it favorable reports. "Word of mouth makes a lot of difference," she says.

Shepherd says that because most of the residents live on these floors by choice, they uphold the pledge they make to be substance-free. Each student must sign a smoke-free/alcohol-free housing contract in addition to the one with the Department of Resident Life.

Shepherd also attributes the increase in demand to students seeking the cleaner and quieter living associated with substance-free floors.

Each smoke-free/alcohol-free floor has a Resident Assistant (RA) who develops programs for the floor. While RAs in most halls have programming geared toward alcohol and drug awareness, RAs on smoke-free/alcohol-free floors don't have to worry about those types of programs.

"[The students] want programs focusing on alternatives to alcohol and drugs, like 'mocktails,' and programs that focus on people hanging out without the use of alcohol," Shepherd says.

Peggy Loftus, an RA in LaPlata Hall, says that her experience on a substance-free floor has been positive. "I've liked it a lot," says Loftus. "It hasn't been the stereotype I thought it would be. The students are really diverse, friendly and even loud. They just don't want [alcohol and smoke] to be a part of their home."

The idea for the smoke-free/alcohol-free living program began several years ago, when the department of resident life surveyed students to determine their interest in such a living option. Although many were interested, some felt that it meant the university was trying to move toward a dry campus.

Funding for the program was provided by a FIPSE (Funding for the Improvement of Post-Secondary Education) Grant from the U.S. Department of Education.

Shepherd says that although the FIPSE grant ran out, the smoke-free/alcohol-free living program is still going strong. "It doesn't cost a lot of money to run this kind of a program. All you need is the space, and resident life was able to provide that space," she says.

—TRACEY LOGSDON

Everyone's a Winner in the Faculty and Staff Campaign

With two-thirds of its three-year effort complete, the Faculty and Staff Campaign for College Park is proving to be a success.

The program, which has a \$1 million goal, raised more than \$350,000 for the university in FY94, bringing the campaign to 73 percent of its goal. Nearly 700 faculty and staff participated.

Last month, a drawing was held as a way of both encouraging participation and thanking those who contributed during FY94. Mary Cassidy, a math instructor, won first prize; two round-trip airfare vouchers—courtesy of USAir and the Travel Office.

"There are times when I have a little money that I like to donate, and I make a practice of donating to organizations that are absolutely worth my while," says Cassidy. "I thought this one would be a good one to donate to."

Faculty and staff gifts can be directed to a variety of programs ranging from Benjamin Banneker Scholarships to the AIDS Response Fund. Support can be pledged to a specific program or donors can give an undesignated gift to be used where it is needed most. One of the most attractive aspects of the campaign is that gifts can be made through payroll deduction.

Cassidy says she's not sure exactly where her ticket will take her, or with whom she'll travel, but she has some ideas. "I think I might go either to



Mary Cassidy

Washington or Oregon—I haven't been to either place yet—and I think I'll ask my sister to go."

The second of the two prizes went to Steven Hurtt, dean of the School of Architecture. He won a College Park "Season Ticket Package," which includes two season tickets for men's and women's basketball, University Theatre and the Concert Society.

The Faculty and Staff Campaign provides many benefits to the university. Through the gifts of faculty and staff, the university is able to dedicate more resources to programs. Additionally, giving during the campaign provides a springboard to the future.

"Through the contributions of faculty and staff, we are establishing a com-



Steven Hurtt

munity of giving which conveys to the state and our other constituents the value the employees of the university place on the work of the institution," says campaign chair Jon Rood, director of communication and business services. He adds that the campaign is establishing a solid foundation that will help carry the university into the next century.

The 1994-95 drive will begin in November. Faculty and staff will receive their 1995 payroll deduction cards in early December. For more information regarding the campaign, call Fritz Schroeder in the Office of Annual Giving at 5-7765.

—CHAD CAPELLMAN

UNIVERSITY OF MARYLAND AT COLLEGE PARK

Outlook

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

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Women Find No Safe Haven



Lisa Goodman

We live in a society in which a woman is raped every minute. More than 2,000 women are murdered annually by their husbands or partners. In fact, women are more likely to be attacked, raped, injured or killed by current or former male partners than by any other type of assailant. And sexual harassment affects as many as one out of every two women over the course of their working lives.

These disturbing facts are revealed in *No Safe Haven*, co-authored by assistant psychology professor Lisa Goodman and five other members of a task force appointed by the American Psychological Association to examine the impact of violence against women.

The book reviews the psychological literature on three forms of violence: sexual harassment, rape in the community and domestic violence in the home.

Goodman says, "The idea was that these are often looked at as separate and distinct from each other, as opposed to three forms of male violence against women with common roots and common effects that overlap within women's lives and communities."

She adds that although sexual harassment is not usually associated with violence against women, "and although we recognize that a physical slap is different than a verbal assault, they may have common roots and some of the same effects."

Certainly, sexual harassment is no stranger to the college campus. According to Goodman, 50 percent of women in academia report some form of sexual harassment.

Another problem on college campuses is date rape which is reaching epidemic proportions. Goodman says there has been much recent controversy about the definition of date or acquaintance rape, as well as a backlash

against women coming out and defining their experiences. "The debate over how to define rape is a legitimate one," she says. "Nevertheless, no matter how conservatively you define it, too many women have been raped in partner relationships in college."

Of course, violence against women has garnered more attention lately due to the O.J. Simpson case. Goodman says the number of calls to domestic violence hotlines has increased dramatically, in some places by 100 percent, since the initial publicity. "I think it is definitely raising consciousness in terms of women believing that they can get help," she says.

The Simpson publicity may have been useful in creating a climate in which Congress was more likely to pass the violence against women act—a part of the Crime Bill—she adds.

The authors of *No Safe Haven* decided to emphasize policy recommendations, not only for psychologists but for educational, health-care and religious institutions. They conclude with workplace strategies and public policy initiatives.

When other women learn of her expertise in violence against women, in chance encounters at work, at the laundromat or the grocery store, Goodman often hears: "Guess what happened to me." She adds, "And it's not only sexual harassment—it's often raw physical violence." Even people who unintentionally pick up the book share their experiences, "Everyone has her own story."

Unlike the other members of the task force who each had a very specific area, Goodman didn't focus on a single type of violence because of the populations with which she works.

"Disenfranchised women are likely to experience all three types of violence in the course of their lives. It doesn't make sense to target research or interventions on just one."

Having studied minority and low-income populations, Goodman says, "Violence is a very different beast for women who have few opportunities. The risk for violence is much higher in disenfranchised populations and the ability to leave a violent situation is much diminished."

According to the authors, "Sadly, women truly have no safe haven from rape because they are at risk both outside their homes and within their circle of acquaintances."

—JANET CHISMAR

Goodman Testifies Before Congress

Lisa Goodman has captured the attention of national policymakers. As a representative of the American Psychological Association task force, she testified before Congress on Oct. 5.

The House of Representatives' Human Resources and Intergovernmental Relations Subcommittee called the hearing to review research and policy recommendations on the issue of domestic violence.

In addition to describing the negative mental health effects of domestic violence, Goodman told Congress that domestic violence is not just a criminal justice, legal or personal issue. She explained how and why it is a public health issue.

Goodman says she and many of the medical doctors on the panel recommended increasing the training of medical and mental health professionals so that they are equipped with knowledge on how to screen and identify victims of domestic violence and refer them to various kinds of services.

She also made recommendations for further research.

"It was scary and also thrilling to be testifying before Congress," says Goodman. "I was surprised by the absence of an adversarial process. It was very cordial and warm."



FBI agents Fox Mulder and Dana Scully investigate cases of the paranormal on the Fox TV series "The X-Files," one of several television series that has used shots of the University of Maryland campus.

Lights...Campus...Action!

Have you ever sat down to watch television and seen a familiar site—one that you've been to but couldn't believe you were watching?

If that scene included a glimpse of the campus, there's a good chance that you weren't drifting off to sleep.

With a prime locale, plenty of trees, big pillars and students, the university has become a favorite of producers looking for an East Coast college backdrop.

Notable programs that have filmed here include NBC's "Unsolved Mysteries," and the Fox network's "America's Most Wanted" and the "X Files."

While "Unsolved Mysteries" and "America's Most Wanted" have primarily used shots of this campus to represent other campuses, "X Files" has incorporated the university into part of its storyline.

The show, which *USA Today* calls "as out there as TV gets," centers around two FBI agents who investigate unsolved cases (X files). These cases sometimes involve interactions with the paranormal.

One of the agents, Dana Scully (played by Gillian Anderson), is an alum of the campus. She is seen wearing Maryland t-shirts and sometimes returns to her alma mater to confer with campus professors for advice. Such a visit occurred during last season's final episode, when Scully went to the biology department, which looked suspiciously like Jimenez Hall.

The campus is also a favorite of Galyn Gwynn, executive director of the Prince George's County Media and Film Office.

"My job is to get filmmakers organized to come here, shoot films and spend money," Gwynn says.

"Filmmaking is big business. We tend to

have a lot of smaller productions here in Prince George's County, but because we have so many of them, it begins to add up. One of the best locations in the county is the university."

Gwynn is as helpful as one can be in trying to facilitate a campus filming, but even she admits that requests can occasionally get out of hand.

"Every once in a while a commercial [producer] wants to put a car or something on the football field," Gwynn says. "I don't bring everything that comes along to the university. I'm really careful with what I approach the university with because I don't want to overuse the location ... it's such a good one."

But Maryland's appeal goes beyond Hollywood to the world of television news, whose crews are frequent visitors to the university.

The Washington bureau of Cable News Network (CNN), the self-proclaimed "world news leader" takes advantage of its proximity to campus. Just a 20-minute drive from the bureau (if you catch all the lights), CNN has used shots of numerous spots on campus for a variety of stories.

The network originally had Georgetown University—a private institution—in mind for its shooting, but Maryland has become a favorite.

"Maryland was just as good, with the pillars and the classical look to it ... it looked just like a college should look," says Rebecca Young, a producer with CNN's special assignment unit.

"Oftentimes, you want the backdrop to be something that looked like it could be anywhere. This campus screams 'college' when you see it, and that's what it is."

—CHAD CAPELLMAN

Calendar

Oct. 17-26

Arts

New Music Ensemble: Tue., Oct. 18, 8 p.m., Ulrich (formerly Tawes) Recital Hall, Tawes Fine Arts Building. 5-2201.

University of Maryland Chorale Fall Concert: Fri., Oct. 21, Roger Folstrom - conductor, 7:30 p.m., Ulrich (formerly Tawes) Recital Hall, Tawes Fine Arts Building. 5-2201.

Monday Night Music Series: Mon., Oct. 24, Maryland Opera Studio Open Rehearsal, 7:15 p.m., Memorial Chapel. 4-9866.

Writers Here and Now Reading: Wed., Oct. 26, David Huddle and Fred Marchant, 7:30 p.m., University Book Center, Stamp Student Union. 5-3820.

Lectures

Zoology Lecture: Tue., Oct. 18, "Evolutionary Analysis When Nucleotides Don't Evolve Independently," Spencer Muse, Pennsylvania State University, noon, 1208 Zoology/Psychology. 5-6884.

Astronomy/Physics Colloquium: Tue., Oct. 18, "The Impacts of Comet P/Shoemaker-Levy 9 into Jupiter," Michael A'Hearn, 4 p.m., 1410 Physics. Lectures are preceded by coffee in Rm. 0254. 5-1531.

Astronomy Colloquium: Wed., Oct. 19, "Where's Waldo - Radio Counterparts of Gamma Ray Bursters," Dale Frail, NRAO-VLA, 4 p.m., 1113 Computer and Space Sciences. Lectures are preceded by coffee in Rm. 0254. 5-1531.

Committee on the History and Philosophy of Science Colloquium: Thu., Oct. 20, "Gentle Conquest - Botanical Exploration and Discovery in Temperate North America," James Reveal, 4 p.m., 1117 Francis Scott Key. 5-5691.

John Waters Lecture: Thu., Oct. 20, "Shock Value," noted filmmaker John Waters, Hoff Theater, 8 p.m., followed by book signing and showing of Waters' film "Serial Mom." \$1 admission. 4-8495.*

Women in Mathematics Month Student-Faculty Colloquium: Mon., Oct. 24, "Stochastic Models in Neurophysiology: An Example with Parameter Estimation Procedures," 3 p.m., 3206 Mathematics. 5-5407.

Physics Department and Center for Theoretical Physics Joint Colloquium: Tue., Oct. 25, "Symmetry and Physics," C.N. Yang, SUNY at Stonybrook, 4 p.m., 1410 Physics. 5-4804.

Germanic and Slavic Languages and Literature Lecture: Tue., Oct. 25, presentation and discussion of "Hunger Years," Jutta Bruckner, 8 p.m., St. Mary's Multipurpose Room. 5-4091.

Current Issues in Planning Fall Brownbag Lecture Series: Wed., Oct. 26, "Strategic Planning in College Park," Terry Schumm, noon-1:15 p.m., 1179 LeFrak. 5-6798.

Astronomy Colloquium: Wed., Oct. 26, "Disk Driven Hydromagnetic Winds in Stars and Galaxies," Arie Konigl, 4 p.m., 1113 Computer and Space Sciences. Lectures are preceded by coffee in Rm. 0254. 5-1531.

Meetings

Counseling Center Research and Development Meeting: Wed., Oct. 19, "Sexuality and Communication," Robin Sawyer, noon-1 p.m., Counseling Center Testing Room, Shoemaker. 4-7690.

Counseling Center Research and Development Meeting: Wed., Oct. 26, "Retrieving Our Spiritual Heritage: A Challenge of Our Time," Suheil Bushrui, CIDCM, noon-

1 p.m., Counseling Center Testing Room, Shoemaker. 4-7690.

Miscellaneous

University Book Center Book Sales: Through Mon., Oct. 31, in celebration of Asian American Heritage Month, the University Book Center will offer a 20 percent discount on all Asian-American related titles, excluding textbooks. 4-BOOK (4-2665).

Diversity Video Series: Through Sat., Oct. 22, "Refugees in Our Backyard," discusses why Central Americans are seeking entry in the United States, the obstacles they face and the problems this migration has created for much of the nation. 59 minutes. Nonprint Media Services, 4th floor, Hornbake. 5-9236.

Filipino Cultural Awareness Day: Mon., Oct. 17, 10 a.m.-4 p.m., Tortuga Room, Stamp Student Union. 5-4628.

President's Commission on Women's Affairs Open Forum: Mon., Oct. 17, "Building the University of the Future," Judy Sorum Brown, Robert Hampton, Janet Holmgren, Shirley Strum Kenny, Ilene Nagel and Adrian Tinsley, noon-2 p.m., Grand Ballroom, Stamp Student Union. 5-5806.

Twentieth Anniversary Retrospective: Mon., Oct. 17, Carol Pearson, Mary Leonard and Virginia Beauchamp, 2-2:30 p.m., Grand Ballroom, Stamp Student Union. Sponsored by the President's Commission on Women's Affairs. 5-5806.

Women's Studies Assembly-of-the-Whole Open House: Mon., Oct. 17, Jan McKay Holmgren, Shirley Kenny, Adrian Tinsley, Carol Pearson and Mary Leonard, 3-5 p.m., 2101 Woods Hall. 5-6877.

University Book Center Cap and Gown Sales: Mon., Oct. 17 through Sun., Oct. 23, University Book Center, Stamp Student Union. Monday-Thursday 8:30 a.m.-7 p.m., Fridays 8:30 a.m.-5 p.m., Saturdays/Sundays 11 a.m.-5 p.m. 4-9219.

National Archives Film Series - "A Year on Film: 1944": Wed., Oct. 19, "Hail the Conquering Hero," Preston Sturges's hilarious satire of fame, politics, and small-town America starring Eddie Bracken, Ella Raines, William Demarest, 7 p.m., College Park National Archives Auditorium, 8601 Adelphi Road. (202) 501-5000.

National Archives Film Series - "A Year on Film: 1944": Thu., Oct. 20, "San Pietro," John Huston's classic documentary about the struggle between American and German forces for control of Italy's Liri Valley, noon, College Park National Archives Auditorium, 8601 Adelphi Road. (202) 501-5000.

Undoing Hollywood: Black History and Culture in Independent Films: Thu., Oct. 20, "Murder in Harlem," Oscar Micheaux-director, 7:30 p.m., 2205 LeFrak. 5-7856.

Celebration of 40 Years of Adele H. Stamp Student Union: Fri., Oct. 21, 5-7 p.m., and Wed., Oct. 26, 6-8 p.m., "Looking Back, Looking Forward: 40 Years of Stamp Union," Parents Association Gallery, Stamp Student Union. 4-8493.

Diversity Video Series: Sun., Oct. 23, through Sat., Oct. 29, "The Americans: Latin American and Caribbean Presence in the U.S.," examines the impact that Hispanics in the United States are having on American society, culture and politics. 57 min. Nonprint Media Services, 4th Floor, Hornbake. 5-9236.

National Archives Film Series - "A Year on Film: 1944": Wed., Oct. 26, "Hollywood Canteen," a salute to the real-life recreation spot for World War II servicemen starring Robert Hutton, Bette Davis, and John Garfield, 7 p.m., College Park National Archives Auditorium, 8601 Adelphi Road. (202) 501-5000.



John Waters, serial director of camp, talks shock in his Oct 20 lecture at the Hoff.

Seminars

Women in Mathematics Month Numerical Analysis Seminar: Thu., Oct. 20, "Numerical Linear Algebra," Jane Cullum, NSF Visiting Professor, 9:30 a.m., 3206 Mathematics. 5-5047.

Meteorology Seminar: Thu., Oct. 20, "A new framework for understanding transient eddies," Tim Delsole, NASA/GSFC, 3:30 p.m., 2324 Computer and Space Sciences. 5-5392.

Women in Mathematics Month Lie Group Seminar: Thu., Oct. 20, "On Generalized Kazhdan Lifting," Rebecca Herb, 4 p.m., 1311 Mathematics. 5-5047.

Seminar in Materials, Reliability, and Radiation Effects: Thu., Oct. 20, "Materials Science at NIST," Lyle Schwartz, NIST, 4 p.m., 2110 Chemical and Nuclear Engineering. 5-5208.

Institute for Systems Research Seminar: Fri., Oct. 21, "Control-Oriented Identification and Model Validation," Kameshwar Poola, University of California at Berkeley, 11 a.m., 1112 A.V. Williams Building. 5-6634.

Institute for Systems Research Seminar: Fri., Oct. 21, "TRMM Seminar: Multiresolution GMRF Models for Image Classification," Santhana Krishnamachari, 11 a.m., 2118 A.V. Williams Building. 5-6634.

Botany Seminar: Fri., Oct. 21, "Polyploid Formation in Tragopogon: Multiple Origins and Genetic Consequences," Pam Soltis, WSU, noon, 2242 H.J. Patterson Hall. 5-1588.

Mental Health Service Lunch 'N Learn Seminar: Fri., Oct. 21, "Cognitive Therapy of Anxiety and Panic Disorder," Larry Dalton, Cognitive Therapy Center, 1-2 p.m., 3100 E University Health Center. 4-8106.

Physical Chemistry/Chemical Physics Seminar: Wed., Oct. 19, "Phase Separation in Polymer Systems under Shear," Charles Han, NIST, 4 p.m., 1325 Chemistry. 5-1867.

Physical Chemistry/Chemical Physics Seminar: Wed., Oct. 26, "The Mechanism of the Primary Charge Transfer in Photosynthesis," David Chandler, University of California at Berkeley, 4 p.m., 1325 Chemistry. 5-1867.

Sports

Volleyball: Tue., Oct. 18, v. Towson State University, 7:30 p.m., Cole Field House. 4-7009.

Volleyball: Fri., Oct. 21, v. Florida State University, 7:30 p.m., Cole Field House. 4-7009.

Football: Sat., Oct. 22, v. Georgia Tech, 7 p.m., Byrd Stadium. 4-7009.

Volleyball: Sat., Oct. 22, v. North Carolina State University, 7:30 p.m., Cole Field House. 4-7009.

Women's Field Hockey: Sun., Oct. 23, v. Temple University, 1 p.m., Denton field. 4-4161.

Women's Field Hockey: Tue., Oct. 25, v. University of Pennsylvania, 7:30 p.m., Denton field. 4-4161.

Workshops

Peer Computer Training: Tue., Oct. 18, "Introduction to WordPerfect Windows," 6-9 p.m., 3330 Computer and Space Sciences, \$5. 5-2941.*

Peer Computer Training: Thu., Oct. 20, "WordPerfect for Thesis Writing, Part 2," 6-9 p.m., 3330 Computer and Space Sciences, \$5. 5-2941.*

Peer Computer Training: Mon., Oct. 24, "Introduction to Macintosh," 6-9 p.m., 3332 Computer and Space Sciences, \$5. 5-2941.*

Peer Computer Training: Tue., Oct. 25, "Introduction to Windows," 6-9 p.m., 3330 Computer and Space Sciences, \$5. 5-2941.*

Peer Computer Training: Wed., Oct. 26, "Kermit and Modems," 6-9 p.m., 3330 Computer and Space Sciences, \$5. 5-2941.*

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 Committee.

African Dance Company to Dazzle Audience

"Electrifying, virtuosic and explosive" ordinarily do not describe a ballet performance. But then the Ballet Sinemew of Senegal is no ordinary dance troupe.

The musicians, dancers and acrobats of Ballet Sinemew will present a dramatic array of dances from a variety of regions of Senegal Friday, Oct. 21, at 9 p.m. at the UMUC Adult Education Center.

African drumming supplies the heartbeat for exciting dances that incorporate singing and oral histories. The show breaks down the traditional barrier between performer and audience—dancing in the aisles is not uncommon.

Joan Frosch-Schroder, assistant professor of dance and artistic director of Dance Afrika!, says the musicians aren't relegated to the orchestra pit. "You can see the power of improvisation, the rapport and creative interplay between dancers and drummers right on stage."

According to Frosch-Schroder, the 32-member company embodies the African spirit through movement. She says the troupe's artistic commitment recalls and celebrates the arts consciousness of emerging African states which were founded on pride and nationalism.

The troupe evolves from the National Ballet which came into existence in 1960, just after Senegal won its political independence. President-elect and poet Leopold Senghor declared the company's primary mission to present the true face of Senegal at home and abroad.

"Senegal is a country of cultural diversity, of many dance and music forms," Frosch-Schroder explains. Dances represent the Wolof, Serer, Lebu, Fulani, Mande and Diola regions of the country.

Tradition is "an emergent framework," she says. "It is not reified or cast

in stone but dynamic, alive with energy and creativity. This is not a museum of African dance."

Senegalese culture is vibrant and changing, she adds. You can see North African and Islamic influences blending with West African ones, as well as the impact of the East Indian film culture.

The performance is an appropriate kickoff for Family Weekend. "It is perfect for students, parents and the community," Frosch-Schroder says, "a delight for all ages and a true family event."

The Ballet Sinemew will be in College Park for one night only. Tickets are \$10 for faculty and staff, \$8 for students and \$14 for the general public. They may be purchased at the Stamp Student Union or at Ticketmaster outlets.

With its high quality of artistry, Frosch-Schroder says, "This is truly a celebration not to be missed."

—JANET CHISMAR



The Ballet Sinemew of Senegal will bring their energy to the university Oct. 21 at, 9 p.m., at the UMUC Adult Education Center.

Celebrating Philippine Heritage

On Monday, Oct. 17, from 10 a.m. to 4 p.m., the Tortuga Room in the basement of Stamp Union will showcase the richly diverse culture and heritage of the Philippines in celebration of Filipino Cultural Awareness Day. This event is part of a campus celebration of Asian American Heritage Month which includes a month-long book sale on all Asian American related titles at the University Book Center.

Filipino Cultural Awareness Day is organized by the Filipino Cultural Association of College Park. With over 150 members, FCA is one of the largest Asian American student organizations on campus. In the past, FCA has tried to promote Filipino culture and heritage through such events as Cultural Awareness Day in the fall and their annual Cultural Night in the spring. This year, the organization's efforts will be even more intense. Paolo Macabenta, president of FCA, says, "The Filipino Cultural Association should become more than just the social and athletic organization it has been in the past. We are the Filipino Cultural Association and must actively promote our cultural background."

The Philippines is an archipelago



**DIVERSITY
AT UMCP
MOVING
TOWARD
COMMUNITY**

comprising 7,107 islands, the three biggest regions being Luzon, Visayas, and Mindanao. Several different ethnic groups inhabit these regions and each group developed its own native dialect. Among these ethnic groups are the Igorot tribes in the mountains of Luzon, the Ilonggo in the Visayas region, the Muslims in Mindanao, and the Ilocanos of San Fernando, La Union.

Distinctive native dances were also developed by each group such as Tinikling, the national dance of the Philippines, which depicts a farmer's attempt to catch the elusive tinik bird that eats rice crops.

In 1521 a Spanish armada led by Ferdinand Magellan was circumnavigating the earth when they landed on the island of Mactan in the Philippines. The Spaniards converted some Filipino natives to Christianity and took some natives for their brides. Though Magellan and many of his men died in a bloody skirmish with a group of natives led by Lapu-Lapu, the Spaniards ruled the Philippines for more than 370 years.

Spanish influences can be found not just in the country's religion and ethnicity, but also in its cuisine, architecture, and dances like the Estudiantina and the Lajota. Perhaps the biggest legacy left by the Spanish, however, is their language. Tagalog, the common language of the Philippines, is a blend of Spanish and Malay languages.

Filipino Cultural Awareness Day is free and open to all. For more information, please contact Cookie Hiponia at 405-4628.

International

continued from page 1

Japan, says Fracasso, singlehandedly uncovered three dozen Japan alumni.

"Locating these alumni has been like a treasure hunt," says Fracasso. "We've received enthusiastic and warm responses from all the alumni. They have wonderful memories of this place."

The most interesting cluster of alumni, says Fracasso, came from Pohang, Korea. The president of the Pohang Institute of Science & Technology and a dozen professors there earned their doctoral degrees from the University of Maryland, he says. On Nov. 4, when the delegation is in Japan, I.M. Destler, acting dean of the School of Public Affairs, will release the results of a study jointly conducted by the University of Maryland and the University of Tsukuba in Japan, examining U.S.-Japan relations.

William Destler, the new dean of the College of Engineering, is especially looking forward to meeting with the large number of engineering alumni who live in Taiwan. The UMCP Taiwan Alumni Club will host the delegation at a reception to be held on Oct. 30 at the Taipei World Trade Center.

Morse notes that the university alumni have helped make Asia "one of the fastest growing and wealthiest places in the world."

When the delegation returns to Maryland on Nov. 5, all are hopeful that they will have strengthened the ties between the university and Asia. There is talk that the university will organize additional alumni groups in Asia, for example, as a result of this trip.

The enthusiasm of the delegation can best be summed up by Fracasso who says, "It's encouraging to be working with people who are so excited about the university."

—JENNIFER HAWES

University of Maryland East Asia Delegation

Daniel Fallon, provost and vice president for academic affairs

Donna Hamilton, associate dean, College of Arts & Humanities

Mark Wellman, director, MBA & MS programs, College of Business and Management

William Destler, dean, College of Engineering

Aristos Christou, professor and chair, department of material & nuclear engineering

Jeffrey Frey, professor, electrical engineering

Frances Burwell, executive director, Center for International Studies, School of Public Affairs

Ivo Daalder, assistant professor, School of Public Affairs

I.M. Destler, acting dean, School of Public Affairs

Jack Fracasso, associate director, alumni programs, office of institutional advancement

Ronald Morse, director of international projects, office of institutional advancement

The Tutoring Twins: 20 Years, 10,000 Students

The wise visage of Albert Einstein on a large yellowing poster overlooks the Mollie and Simon Slawsky Memorial Clinic for Physics, seemingly, with approval.

"Physicists live on consensus," says Milton "Mitch" Slawsky, one half of the physics-tutoring Slawsky twins. He's 84 years old, five-feet tall and still as sharp as a right angle. He glances at the poster. "Einstein would have been nothing without consensus."

Upon the 20th anniversary of the clinic, it is the overwhelming consensus among students, faculty and virtually everyone who knows them that Mitch and his identical twin brother, Zaka "Zak" Slawsky, have been godsend to students trying to overcome a fear of physics.

For two of their eight-plus decades, Mitch and Zak and a handful of associates have volunteered five hours a day, five days a week to help more than 10,000 students grapple with the difficult concepts of physics. Students depart with a better understanding of the subject, a grade-point average that is half a point higher than their "untreated" peers and with the wisdom imparted by two men who once met and knew many major physicists of the first half of the 20th century.

Convinced they could help students understand the "language of physics," the Slawskys launched the clinic, named for their parents, in 1975, after Zak and Mitch retired as physicists from the federal government. The challenge is getting students to think in terms of algebra rather than English, says Mitch. "Mass is a measure of inertia. It is not what people go to on Sunday."

The Slawskys emphasize that their clinic is "student-oriented," rather than "subject-oriented," like the teachers' lectures; the atmosphere is informal. "We're more like grandparents to the kids," Mitch says. "They cry on our shoulders and tell us about their problems."

It is a service physics faculty are



The Slawsky twins as they looked shortly after arriving at the university in 1975.

thankful for, as well.

"They make up for many of our sins," says Steven Wallace, chair of the physics department. "The clinic is particularly useful for students who need just a little bit more help than they receive in class."

Numerous newspaper and magazine articles have been written about the tutoring twins, including stories to appear in *USA Today* and the *Washington Times*. The Disney Channel featured the Slawskys in their "Making Their Mark" video series in which the story of the twins' remarkable upbringing is told.

Born in Brooklyn in 1910, the Slawskys traveled to Russia the following year to visit their grandparents. A joyful visit turned into a 10-year imprisonment, as the outbreak of World War I and the Russian Revolution restricted

the family from leaving.

Trapped in Kiev, the Slawskys lived across the street from a park that served as a military camp for the Bolsheviks. With their front lawn often exploding into a battlezone, the twins say that in their childhood naivete, they would often venture onto the porch of the house and listen to the bullets whiz by. By 1920, the fighting had escalated and in fear for their lives, the Slawskys and a neighboring family departed on a harrowing trip by sled across the frozen Russian landscape. "I guess if you've seen '[Dr.] Zhivago,' it was kind of like that," says Zak. The twins were to be put on separate sleds, but young Zak and Mitch refused. The Slawskys made it; the other family was stopped at the border.

Upon returning to New York, both became big Yankees fans and refused to speak Russian as they did not want to

be taken for foreigners. "After all, we were born in Brooklyn," Zak says. "That's foreign enough."

Their parents washed laundry by hand during the Depression to put the twins through college—an education culminating in a pair of Ph.D.'s in physics from the University of Michigan in 1938.

Until they were 31, the twins had not been apart for more than 24 hours; then, Mitch took a wife. Three years later, Zak married Mitch's wife's sister.

Fifty years later, Zak, now a widower, eats dinner at his brother's house every weekday evening and the two carpool to work each morning. Both still enjoy turning heads by dressing in similar clothes, and they even order the same ice cream—egg nog with chocolate sauce and rainbow sprinkles.

But after 84 years, the Slawskys, admittedly, are not getting any younger, and additional volunteers to staff the clinic are becoming increasingly hard to find.

Although retirement remains out of the question, ("When we drop dead, that is when we retire," says Mitch) the Slawskys are now working to ensure the clinic will continue to treat students. To accomplish their goal, the twins began an endowment to fund a permanent director and a senior fellow for the clinic. Last summer, with the help of physics department staff, they compiled the names of thousands of clinic alumni from old attendance lists. A telephone and direct mail fund-raising campaign is scheduled to begin in November.

So what has caused the Slawskys, a pair of world-class physicists, to last even this long with students who can't tell a kilojoule from a kilowatt?

"Infinite patience?" a former student, now a civil engineer, once hypothesized.

"No," Zak replied. "Just compassion."

—JOE SUGARMAN

Trackless Team Finds a Home

"It was like trying to have a football game without a football field." That's how head track coach Bill Goodman describes the situation he has endured for the past four years.

It's been that long since there was a track on this campus. Ironically, renovations made for the football team on Byrd Stadium—the site of the old track—took it away. It was a storied track, that featured the likes of Renaldo Nehemiah more than 15 years ago.

But as Senior Associate Athletic Director Suzanne Tyler points out, the track that was here was not "competitive," and precluded numerous large scale meets from being held here.

"We were even limited in the number and kinds of meets we could have," Tyler says, adding that it's been close to 10 years since there was a regulation track with the proper number of lanes.

"Being in the ACC, a Division I program, it's perhaps a little embarrassing that we haven't had [a track] for several years," says women's lacrosse head coach Cindy Timchal.

But those days are dwindling, thanks to construction that is scheduled to be

completed on the West Fields Complex, a \$2.5 million facility which will feature a regulation track, a soccer/lacrosse field, lights and 1,500 seats.

The complex, located next to Lot 1, should be completed in time for the spring sports season, according to athletic department facilities coordinator Curt Callahan.

"It makes all the difference in the world in terms of the perception that we are serious about the sport," says Goodman. "I think it's going to help when we have a meet at home. People on the team will be able to compete in front of their friends and family."

In the interim, Goodman has had to field competitive teams that must practice everyday at Parkdale High School.

"We've had to have a real good pitch in terms of emphasizing the positives of our academics and our location," says Goodman, who has had difficulty recruiting top "blue chip" talent. "If you don't have a track, it's major," he says.

Use of the complex should help to make scheduling—of both practices and games—less stressful for coaches. Timchal, whose team won the NCAA



The \$2.5 million West Fields Complex is slated to open sometime this spring.

championship in 1992, said she is planning to use the field as much as possible.

"We're excited about the possibility of featuring our evening games because it is a lighted facility," says Timchal.

Men's soccer head coach Sasho Cirovski is fully aware of the new facility's impact on his team, which will use the field in the fall of '95.

"It's going to be a tremendous marketing vehicle, because now with the

lights, we can play games that are viable for the soccer community and for students to come to games," Cirovski says. "Playing Wednesday games in the afternoon doesn't cut it."

But as happy as Timchal and Cirovski are, no one could be happier about the complex than Goodman, who says, "I feel like it's the best thing that has happened to us in a long time."

—CHAD CAPELLMAN

Take note

Calling All Baby Boomers

The Center on Aging is conducting a study exploring current policy trends that will influence employment and volunteerism in the next generation of older Americans. The project results will guide policymakers in planning for the aging of the baby boomer generation. As part of the study, the center will conduct focus group discussions with university faculty and staff to learn their thoughts about future work and volunteer options. The center also seeks thoughts about key issues that policymakers can address today to prevent future problems among baby boomers.

The center wants to include faculty and staff from many campus units and all job categories—faculty, associate staff and classified staff. The discussions will take place during a lunch hour in the HHP Building. Lunch will be served. All discussion group information will remain confidential—no participants will be identified.

For more information, call 405-2469.

Redesigning for a Changing Environment

In an ever-changing environment coupled with intense competitive pressure, all organizations are being driven to reinvent themselves in order to succeed. Hundreds of business, community and state organizational leaders gathered in Baltimore at the 1994 Maryland Quality Conference to share their experiences with redesigning organizations and bringing about continuous quality improvement.

The theme of this year's conference, sponsored by the Maryland Center for Quality and Productivity, an outreach arm of the College of Business and Management, was "Redesigning Organizations for a Changing Environment." It was co-sponsored by U.S. Senators Paul Sarbanes and Barbara Mikulski, the American Society for Quality Control, the Maryland Department of Economic and Employment Development, the Maryland Business Council and the Maryland Chamber of Commerce.

"The mantra of change is being spoken in businesses, governments, neighborhoods and activities across the nation in response to the need to create and deliver customer value more effectively than competitors," says Thomas Tuttle, director of the Maryland Center for Quality and Productivity.

A highlight of the 1994 Maryland Quality Conference was the presenta-

tion by Sarbanes and Mikulski of the prestigious 1994 U.S. Senate Productivity Awards for Maryland. Established in 1984, these awards recognize manufacturing, service and public sector organizations in Maryland that have made significant strides in the areas of quality and productivity.

In addition to the awards ceremony, the conference featured workshop sessions that focused on timely quality issues pertinent to organizations involved in reinventing themselves. Workshops included: Creating and Managing Customer Value; Building Strategic Alliances; Reengineering: Why Do It and How to Do it; Converting Defense Contractors to Civilian Markets; Beyond ISO 9000 and others.

Gateway Japan Now Accessible at McKeldin

Gateway Japan, designed for use by anyone needing access to information on Japan, is the newest electronic resource now available in McKeldin Library. Gateway Japan offers easy access to an expanding library of Japan-focused information through a user-friendly online information retrieval system.

The system includes: daily news clippings on Japan from 30 American newspapers; congressional research service reports on Japanese economic, political, security and social issues; government documents and reports, including congressional reports, hearings and testimony; State and Commerce Department documents; Japan Economic Institute indexes, monthly business reports and weekly reports; profiles on leading organizations and institutions that emphasize Japan in activities and programming; exchanges, internships and research opportunities and funding sources; and computer discussion groups.

Creole Celebration

The literary movement known as "Creolite" has drawn attention to the vitality of the Creole language in Guadeloupe, Martinique and Haiti. But Creole is not a linguistic phenomenon exclusive to the French-speaking islands; Creole languages exist in all the Caribbean islands originally colonized by Europeans.

For a long time considered a corruption of the European languages of colonization and regarded as dialects, Creole languages are now emerging as the most original cultural creation of Caribbean region.

"The Caribbean: A Creole Crossroads," a conference celebrating Creole voices of the Caribbean will be held on Saturday, Nov. 5, from 10 a.m.

to 6 p.m., in room 1120 of the South Campus Surge Building.

Poets, a chansonnier and a traditional storyteller from the three islands will perform their works and demonstrate the wealth and vitality of what now deserves to be called a language. Scholars will also present papers on the linguistic and sociological complexity of the Creole languages throughout the Caribbean region.

This conference is co-sponsored by the department of French and Italian, the Africa and Africa in the Americas Project, the Comparative Literature Program, the Latin American Studies Center, the College of Arts and Humanities, and the Office of the Vice President of Academic Affairs and Provost. The program is made possible in part with funds from the Maryland Humanities Council, Inc., through a grant from the National Endowment for the Humanities.

This event is open to the public without charge. For further information contact the conference organizers, Professors Maryse Conde, Madeleine Cottinet Hage, or Department Chair Ralph Tarica at 405-4024.

University Police Get Governor's Award

The University of Maryland Police Department (UMPD) proudly announces that the department will receive the 1994 Governor's Crime Prevention Award for Law Enforcement Agencies. Six awards related to UMPD will be given; two to University Police Officers, two to UMPD programs and two to citizens nominated by UMPD.

Two of the 10 officers state-wide who will receive awards for their crime prevention efforts are from UMPD; Sgt. Robert Mueck is receiving the award for his work with the Student Police Aide Program and Pfc. Barry Usher is receiving the award for his work with the Law Enforcement Explorer Program.

Two of the 16 programs recognized as "Outstanding Proactive Crime Prevention Programs in Maryland" are from UMPD: "The State Property Theft Initiative" and the "Student Police Auxiliary Foot and Bicycle Patrol Program." Also, two citizens nominated by UMPD will be recognized by the governor: Randi Dutch, manager of the Rossborough Inn, will be honored for her work with disadvantaged youth, and Sukij Yongpiyakul, from communications services, will be recognized for his work with telephone abuse and harassment cases.

The 15th annual Governor's Crime Prevention Awards Ceremony takes place on Nov. 22, in Annapolis.

Water, Water Everywhere

Richard Just, professor and chair of agricultural and resource economics, recently returned from Israel where he was asked to discuss the potential for cooperation among Israel, Jordan, Syria and the Palestinians on water resource issues in the region. Sharing of water resources in the Jordan River Basin has been the most difficult issue to resolve in both the Israeli-Jordanian and the Israeli-Palestinian peace accords.

Just presented results showing that cooperation on international water projects will be necessary to meet growing water scarcity problems over the next few decades. He contends that cooperation on these projects is made possible by recent peace agreements, but sustainability of the peace agreements will only be made possible if politically feasible and sustainable cooperation on international water enhancement projects can be attained.

Just presented results developed by a campus research team consisting of himself, John Horowitz, associate professor of agricultural and resource economics and Sinaia Netanyahu, a Ph.D. student in the department of agricultural and resource economics.

Save Those Grocery Receipts

If you shop at Giant or Safeway grocery stores, then you already know about the colored grocery receipts intended for collection by local schools. But what you may not know is that there is a worthy recipient of those receipts located here on campus: The Center for Young Children.

The center, which offers preschool and kindergarten programs for the children of faculty, staff and students, is a self-support unit and has felt the pinch of recent budget cuts. The receipts can be used to buy computers, software, reading, math and science materials, laminating machines and other educational tools.

Receipts can be sent via campus mail to the Center for Young Children or dropped off at the center, located on Valley Drive behind Denton Dining Hall. For the Giant program, which began on Sept. 18, 1994, contributors need only submit the portion of the blue receipt below the bottom line. Safeway also allows contributors to cut off the portion of the receipt which shows the total purchase before Savings Club and coupon deductions.

Any Safeway receipts dated between Aug. 21 and Oct. 31, 1994 will receive double credit. Both programs end March 4, 1995.

Making the Right Connection

continued from page 1

sorts—that connects a new employee with a less novice staff member. The program recognizes that not all of the information a new staff member needs can be provided through formal means.

"The Personnel Advisory Committee came up with the idea," says Wilkes. "They felt new employees needed this extra support. Mentors can advise new employees on things such as where to eat in College Park or how to book a conference room on campus. They

might even get the new employee involved by asking them to serve on a committee," she adds.

Volunteer mentors will be recruited over the next few months in anticipation of new employees requesting such a pairing. Training and a guidebook for mentors will be provided, Wilkes says.

Throughout the entire orientation process, the Personnel Services Department will be evaluating the orientation's effectiveness, from both the employee's and the supervisor's perspective.

"This is the first time someone has tried to do a comprehensive orientation program," says Dick Bosstick, assistant director of personnel. Orientation is an issue of empowerment, says Bosstick. "An informed employee is in a better position to make responsible decisions."

The orientation process, says Bosstick, is not necessarily limited to new employees. In fact, the new policy handbook being developed will be distributed to all employees. And, eventually, that handbook will be printed in

Spanish, Wilkes notes. "There are other languages out there that we need to translate, but we'll start with this," Bosstick says.

New employees will be contacted about the orientation program by letter. Further questions about the orientation may be directed to the personnel services office at 405-5654.

—JENNIFER HAWES

George Callcott: The Optimistic Historian

Despite history's lessons, George Callcott remains an optimist.

The professor emeritus of history who retired last summer after teaching at the university for 38 years still believes, as he puts it, that "humanity endures."

"It's the subject where you could come closest to seeing the whole, where you could see what mankind's role on the planet is," he says.

When Callcott began teaching at Maryland in 1956, "history was the way we understood civil rights, the way we understood America's role in the world, our foreign policy and what the role of government should be," he says.

But at about the time Callcott switched gears in his academic career to become an administrator—he was vice chancellor for academic affairs from 1970-76—America's place in the world changed, Americans' view of government's role shifted and universities also went through a sea change.

Violent eruptions on college campuses, including College Park, "were hard times for universities," Callcott says. A blown-out tear gas canister stamped with an October 1971 expiration date sits on a bookshelf in Callcott's office, giving silent tribute to the era in which the Maryland National Guard took over the campus three consecutive years, according to Callcott.

The United States emerged from World War II a unified nation, the victor over fascism, the strongest foe of communism and—later and with more difficulty as it turned out—poised to eliminate segregation at home. "There was an overwhelming sense of what society could do," Callcott says. "That was all lost in Vietnam. The government couldn't right the wrongs of the world. We seemed to be making things worse," he says. In addition, President Lyndon Johnson's war on poverty, like his war on Vietnam, was a "total failure."

Callcott appears sad when he draws the line from then to now. "We're cynical because we don't see how people can make things much better," he says. Unlike the previous generation, students don't see how the election of Republicans or Democrats would "make much difference, much less anything we do."

"There a sense of impotence," he says. Yet history remains "an exciting discipline to most students. Not so much because it teaches about society, but because it teaches how humanity endures."

"I think he's much more of an optimist than I am," says Jack Wennersten, a former student of Callcott's who now teaches American history at the University of Maryland, Eastern Shore. "He looks at the bright side of things... he takes the long view," he says.

"He was unfailingly positive about my work," says Diane Weaver, another former student of Callcott's. "Even when he had critical things to say, he did it in a positive way."

Callcott says he moved from the faculty to the administration because he optimistically believed he "knew how to run a university better than anybody else. I wanted a voice in how this should be run." Now at the age of 65, he seems to know better. "I was only right about half the time."

The decision by Callcott and other administrators to create a divisional system—to bring together theoretical and applied subjects—was a mistake, he says. "It was one of the most radical experiments in the United States," he says. "It didn't work at all."

But in choosing history as a profession, "there was a naturalness," he says. His father was a historian who taught at the University of South Carolina in Columbia, where Callcott grew up. "I remember as a child simply assuming you did not get out of school until you got your Ph.D. and then you could decide what your career is," he says.

After receiving his undergraduate degree at the University of South Carolina, he went on to earn his master's degree at Columbia University and his Ph.D. at the University of North Carolina at Chapel Hill.

Callcott's wife, Margaret Law Callcott, also is a historian, most recently the editor of 1991's "Mistress of Riversdale: The Plantation Letters of Rosalie Stier Calvert, 1795-1821."

Callcott led his students "to the discovery that they have to educate themselves. That's what we call learning," Wennersten says. "George is effective in serving as a guide."

Historians were once viewed as being "at the center, seen to be shaping society and shaping history," Callcott says. That is no longer true. And he does not have to look far to find an example.

Referring to his older son, Hardy, he says: "My own son's experience was that his father and grandfather were historians. He went to law school. That's where he saw the action to be."

Although Hardy Callcott is an attorney in the District, he doesn't believe he has abandoned history entirely. He received a bachelor's degree in history from Yale. And he is now combing the Federalist Papers and doing other research to prepare a brief.

"There was interest in academic achievement," the younger Callcott, 33, says. "There was not incredible enthusiasm about going to law school, but there was no pressure to get a Ph.D."

Callcott's younger son, Stephen, is an architectural historian in the District, a "practical application," the father says.

Hardy and Stephen Callcott grew up in University Park, where their parents still live. Recalling the anti-war era, Hardy Callcott remembers the smell of tear gas, the sound of helicopters and his father bailing students out of jail. "I thought this is what college is about," he says. Instead, when he got to college in the late 1970s, "kids were going to business school and Wall Street."

Retiring five years before he would be required to do so, Callcott calls his status "semi-retirement." He will be researching and writing a book on the history of the quality of life, using Maryland as an example. He also is president of the Maryland Humanities Council.

Will Callcott miss teaching? "Yeah," he answers reluctantly. "But it's going to be fun to have full time to think my thoughts without sharing them with others until I'm ready."

Even optimism has its limits.

—STEPHEN SINGER



George Callcott

Reflecting on the Good of the University

The following are remarks George Callcott offered upon receipt of the 1994 President's Medal at the 1994 Convocation.

I am only a symbol of many people who serve and benefit from this institution, and I realize better than you the flaws in the symbolism. I think of many colleagues whose scholarship has been more abundant and profound, of the times my interest in students flagged, of the mistakes I made as an administrator. I think of the times loyalty lapsed, such as when paying parking fines.

The purpose of this honor—the purpose of this convocation—is for all of us to celebrate higher education and the University of Maryland. We are fortunate to be part of an enterprise that benefits humanity and that enhances us as well.

Brit [President Kirwan] has properly introduced me as a survivor from the past, a has-been. This fall, my son reminded me, was the first time in 60 years, since I began kindergarten in 1934, when I was not starting school. Graduating finally now to a has-been causes me to wonder about the purpose of it all. Are there other careers where I might have done more good, or might have been happier? The answer is comforting, at least as I provide it for myself, and it is actually larger than I had realized. Probably it is useful to think occasionally of what we are ultimately trying to do.

Our purpose within the university is research and learning, and maybe the result is more central to our society than we generally acknowledge. We Americans boast of our free enterprise capitalism more than of our universities, but the research and learning of our universities have been engines for much of our economic success.

Higher education enrollments have grown by some 600 percent since World War II, and our gross national product by 600 percent, and there may be some connection. We boast of our democracy more than of our universities, but much of our democracy flows from an educational system that allows

many people to rise to a level of their competence.

We boast of our freedom, and much of it depends on the pursuit of truth within our universities. We occasionally boast—and we more often complain—of our culture, our humanity, our values. They may not be as crass by the standard of history as we imagine, but in any case they too flow in some measure, as Rush Limbaugh says, from our educational institutions and our most educated people. Better they flow from our most educated than our most ignorant, and better to be here trying to shape them than elsewhere trying to adjust.

Behind our economy, democracy, freedom and culture, then, we are a society, in some measure, led by our universities. Those of us on the inside are often too much aware of our weaknesses to boast, and those on the outside often degrade us because they are resentful, but ours is an age of universities. No other institution contributes so much. We are where the action is. We have put our careers at the center.

Finally, a private question: Is it fun to be free to look for new things and propagate our conclusions, and therefore is our personal belonging to the University of Maryland worthwhile? The answer is evident in the question, and we should ask the question often to observe the answer. We enjoy what we are doing. We belong here.

We belong to many things larger than ourselves—our family, our profession, our institution, sometimes to a religion, an ethnic group or a set of convictions. Our personal lives are worthwhile largely in proportion to our ability to belong to these things. Belonging takes an effort, whether to a family or a university, but it makes our lives worthwhile.

I repeat: we are fortunate to be part of an enterprise that so largely benefits and shapes society, and that enhances us as well. So thanks, Brit, for the honor that comes to me, and cheers for the good fortune that belongs to all of us at the University of Maryland.