

CAMPUS CURRENTS

Where are the Black faculty?

Dr. William B. Harvey discusses the consequences of institutional racism... page 3

STATE UNIVERSITY OF NEW YORK AT STONY BROOK

Feb. 17, 1986

Budget Outlook is Grim for SB

By Sue Risoli

"There's not much good news for Stony Brook," said University President John H. Marburger of New York State Governor Mario Cuomo's 1986-87 state budget proposal.

Marburger said in an interview that the staffing cuts that would be required if the budget released early last month is passed in its current form would "make it impossible for us to operate."

The number of positions that would be cut would be approximately 200 — "a minimum of 184," he said, at a funding level of more than \$3 million.

Other areas to be affected would be:

- Other than Personnel Service (OTPS) funding—everything other than salaries. "Last year we found that our OTPS budget was inadequate by about \$3 million and that gap is widening," Marburger said. "Inflation has increased, and budgetary increases have been less than the inflation, so we're slipping further behind."

- The Marine Sciences Research Center's Living Marine Resources Institute. Though it was funded in last year's budget, there is no provision for the Institute in this year's proposal. "This is an effort that is critical to the future of Long Island's shellfishing industry," Marburger said. "It's puzzling that something so important to the region has been left out of the budget."

- The development of the University's W.B. Yeats archives, considered to be one of the most complete collections of Yeats' papers in the world. "We said we were going to make this resource available to the academic community, and we did," Marburger noted. "We're going to be criticized, and rightly so, if we don't keep working on this project."

- An engineering equipment allocation, part of a SUNY-wide engineering enhancement effort last year, was replaced with a smaller amount. "That is also a disappointment, and inconsistent with the Governor's stated objective to encourage economic development in the area of engineering. The College of Engineering is extremely important to continued economic growth on Long Island," Marburger said.

Although Marburger called the budget one that "would prohibit us from fulfilling our mission in a very real sense," there were some portions of the proposal that he termed "encouraging". One was the provision of funding to add an additional level onto the existing University Hospital parking structure. However, he said, this increase in parking facilities would still be far from adequate.

"We need another parking structure," he said. "We simply don't have enough space. Also, there is no provision in this budget for parking facilities related to the construction on the new fieldhouse." Groundbreaking on the fieldhouse is scheduled to take place later this year.

The budget also recommends that the Hospital convert to an Income Fund Reimbursable (IFR) system, one in which the University Hospital reimburses itself through the collection of fees. "We've always collected fees, but they've never been put into a self-sustaining account," said Marburger.

He continued, "This may just seem

like a different way of accounting. But the IFR accounts are subject to less bureaucratic processes. This would provide the Hospital with more flexibility, and a more businesslike arrangement in a budgetary sense."

In terms of the increased budget flexibility recommended for the SUNY system last year by an independent commission, Marburger said, "That's one of the pieces of good news this year."

"Starting April 1, we will have greater flexibility in terms of turnaround times in transactions. It's up to us to try to change our systems now to take advantage of this new system." Marburger indicated that a campus-wide effort to streamline and change procedures would take place this spring.

Also proposed in the budget is an administrative computer upgrade. The University's central Sperry/UNIVAC computer would be replaced by an IBM system.

In addition, the budget contains an increase in the maximum graduate tuition waiver allowable. However, Marburger noted that the number of waivers had not been increased, and that "the stipends are still much too low."

The dormitory repair allocation has been doubled in this year's budget, and funding to install utility meters in dormitories was added. "This will assess more accurately students' utility usages and will lead to a fairer basis for billing," Marburger said.

A much-needed elevator will be added to the graduate Physics Building, Marburger said.

Regarding the staffing cuts, Marburger said that a hiring freeze would not be attempted. "We've had hiring freezes almost every year since I came here," he said. "It just doesn't do enough to generate the kind of dollars that we're being asked to slice out of the budget." Asked if there would be layoffs, he replied, "We know that the Governor doesn't want layoffs. Nobody does. But I think it's necessary for us to demonstrate that layoffs would be necessary with this budget, and therefore the budget has to be changed."

The next step will be for the New York State legislature to review the budget and submit changes for the Governor's review. If the Governor is not satisfied with those changes, he will develop a final budget with the cooperation of the legislators.

"This all takes place by April 1," said Marburger. "By that time, we hope the budget will be changed to one that will not cripple the University."

SB Union Shares its "Secrets"

The Stony Brook Union is offering "Secrets"—a series of non-credit workshops and mini-courses—to the campus and surrounding communities. Topics will range from ballroom dancing to vegetable gardening, and workshops will be conducted by professionals and hobbyists.

"Secrets" is scheduled for the weeks of Mar. 3-15 and Mar. 31-Apr. 19. All activities will be held on campus and there will be a \$1 registration fee for each activity. Call the Union at (24)6-7109 for more information.



Peaceful sleep may be achieved soon by this apnea patient. Tech use "sleep mask." w to

Hospital Offers Treatment for Sleep Apnea

By Diane Greenberg

A new treatment for sleep apnea, called CPAP (continuous positive airway pressure), has been used successfully in a pilot study at the Sleep Disorders Center in Stony Brook's University Hospital.

Success was achieved by having patients wear nasal masks during sleep. The mask, attached to tubing connected to a blower, functions by forcing air into the nose. This keeps the upper airway open.

Dr. Theodore L. Baker, the Center's director, said apnea is the most common sleep disorder treated at University Hospital. On Long Island, Baker estimates that more than 7,000 men who suffer from the potentially fatal condition have not yet been diagnosed.

Snoring and weight gain are precursors of apnea, a condition in which breathing stops during sleep for at least 10 seconds. It is 10 times more common among men than women. Baker explains apnea this way:

"As the upper airway musculature becomes flaccid during sleep, the upper airway itself becomes obstructed. The apnea sufferer struggles for breath, sometimes momentarily waking as often as every minute. Often patients do not recall these brief periods of nighttime wakefulness and do not know why they are constantly fatigued and irritable during the day."

Previously, he continued, sleep apnea had been treated surgically, with respiratory stimulants, with weight loss programs, and with various devices designed to ease breathing. The advantage of the new treatment now offered at Stony Brook, Baker said, is that it is relatively non-invasive and has so far been 100 percent successful.

The patients also are referred to the University's pulmonary clinic for tests, said Baker. "Dr. Edward Bergofsky, chief of the Department of Medicine's Pulmonary Disease Division, has been helpful to our work with apnea patients, as well as Drs. Adam Heurwitz and Gerald Smaldone," he said. "Also, Dr. Michael Sampson of the Department of Medicine is associate medical director of the Sleep Disorders Center.

CPAP was developed by Dr. Colin Sullivan at the University of Sidney,

Australia, about six years ago, but was introduced in the United States less than two years ago. Stony Brook is among the first sleep disorder centers to use it.

For more information, contact Dr. Baker at the Sleep Disorders Center, at 124(444 off-campus)-2916.

SB Creates New Institute for Decision Sci.

By Alvin F. Oickle

A new Institute for Decision Sciences—one of the very first in the United States—has been created at Stony Brook.

Provost Homer A. Neal has appointed Dr. Gerrit Wolf and Dr. Michel Balinski co-directors. Wolf is dean of Stony Brook's W. Averell Harriman College for Policy Analysis and Public Management and Balinski is professor of applied mathematics and statistics. Both will continue in their current roles as well.

The new institute will have offices and facilities in Harriman Hall, where the Harriman College faculty is located.

The Institute for Decision Sciences (IDS) will provide faculty resources for research-related activities. While visiting professors will be on campus this spring for seminars and similar academic events, the impact of the Institute is not expected until faculty is recruited over the next year.

The new institute is an outgrowth of the former Stony Brook Institute for Urban Sciences Research. Wolf explained, "The mission of this new unit is to become one of the nation's outstanding funded research centers in the uses and the methodologies of the decision sciences. The primary responsibility of the IDS is to raise funds for and to carry out research programs in the decision sciences, to supervise and support graduate student research

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Advancement: Are women in "male" occupations really achieving it? Dr. Patricia Roos wants to find out.

Have We Come a Long Way? Sociologist Looks at Women in Traditionally "Male" Occupations

By Diane Greenberg

For the first 70 years of this century, strict boundaries separated male and female occupations. But a curious new division has developed during the past 15 years, according to Dr. Patricia A. Roos, assistant professor of sociology at Stony Brook.

Dr. Roos and Dr. Barbara Reskin, professor of sociology at the University of Illinois, are attempting to determine why some occupations—for example, typesetting and insurance adjusting—have been dramatically integrated by women while most others, such as dentistry, have remained in the male domain.

Roos and Reskin, who have received funding of \$101,000 from the National Science Foundation and the Rockefeller Foundation for a two-year study that began last fall, are also studying what form women's integration into male occupations has taken.

"We want to find out if women have moved into the various strata of the occupations they have integrated, or if they have stayed within certain lower-paid specialties," Roos explained. "For example, take pharmacists. Women pharmacists are more likely to dispense drugs as employees of others than to work in entrepreneurial or management roles.

"Also, what are the consequences of women's entry into certain occupations? Has it affected earnings and prestige? Do men abandon these occupations, leading to their resegregation as female jobs? For example, this has happened in teaching and clerical work."

The two professors are using a two-pronged approach for their study: case studies, involving in-depth interviews of

employees, employers, union officials and trainers related to the occupations selected for study (those that have been most dramatically integrated), and a statistical analysis of 503 occupations categorized in the 1980 U.S. Census to determine the change over time in the characteristics of the occupation.

"In our analysis," Roos said, "we will be looking at changes in opportunities for part-time work and for self-employment, as well as qualifications needed for the job, wages, level of unionization, or if the occupation is people-oriented or machine-oriented."

In some occupations, change in technology has been critical in determining women's entry into the field. For instance, in 1970, 17 percent of typesetters were female, compared to 56 percent in 1980, according to the U.S. Census figures. Roos attributes this feminization of the job, in part, to the shift from printing machinery that required the special skills of printers to a computerized electronic system, in which a typewriter keyboard is used. Once, typesetters spent four to six years in formal apprentice programs; now training can be acquired in a much shorter time.

And, Roos said, working conditions for typesetters have changed. Cleaner and quieter working conditions are the norm now, compared to hot, dirty shops where heavy equipment had to be lifted by typesetters.

Roos commented, "Public policy is concerned with equal opportunity in employment. We want to find out if each of the sexes really has an equal chance at certain jobs, or if they are constrained in their opportunities. If they are, we want to find out why."

"If we can identify what factors are associated with increased female entry into traditionally male jobs, we will be able to provide insight into improving women's job opportunities across a wide range of occupations."

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and Ph.D. theses across a broad spectrum of disciplines, and to take the lead in fostering the injection of new empirical ideas and problems, coming from government, industry and society that defy the ordinary disciplinary classifications, into the academic life."

Wolf envisions "an interdisciplinary effort that will encompass work in a variety of areas such as the theory of games, mathematical programming, organizational behavior, experimental gaming, economics, political science, statistics, data analysis, econometrics and simulation, among others."

Balinsky summarized, "In short, it connotes research motivated by real problems coming from many different sources and carried out in the mathematical idiom."

Stony Brook's goal also is to have its IDS closely linked with the emerging Management Studies Program being developed under Wolf's guidance.

Building Named for Former Governor Harriman

By Alvin F. Oickle

The building on campus known as "Old Physics" has been renamed W. Averell Harriman Hall in honor of the state's former governor.

The SUNY Board of Trustees authorized the change by approving the action taken by the Stony Brook Council, the University's regional advisory committee.

SUNY chancellor Clifton R. Wharton, Jr. explained that the honor was extended to Governor Harriman "in appreciation for his continuing support of the W. Averell Harriman College for Policy Analysis and Public Management on that campus, as well as to honor his distinguished career of service and commitment to the state and nation."

He added, "Governor Harriman is, at 94 years of age, an elder statesman with a long and distinguished career of public service." Harriman served in all president's administrations from Franklin D. Roosevelt through Lyndon B. Johnson.

University President John H. Marburger noted that Harriman Hall is one of the original buildings on the

Stony Brook campus and that it currently houses the Harriman College for Policy Analysis and Public Management as well as the Departments of Philosophy and Religious Studies. "This action recognizes also Governor Harriman's role in providing the charter for the University at Stony Brook," Marburger said. "We have always appreciated his support, and having his name on this building reminds us continually of his impact on our institution."

The trustees granted an exception to board policy that buildings and grounds be named only for prominent local or state deceased persons "on the basis of Governor Harriman's great service and his substantial gift of an endowment, the annual proceeds of which are used for the further development of Harriman College at Stony Brook."

The board last year made an exception to permit the naming of the Lecture Center at Stony Brook in honor of Jacob K. Javits, former U.S. Senator from New York.

Public Safety Initiates Nightly "Off-Peak" Patrols

The Department of Public Safety has placed guards in four buildings during "off-peak" hours, and plans to eventually expand the program to include every building or group of buildings on campus.

The guards patrol the Fine Arts Center, Social and Behavioral Sciences Building, Mathematics Building and Graduate Physics Building from 10 p.m. to 6 a.m. each evening. There also is a guard stationed in the Frank Melville, Jr. Memorial Library from 6 p.m. to 2 a.m. These areas were chosen because they are considered to be "high-activity, high-trespass areas," said Officer Doug Delmar of the Department's Community Service Unit.

The guards operate in a non-interventional capacity (that is, they may make arrests only in emergencies; their primary duties are to observe and report), said Delmar. "They remain in constant radio communication with Department headquarters," he said.

Attention Campus Dancers

Late registration for the campus Dance Workshop Club will be held Tuesday, Feb. 17 from 3 to 6 p.m. in the Gymnasium intramural office.

Courses offered this semester will be ballet and jazz (beginning and intermediate), aerobic dance and stretch and strengthen. Classes will be held for eight weeks at a cost of \$6 per

week for ballet and jazz (one session per week) and \$12 per week for aerobic and stretch (two sessions a week).

For more information, call Claire Dorgan at (24)6-6790.

Group Shop Schedules Spring Program

Are you a victim of stress? Perhaps you need to meditate... or practice some yoga.

The Group Shop is offering free workshops on these three topics, plus many others including AIDS, dream appreciation and post-divorce parenting. Any member of the campus community is welcome. Groups are small to encourage a comfortable, informal rapport between participants.

Registration after Monday, Feb. 17 will be on a space-available basis. For more information, call the University Counseling Center at (24)6-2282.

Postal Rates Up

Postal rates continue to climb. The new rate for non-profit bulk mailings (third class), such as permit #65 and #69 mailings, is 7.4¢ per piece. This is for mailings of 200 or more pieces with the permit indicia printed in the upper right corner, mailed at the same time and bundled appropriately in zip code order. Second class (periodicals) mailing rates have also increased sharply. For more information, call Robert Haig, supervisor, Mail and Messenger Service, at (24)6-5118.



Campus Women's Safety Committee prepares for upcoming Mar. 8 conference titled "Men and Women: The Power to Change." Dr. Billy Wright Dziech, author of Sexual Harrassment on Campus, will be the keynote speaker. For more information, call Audrey Wolf at (24)6-2855.

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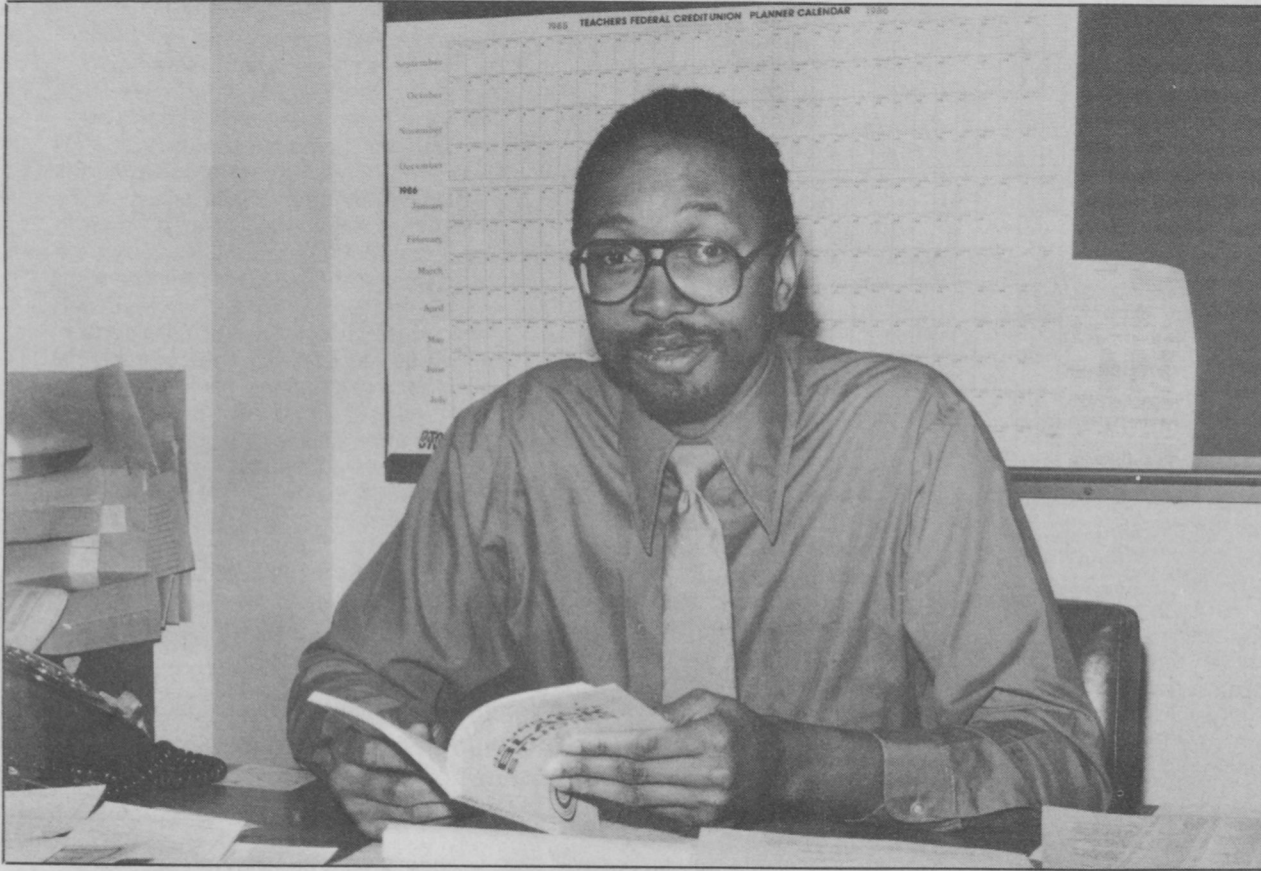
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Where Are the Black Faculty Members?

In a climate of institutional racism, students—as well as faculty—are the losers.

By William B. Harvey

Only two words can be used to characterize the presence of blacks on the faculties of predominantly white colleges and universities: small and nonexistent. Although the number of black faculty members at such institutions has never been large, it now seems to be shrinking even further.

There are several apparent causes and consequences of this situation. For one thing, not enough blacks are receiving Ph.D.s. The passport to faculty status at most four-year colleges and universities, the doctoral degree—or in this case its absence—is considered to be a major factor in the small black presence at predominantly white institutions of higher education. Of course, the fact that there are relatively few black Ph.D.s is significant, but it does not explain why, during the latter half of the 1970s, the number of black faculty members nationally declined at the same time that the number of black Ph.D. recipients increased.

That decline has continued into the 1980s, and while some of the black Ph.D.s chose to enter the private sector or government service rather than the

a vacant slot is largely made by the people who already hold faculty status. Overwhelmingly, those people are likely to be white and male, and available data clearly show that the person chosen is most likely to be a white male; after that, the much less likely choices will be, in descending order, a white female, a black male, a black female. The excuses offered for not hiring blacks for faculty positions range from their having a less impressive background than the white candidate to their not being a "good fit" with the rest of the faculty.

Even at this point in our nation's development, it cannot be denied that there are still whites who prefer not to have a black person as a colleague. Because most white faculty members have had little sustained or significant contact with blacks, they have no direct information that they can use to counter prevailing racial prejudice. Their refusal or inability to move beyond stereotyped ideas about blacks results in a campus climate that minimizes the chances that a black will be hired. Individual prejudice and timidity thus become structurally entrenched as institutional racism.

Another reason is the failure of affirmative action. Judging by the decreasing number of black professors,

"Even at this point in our nation's development, it cannot be denied that there are still whites who prefer not to have a black person as a colleague."

academic, the available data do not indicate that all the "excess" Ph.D.-holders were absorbed by those other employers. The fact is that at no time since the desegregation of higher education has the percentage of black faculty members at predominantly white institutions come close to the percentage of Ph.D. recipients who are black. Currently, the estimated representation of blacks on the faculties at such institutions is believed to be under 2 percent.

One reason for that is the lingering climate of institutional racism. In the great majority of situations when there is a faculty position to be filled, the decision about who is hired to occupy

that policy is neither affirmative nor active at present. The comparison with the progress of white female faculty members, for example, is striking. Although they still represent a smaller portion of the total faculty than of total Ph.D. recipients, their number has grown considerably since affirmative action was instituted, and is continuing to increase.

In effect, an institution's identification as "an affirmative-action employer" may indicate little more than a willingness on the part of the administration to advertise a position ostensibly before, rather than after, it

has been filled. The intention is to make available positions known to black candidates who might then be encouraged to apply. The effort is coordinated by an affirmative-action officer who is usually an administrative staff member.

In practice, the affirmative-action officer's role is likely to be limited to suggesting where to place advertisements and perhaps reviewing the resumes of the finalists. Rarely is an

"The inordinate amount of time that black faculty members...feel they have to spend providing advising and counseling services to black students...prevents the faculty members from becoming as involved in research and scholarship as their white counterparts."

affirmative-action officer in a position to void a search because competent black applicants have been bypassed. Some people argue that this is the way it should be, that only faculty members can judge whether a person is appropriate to join their ranks. The prevalence and success of that argument have been a major factor in limiting the effectiveness of affirmative-action programs, at least for blacks.

One of the serious consequences of there being so few black faculty members is that white students are not likely to come in contact with black teachers. Despite a common tendency to be self-deprecating about the influence they have on their students' lives, professors actually have both real and symbolic influence on students' views and interpretations of social and political issues. That is due in part to the high status they hold in their students' eyes as members of an intellectual elite, precisely because of the positions they occupy and the amount of education they have acquired.

When white students look at their professors and see few, if any, blacks among them, they could erroneously conclude that those blacks are the only ones who have the appropriate measure of scholarship to merit a position on the faculty. Because many white students have probably never encountered a black person in a position of authority, it is not surprising that they could reach such a faulty conclusion. Taking a course with a black instructor is the best way for white students to overcome their prejudiced misconceptions about the intellectual capabilities of black people. To the degree that experience is the best teacher, there is no substitute for interaction of this kind.

Another consequence is a lack of role models for black students. That the atmosphere at predominantly white colleges and universities is inhospitable, not to say antagonistic, to many black students has been documented repeatedly. The inordinate amount of time that black faculty members consequently feel they have to spend providing advising and counseling services to black students has been identified as a factor that prevents the faculty members from becoming as involved in research and scholarship as their white counterparts. Nevertheless, most of them continue to provide their time and expertise, because they recognize that the students will suffer if they do not do so.

Obviously, a decreasing black faculty presence means not only that less assistance and support will be available for black students, but also that there will be fewer role models for those students to pattern their own performance and career aspirations after. The situation is particularly compelling regarding black graduate students, since it has been shown that the number of blacks on graduate school faculties is the most significant predictor of success in recruiting black students for graduate and professional schools.

A third consequence is decreased opportunity for interaction and communication among black and white faculty members. Although it does not appear that black and white academics interact or communicate much as professional colleagues involved in the same enterprise, it is obvious that a diminution in the number of black professors will further reduce the likelihood of such interaction and communication. White professors, like whites in other walks of life, have shared in the nation's legacy of racial discrimination, while blacks have always

had to understand and respond to the dominant culture. The presence of black colleagues affords white professors an opportunity to understand and appreciate black cultural heritage better, through discussion and mutual exchange of ideas, opinions, and perspectives. For the great majority of white faculty members, this is an area in which their knowledge base could be broadened considerably.

Black professors are becoming an endangered academic species. The higher-education community must take action to reverse that ominous trend, not only for moral or political reasons, but because it is in our own practical self-interest, as well as that of the larger society, for us to do so.

William B. Harvey is senior researcher in the University's Research Group for Human Development and Educational Policy.

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Campus Currents invites readers to submit their comments for publication, either in the form of letters, essays or articles, to be printed in this column. Submissions should be typed and signed. *Campus Currents* will not print unsigned pieces, but will at times honor requests for anonymity. The editor reserves the right to be selective in choosing pieces to be printed. Send materials to Comment, *Campus Currents*, 121 Central Hall, 2760.

AFFIRMATIVE

From the EO/AA Office

Hiring Quotas: Unfashionable, but Effective

By Douglas B. Huron

It may be fashionable to insist that affirmative action, and especially quotas for minorities, don't work. But in many kinds of situations these remedies do work, providing job opportunities for qualified (or easily qualifiable) people who otherwise would not have them.

This does not mean we should turn to affirmative action to solve all the problems of America's unemployment and underemployed minority groups. Affirmative action provides useful tools, but not panaceas.

An affirmative action program cannot make an illiterate person literate, or teach good work habits, or turn someone with janitor's skills into an engineer. There still is no substitute for education, training, and apprenticeship.

But in many circumstances, members of minority groups have been discriminated against casually, thoughtlessly—because it has been the fashion not to hire them. Thus, many big-city police and fire departments traditionally hired no blacks; many craft unions accepted no blacks as members; many big companies put no blacks in positions higher than janitors.

When patterns of discrimination are apparent, affirmative action and quotas may be valid tools to create a response. And they may also be useful for an employer who recognizes the problem and acts to change it voluntarily.

The utility of affirmative action and quotas was demonstrated late last year in hearings held by Reps. Don Edwards (D-CA) and Patricia Schroeder (D-CO). In those hearings I talked about public sector employment in Alabama, something I learned about as an

attorney in the Justice Department's civil rights division in the Nixon-Ford administration. Another witness at the same hearing was Fred Cook, vice president for human resources at Mountain Bell in Denver.

could be identified following a laborious process of records analysis. In short, Frank Johnson in 1970 ordered everything W. Bradford Reynolds, the current assistant attorney general for civil rights, would require of an employer guilty of discrimination. But nothing substantive changed, despite Alabama's compliance with the specific elements of Johnson's decree. Perhaps the state's attitude was still grudging, or blacks were still too skeptical, or perhaps other factors were at work. Whatever the explanation, black employment in Alabama agencies remained low.

The one exception to this otherwise gloomy picture lay in the area of temporary employment. There Johnson had simply imposed a quota on temporary hires. It was fixed at 25 percent—approximately the black population percentage in Alabama—and the goal was met.

But there was still no improvement in permanent positions.

Then in January, 1972, the Alabama NAACP filed suit against the Department of Public Safety—the state troopers. At that time everyone in the department was white—the troopers, the officers and the support personnel. No blacks had ever been employed there. Throughout the 1950s and 1960s—from the schoolhouse door to the Selma bridge—the troopers had been the most visible instrument defending segregation.

Anti-discrimination ruling

Johnson ruled that the department had engaged in a "blatant and continuous pattern and practice of discrimination." Having learned from his experience with other Alabama

agencies, Johnson immediately imposed a quota: he required the state to hire one black trooper for each new white hired, until blacks reached 25 percent of the trooper force. He also applied the same formula to support personnel.

The state complied, and the results have been little short of astounding. Within weeks, Alabama had hired its first troopers. Within two years, there was a substantial number of blacks the force, and the director of public safety later testified that they were competent professionals.

Today, 12 years after the entry of Johnson's decree, Alabama has the most thoroughly integrated state police force in the country. Over 20 percent of the troopers and officers—and nearly 25 percent of the support personnel—are black. The day is fast approaching when the Department of Public Safety will be freed of hiring constraints.

When the Justice Department contrasted the initial results on the trooper force with the lack of progress in other Alabama agencies, the Department went back into court, asking that hiring ratios be applied to entry-level jobs in the other Alabama agencies. Johnson gave the agencies plenty of time—over two years—to mend their ways.

When little changed, he issued a decision finding statewide discrimination, but he demurred to Justice's plea for quotas. He said that "mandatory hiring quotas must be a last resort," and he declined to order them. But Johnson noted that the denial would be "without prejudice" to justices seeking the same relief one year later. "In the event substantial progress has not been made by the 70

state agencies, hiring goals will then be the only alternative."

The message—the threat—could not have been clearer, and the agencies immediately began to come around. In the eight largest departments, which together account for close to 75 percent of all state workers, black employment increased by over half between 1975 and 1983 and now stands at over 20 percent. And black workers, who used to be concentrated in menial jobs, now appear in substantial numbers in nearly all the larger job categories.

No doubt problems remain in Alabama, but the only fair conclusion is that dramatic progress has been achieved in public employment for blacks over the past decade.

Affirmative action at Mountain Bell

At Mountain Bell—an affiliate of the American Telegraph and Telephone Company before divestiture—affirmative action was also needed.

In 1972 AT&T entered into a six-year consent decree with the Equal Employment Opportunity Commission and the Justice Department to substantially increase the number of

"Throughout the 1950s and 1960s—from the schoolhouse door to the Selma bridge—the troopers had been the most visible instrument defending segregation."

minority and female workers, as well as the number of women in non-traditional jobs such as installers, cable repairers and frame attendants.

It was not easy at first. Fred Cook, Mountain Bell's vice president for human resources, said it did not meet its goals for the first year of the decree, but the company then intensified its recruiting efforts and was on target for the next five. As a result, minority managers at the company have increased from under 200 to over 1,400, and there are now nearly 1,200 women in non-traditional jobs, compared to 81 in the year before the decree.

Cook defends Mountain Bell's employment practices in the 1950s and 1960s, saying that his company was more responsive than most to the aspirations of minorities and female workers. But he frankly admits that the consent decree focused the company's efforts in a particularly acute and compelling way. If it weren't for the decree, with its affirmative action goals, the progress Cook recounted would not

have been made.

It is also significant that affirmative action has helped Mountain Bell in a very practical way. Fred Cook said recently that, before the consent decree, "we were reflecting society. We were not using all the talent available." Under the decree, though, the company discovered that its minority and female work force was a "gold mine" for high-quality managers.

And in the wake of Mountain Bell's own efforts, blacks, Hispanics and women formed organizations aimed at helping one another and at assisting the company in identifying still more talent. Cook praised the work of these groups, and he said that the net result is that Mountain Bell has done a "very good job, especially since the consent decree has ended." The company has no interest in turning back: "it is good business sense to take this kind of affirmative action." It is ironic that it took government action to sharpen Bell's business judgment.

Affirmative action can be a potent weapon, so it should be used only with great care. An effective affirmative action program should have a limited duration, should be aimed only at

genuine problems caused by past discrimination, and should not involve the waiving of valid standards and criteria. Otherwise the problem of selection based on race or sex may simply be perpetuated indefinitely.

In deciding whether affirmative action is desirable or required, the key question is, what caused a company to exclude blacks from its work force, or keep them in menial jobs? When the answer is that the blacks did not have the requisite skills or training, then affirmative action is unlikely to be an effective remedy. But when the cause was discrimination, either overt or casual, affirmative action may be required.

Douglas B. Huron, who worked in the White House under the Carter administration, practices law in Washington, D.C. This article appeared previously in The Washington Post and Newsday.

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"When patterns of discrimination are apparent, affirmative action and quotas may be valid tools to create a response."

attorney in the Justice Department's civil rights division in the Nixon-Ford administration. Another witness at the same hearing was Fred Cook, vice president for human resources at Mountain Bell in Denver.

Progress in Alabama

Alabama has seen dramatic changes in the level and type of black employment in public agencies over the past decade. Most of that change is directly attributable to litigation and specifically to affirmative action and quota decrees entered by U.S. District Judge Frank Johnson of Montgomery. And it is tough to imagine how blacks would have gotten those state jobs in Alabama without them.

In the late 1960s, the 70-odd Alabama state agencies employed only a handful of blacks above the menial level. At that time the Justice Department sued seven of the larger agencies that together employed over half the state government's work force. Following trial, Johnson found that of the 1,000 clerical employees in these agencies, only one was black. Of over 2,000 workers in semi-professional and supervisory positions, just 26 were black.

This paucity of black employees was no accident, since the state refused to recruit at black schools. What was even more telling was the fact that, on those occasions when black applicants appeared at the top of employment registers, agencies passed over them in favor of lower-ranked whites.

To try to remedy these entrenched discrimination patterns, Johnson enjoined the passing-over of qualified blacks and required the state to attempt to recruit black applicants. He also ordered the hiring of some 62 blacks who had been passed over and who

BRIEFS

Student Selected to Attend Conference

JoAnne Olinkiewicz, a senior majoring in mechanical engineering at Stony Brook, has been selected to represent, as a student member, the New York State Society of Professional Engineers at the winter meeting of the National Society of Professional Engineers in Fort Worth, Texas.

All student members of the national society who competed were required to write essays on "career awareness."

Olinkiewicz is vice president of Stony Brook's student chapter of the National Society of Professional Engineers and a member of Tau Beta Pi, a national engineering honor society. She plans to attend graduate school next year. Her career goal is to teach engineering on the college level.

SB Appoints New Lacrosse Coach

Stony Brook has appointed a new lacrosse coach for the 1986 season.

Bruce Casagrande, who played at the State University College at Cortland and Lindenhurst High School, has returned to Long Island to fill the Stony Brook vacancy after a successful stretch of playing and coaching at several campuses.

As an undergraduate, Casagrande was a standout attackman for the Red Dragons of Cortland, where he led the team to the 1973 college championships.

WUSB Broadcasts Program on AIDS

"AIDS Clearinghouse," a twice-weekly program dealing with current developments regarding Acquired Immune Deficiency Syndrome, began an indefinite run on Stony Brook's radio station WUSB-FM during the last week of January. According to Douglas Delmar, the program's producer, each six-minute feature scheduled for Tuesday and Thursday mornings at 9:55 a.m. is designed to inform and educate the public about AIDS, drawing on medical journals, public health notices, mass media and organizations (such as the Hemophilia Foundation) which serve the so-called "high-risk groups." WUSB-FM broadcasts on a frequency of 90.1 MHz and can be heard throughout most of Suffolk as well as portions of Nassau and parts of upstate New York and southern Connecticut. Comments and informational leads may be addressed to AIDS Clearinghouse Radio Program, WUSB-FM, Student Union, SUNY Stony Brook, NY 11794-3263.

PERSONNEL *IZED*

Brought to you by the Department of Human Resources

SB Welcomes Manager of "Class./Comp."

By Marilyn Zucker

The University welcomes with pleasure its new manager of classification and compensation, Cindy Klann. A lifelong resident of Michigan, Klann comes to Stony Brook with experience gained from working in university and hospital settings.

After earning a master's degree in industrial relations at Wayne State University in Detroit, Klann worked there as a personnel officer in "Class. and Comp." She then moved to a hospital setting, first as a compensation analyst at Detroit Receiving and later as a compensation specialist at Harper Grace. Klann spent two years as compensation manager at Eastern Michigan University, before finding the challenge and appeal of moving east to Stony Brook irresistible.

"Personnelized" had an opportunity to ask Klann some questions about Class. and Comp. work:

Q. What is the role of the classification and compensation section at Stony Brook?

A. As part of the Department of Human Resources, the classification and compensation section plays a dual role. The first is to serve in an advisory capacity to departments in their classification actions and decisions; the second is to play a procedural role as a liaison between campus departments and the central offices in Albany, to assist in gaining approval for classification actions.

Q. Can you be more specific about the way in which you can be of service to departments?

A. When members of a department find, for example, that work has expanded so that someone's job has increased in responsibility or that the

department needs a new position, they may contact us either to describe the new position or redefine the old one. Or a department may want to reorganize: to redistribute its work, to restructure its staffing. Since class. and comp. is ultimately responsible for these decisions and recommendations, we'd like to provide the necessary guidance to the department at the beginning and throughout the complicated process to make sure that recommended revisions are justified and supportable.

Q. What are some of the guidelines you use in establishing a new position or in reclassifying?

A. We consider both internal and external equity. That is, our action in one department should be consistent with what already exists in other departments and our action on the Stony Brook campus should be consistent with the system statewide.

Q. Does this allow you very much leeway to change things?

A. Our goal primarily is to be more creative and effective in functioning within the systems we have. Occasionally, a position will need to be reallocated to a new salary grade statewide. More frequently, however, comes the challenge of keeping jobs fairly classified and equitably compensated on the campus, providing adequate recognition for a person's work while observing certain guidelines.

Q. How may departments make use of your expertise?

A. They may contact me or my assistant, Richard Armbruster, at (24)6-8315, preferably as soon as they begin considering a class. and comp. action. We'd like to be instrumental in shaping requests, increasing the likelihood that the requests will be approved. We would like, as well, to educate the community on the procedures and requirements of such actions and to increase communication during the process of those actions.

Campus Bids Farewell to Retiree John Williams

By Marilyn Zucker

John Williams is ready to begin a new life in North Carolina.



John Williams, assistant for University financial analysis, has retired from the University after a twelve-year career devoted to enhancing the quality of life at Stony Brook. His tenure here was noteworthy because of his ability to relate well with students and to achieve compromise with them.

After serving as a counselor in Student Affairs and then as an administrator in Residence Life, Williams moved to Auxilliary Services, where he ran the dorm cooking program and helped negotiate a contract for the new bookstore. He then joined General Institutional Services as assistant to the director, where his responsibilities included dormitory furnishings and student enterprises; he also oversaw the paper recycling project.

John brought to each of these positions a remarkable ability to "connect" with many different kinds of people.

While at Stony Brook, he completed studies for the ministry and is leaving now to become pastor to a congregation in Washington, North Carolina. Although members of the campus community will miss him, we take pride in the fact that he brings experience gained at Stony Brook to his new position. In a real sense, John Williams fulfills Stony Brook's mission to

educate and send forth people of excellence who can make a difference. We wish him well.

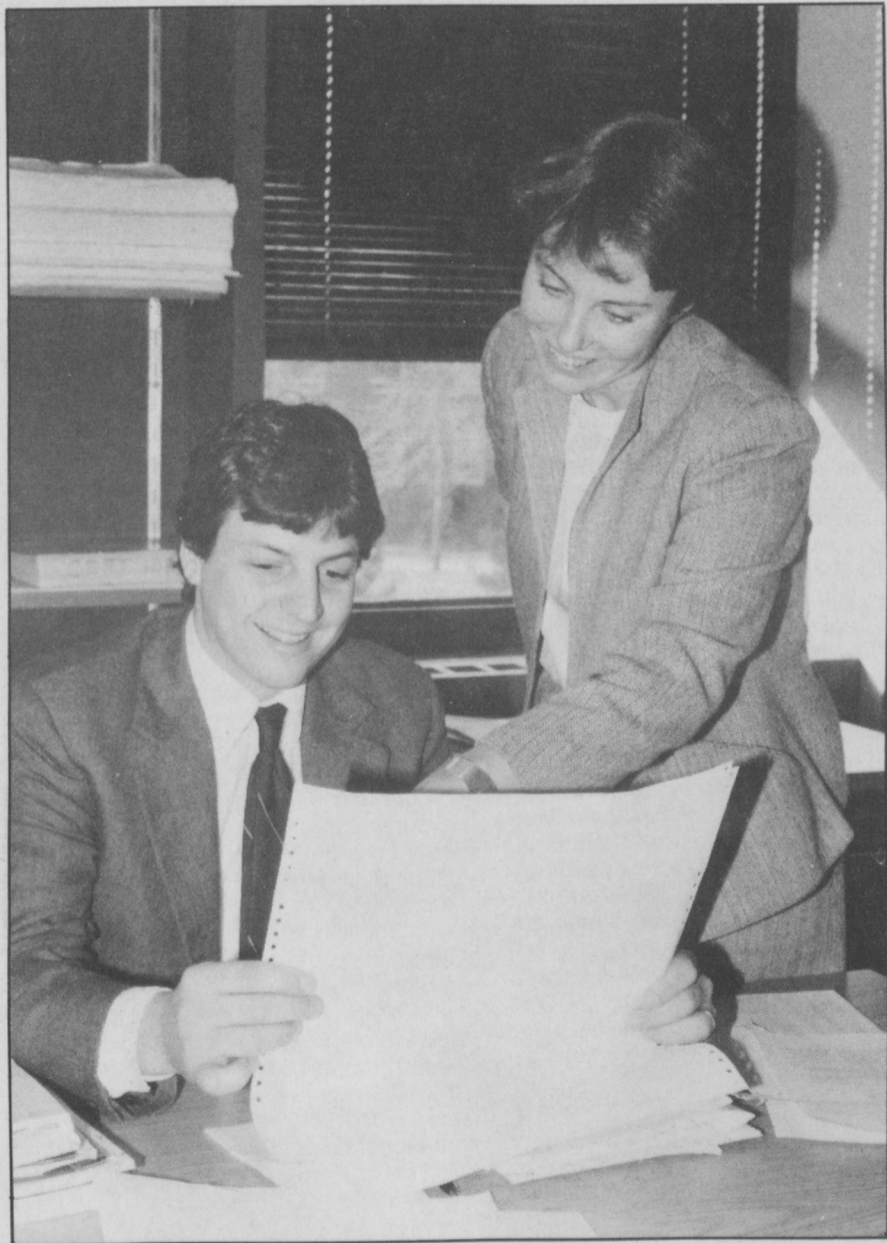
Benefacts

A new benefit is available to terminated employees: The New York State Insurance Law has just been revised to allow employees to continue hospital and medical insurance coverage for six months after termination by paying the full cost of coverage. Please contact your Benefits office for more information.

The Directory of Participating Physicians in the Empire Plan is available now in the Benefits office. Please come and pick one up.

Contributions to the SEFA/United Way Campaign for 1986 climbed to \$35,000. The agencies of the United Way and the campaign coordinators wish to thank all the Stony Brook employees who gave so generously. Thanks to you, it works!

Value of a single CREF unit:
September 1984—66.75
September 1985—73.76
December 1985—85.78



Guiding campus departments in classifying and compensating employees fairly is the goal of manager Cindy Klann (right) and assistant Richard Armbruster (left).

Personnelized Job Opportunities

Main Campus Status and Title	Location	Salary
*S-Steno	Economics	\$11,866
*S-Sr. Steno	Physics	14,811
R-Sr. Steno	Ophthalmology	14,811
*S-Sr. Lab Tech.	Env. Hlth. and Safety	17,563
S-Maint. Asst.	Public Safety	14,013
S-Gen. Mech.	Res. Phys. Plant	17,563
S-NTP Asst. to Dir.	Psychiatry	13K-19K
R-NTP Res. Asst.	Anat. Sci.	14K-20K
R-NTP Asst. to Dir.	Radiation Oncol.	13K-21K
A-NTP Tech. Spec.	Med./Infect. Dis.	27,500
S-NTP Tech. Asst.	Bio. Sci.	15K-18K
S-NTP Tech. Spec.	Physics	13K-24K
S-NTP-Assoc. for Instruct. Res.	Chemistry	27K-32K
S-F-Asst. Prof.	Poli. Sci.	Dep. on quals.
S-F-Asst./Assoc. Prof.	Orthopaedics	Dep. on quals.

For more information on main campus jobs, visit Human Resources, Room 390, Administration Building

Key

- S—Must meet minimum qualifications as specified by the NYS Dept. of Civil Service
- *S—Requires NYS Civil Service Exam in addition to meeting minimum qualifications as specified by NYS Dept. of Civil Service
- R—Must meet minimum qualifications as specified by the Research Foundation
- NTP—Non-Teaching Professional
- F—Faculty

For Civil Service Test Announcements, visit the Human Resources Department, Main Campus.

"Personnelized" lists employment opportunities as a service to the Stony Brook community. Faculty and professional positions are posted for 30 days. Classified positions are posted for 10 days. "Personnelized" cannot guarantee the availability of any position.

KUDOS

Dr. **Alfred L. Scherzer**, associate professor of clinical community and preventive medicine, has been elected president of the American Academy for Cerebral Palsy and Developmental Medicine at its annual meeting in Seattle. The academy is the premiere professional organization dealing with the handicapped child and adult. It has an international membership, and stresses professional and educational activities for individuals in the field. . . . Dr. **David Cohen**, chairperson of the Department of Neurobiology and Behavior in the School of Medicine, has been named chair of the Association of American Medical College's Council of Academic Societies. The AAMC, founded in 1896, represents all 127 U.S. medical schools, more than 400 major teaching hospitals and 82 academic societies and seeks to advance medical education, biomedical research and health care services. As chairperson of the Council of Academic Societies, Cohen becomes a member of the AAMC Executive Council, the association's governing board. Cohen's interests range from research into the mysteries of the brain and the way in which it works, to how people think, feel and learn. . . . *The Poetry and Poetics of Amiri Baraka*, a study by William J. Harris, argues that the author's works can best be understood in the context of a "jazz aesthetic." The book has been published by the University of Missouri Press. **Amiri Baraka**, who is professor of Africana Studies, has been a central figure in black poetry since the 1960s, when he wrote as LeRoi Jones. **William J. Harris** is associate professor of English at Stony Brook and the author of numerous scholarly articles as well as two books of poetry. This new volume examines how Baraka has transformed white avant-garde poetics into his own black poetics. . . . The Soviet Emigre Orchestra, whose music director is on the faculty of the University, has its first record album. **Lazar Gosman**, professor of violin and chamber music, directs the orchestra in works by Shostakovich and Tchaikovsky. The cover includes a photograph of Dmitri Shostakovich that the composer presented in 1971 to Gosman after he conducted Shostakovich's 14th Symphony in their native Ruisa. Shostakovich died in 1975 and Gosman came to the United States in 1977 from Leningrad, where he was music director of the Leningrad Chamber

Orchestra. With the help of American flutist David Barg, he founded the Soviet Emigre Orchestra in 1979, bringing together artists who had left the Soviet Union and outstanding American musicians. The digital recording was produced by the Musical Heritage Society of Ocean, N.J. . . . Dr. **Sekyu M. Ohr**, a nationally recognized scholar in modern fracture research, has joined the faculty at Stony Brook as professor and chair of the Department of Materials Science and Engineering in

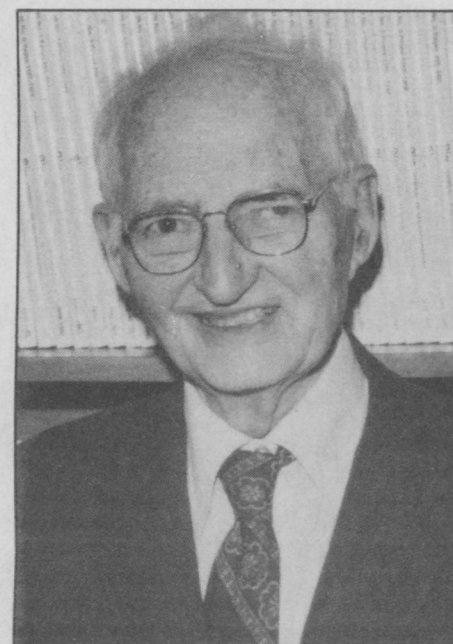


Ronald Douglas

Stony Brook's College of Engineering and Applied Sciences. His appointment as department head extends to Jan. 11, 1989. Ohr, who has degrees in physics from Oregon State University, earned his Ph.D. in metallurgy at Columbia University. . . . Two faculty members of the Department of Hispanic Languages and Literature have been given national recognition. Dr. **Elias L. Rivers** has received a Fellowship for independent study and research from the National Endowment for the Humanities for the 1986-87 academic year. He will conduct a systematic and comprehensive study of Renaissance and Baroque poetry in Spain. Dr. **Georgina Sabat-Rivers** visited the Soviet Union last month to lecture on Colonial Spanish-American literature. She is one of four U.S. scholars chosen for a program sponsored by the International Research Exchange Board. . . . Dr. **George Hechtel**, associate professor of Ecology and Evolution, has accepted the appointment of Acting Dean of the

Center for Continuing Education while a search for a new dean is being conducted. . . . Dr. **Bernard Gurian**, assistant clinical professor in the School of Dental Medicine, had an exhibit of his wall hangings at Hofstra University recently. An original member of the Long Island Craft Guild, Gurian selects the wool yarn that he dyes to create distinctive colors and mottled effects that mark his works. He uses punch needles to apply the yarn to canvases up to five feet wide. . . . Dr. **Mayer Ballas**, M.D., clinical instructor of medicine, has been elected to fellowship in the national medical specialty society of the American College of Physicians. A cardiology specialist, he will be honored during the college's convocation ceremony at San Francisco in April. . . . Dr. **Melvin Berlin**, M.D., assistant professor of clinical obstetrics and gynecology, has been elected to chair the Long Island Section, American College of Obstetricians and Gynecologists, for a three-year term. He has served as vice-chair the past three years. . . . Dr. **Stanley W. Gensler**, M.D., assistant professor of clinical surgery, has been appointed chief of surgery at Brunswick Memorial Hospital and Medical Center, Amityville. . . . Dr. **Barbara Elling** professor of Germanic and Slavic Languages, has received the National Leadership Award of the American Council on the Teaching of Foreign Languages. The award is one of the highest professional honors that can be conferred on a teacher in that field. Also, in tribute to professor emeritus Roman Karst, Elling has edited a book titled *Kafka—Studien*. The book contains essays by leading American, British, French and German Kafka scholars. In addition she served as guest editor, together with assistant professor of Germanic and Slavic Languages **Andreas Mielke**, of the fall 1985 issue of the *Slavic and East European Arts* journal, featuring short stories by contemporary East German writers. . . . **Leonard L. Eichenholtz**, a member of the Stony Brook Council (the University's local governing board), has been elected treasurer of the Association of Council Members and College Trustees (ACT) of the State University of New York. . . . Dr. **Peter Shaw**, professor emeritus of English, is among contributors to the book *Emerson and His Legacy: Essay in Honor of Quentin Anderson*. . . . **Mary Downes**, a groundskeeper in the Physical Plant, was selected, 1985 Employee of the Year and December Employee of the Month at University Hospital by Hospital director William T. Newell. He said, "Mrs. Downes earned the awards because of her performance on the job well beyond the tasks normally expected. Whatever the weather, she can be seen patiently tending the grounds, planting flower and cheerfully dispensing gardening tips to passersby". . . . Dr. **Ronald Douglas** has been appointed dean of the Division of Physical Sciences and Mathematics at Stony Brook. Douglas earned his Ph.D. in mathematics from Louisiana State University in 1962, and taught at the University of Michigan at Ann Arbor until joining the Stony Brook faculty with the rank of professor in 1969. From 1971 to 1973, and from 1981 to 1984, he chaired the Department of Mathematics at Stony Brook. In 1968, Dr. Douglas received a Sloan Foundation Fellowship and in 1980, a Guggenheim Fellowship. He has also served as president of the University Senate, the faculty governing board at Stony Brook. . . . Dr. **Maurice J. Gonder**, M.D., has been appointed to chair the Department of Urology in the School of Medicine. He will serve a three-year term through 1988. . . . Dr. **William J. Turner**, professor emeritus of psychiatry, was honored by the Alliance for the Mentally Ill of New York at its winter conference. The alliance is a family advocacy group concerned with those who suffer from chronic mental illness, and is part of a fast-growing national organization. Turner joined Stony Brook's faculty in 1974 as a research professor, and in 1985 he became professor emeritus. He is

currently collaborating with the National Institutes of Mental Health, the University of Pennsylvania, The Johns Hopkins University and the New York State Psychiatric Institute in search for the DNA responsible for the predisposition to various forms of mental illness. . . . Dr. **H. Blaine Lawson** has been appointed acting chair of the Department of Mathematics for the spring semester. . . . Dr. **Lawrence Martin**, assistant professor of anthropology, has been appointed book-review editor of the prestigious *Journal of Human Evolution*, published by Academic Press. Dr. **Philip C. Weigand**, who chairs the Anthropology Department at Stony Brook, said, "This journal is internationally known, and the finest of its type". . . . Dr. **Richard J. Reeder**, associate professor in the Department of Earth and Space Sciences, has been appointed to the Board of Associate Editors of *The American Mineralogist*, the official journal of the Mineralogical Society of America. . . . Reports by two faculty members at Stony Brook are in current editions of national magazines. Dr. **Charles H. Janson**, assistant professor in the Department of Ecology and Evolution, is the author of a lengthy



William Turner

report, "Capuchin Counterpoint," in the February edition of *Natural History*, published by the American Museum of Natural History in New York City. The report covers his research in Peru on social behavior among monkey species. Dr. **Jeffrey A. Segal**, assistant professor in Stony Brook's Department of Political Science, is the coauthor of an article in the December-January edition of *Judicature*, the journal of the American Judicature Society. With Dr. Harold J. Spaeth, professor of political science at Michigan State University, he discusses how a single appointment to the U.S. Supreme Court by President Reagan could "significantly reshape American constitution law."

Explore Opportunities in Israel at Hillel's Annual Info Fair

The second annual Israel Opportunities Fair will be held Wednesday, Feb. 19 from 10 a.m. to 4 p.m. in the Fireside Lounge of the Stony Brook Union. The Fair, which will feature several organizations and agencies that offer programs in Israel for young adults, is coordinated and sponsored by the B'nai B'rith Hillel Foundation on campus.

In addition to an information booth about each program, the Fair will feature Israeli music, a falafel stand, and Israeli products on sale. Agencies represented include Israeli universities with programs for American students; Kibbutz programs; and travel, study, and work programs with a diversity of approaches and orientations.

That evening at 8 p.m. the Israeli film *The Wooden Gun* (Rove Huliot) will be screened in the Stony Brook Union Auditorium.

Admission to the Fair and the film are free, and the public is invited. For more information call (24)6-6842.



Lazar Gosman: he's now a recording artist.

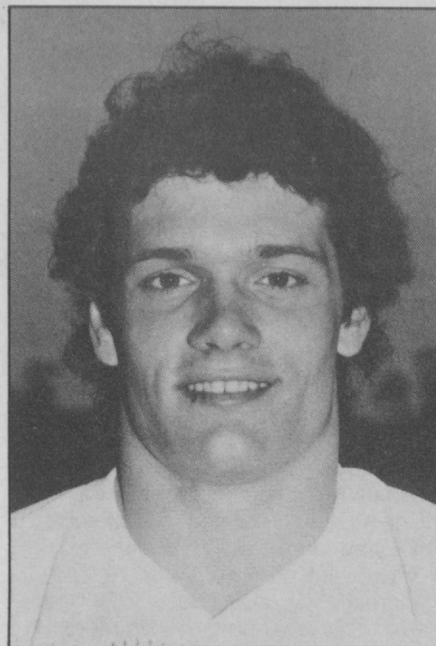
SB Schedules Spring Cinema

Nearly 50 films have been scheduled (that's almost one a day) between now and the end of the semester by a half dozen campus organizations. Information now available regarding time, place, cost and sponsoring group is listed below. All times are p.m.

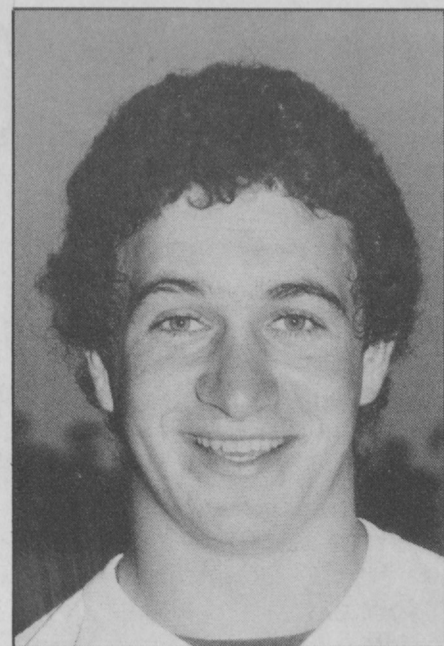
Those films marked with an asterisk (*) below have an admission charge of \$.50 with SUSB I.D., \$1 without; tickets are available at the Stony Brook Union Box Office or at the door.

Further information can be obtained from COCA (Committee on Cinematic Arts), (24)6-3673; Hillel, (24)6-6842; GALA (Gay and Lesbian Alliance), (24)6-7943; and the Science Fiction Forum.

- Feb. 18 *Black Orpheus**
7, 9, Union Aud., Tuesday Flix
- Feb. 19 *The Wooden Gun*
free, 8, Union Aud., Hillel
- Feb. 20 *In Cold Blood**
7, Union Aud., American Cinema
- Feb. 20 *Cool Hand Luke**
9:30, Union Aud., American Cinema
- Feb. 21,22 *Mask**
7, 9:30, midnight, Lecture Center 100, COCA
- Feb. 25 *Between the Lines**
7, 9, Union Aud., Tuesday Flix
- Feb. 28,29 *Year of the Dragon**
7, 9:30, midnight, Lecture Center 100, COCA
- Mar. 4 *La Balance**
7, 9, Union Aud., Tuesday Flix
- Mar. 6 *Sunset Boulevard**
7, Union Aud., American Cinema
*Some Like It Hot**
9, Union Aud., American Cinema
- Mar. 7,8 *St. Elmo's Fire**
7, 9:30, midnight, Lecture Center 100, COCA
- Mar. 11 *Edvard Munch**
7, 10, Union Aud., Tuesday Flix
- Mar. 12 *I Love You Rosa*
free, 8, Union Aud., Hillel
- Mar. 14,15 *Jagged Edge**
7, 9:30, midnight, Lecture Center 100, COCA
- Mar. 18 *The Dresser**
7, 9:30, Union Aud., Tuesday Flix
- Mar. 20 *Cold Turkey**
7, Union Aud., American Cinema
- Mar. 20 *The Loved One**
9, Union Aud., American Cinema
- Apr. 1 *Page of Madness**
Union Aud., Tuesday Flix
- Apr. 1 *Kwaidan**
9, Union Aud., Tuesday Flix
- Apr. 3 *Slaughterhouse Five**
Union Aud., American Cinema
- Apr. 3 *A Clockwork Orange**
9, Union Aud., American Cinema
- Apr. 4,5,6 **ICON-V Film Festival**
Screening times and locations for the following films to be announced:
Enemy Mine
Robot Monster
Star Wars/ The Empire Strikes Back/ Return of the Jedi
The Right Stuff
Flash Gordon
Starman
Heavy Metal
The Day the Earth Stood Still
The Thing
- Apr. 8 *Umberto D**
7, Union Aud., Tuesday Flix
- Apr. 8 *After the Fox**
9, Union Aud., Tuesday Flix
- Apr. 9 *Rage and Glory*
free, 8, Union Aud., Hillel
- Apr. 11,12 *Commando**
7, 9:30, midnight, Lecture Center 100, COCA
- Apr. 15 *Despair**
7, 9, Union Aud., Tuesday Flix
- Apr. 17 *The Wild One**
7, Union Aud., American Cinema
- Apr. 17 *Easy Rider**
9, Union Aud., American Cinema
- Apr. 18,19 *After Hours**
8:30, 10:30, 12:15 a.m., Lecture Center 100, COCA
- Apr. 22 *Masculin-Feminin**
7, 9, Union Aud., Tuesday Flix
- Apr. 29 *Flavor of Green Tea Over Rice**
7, 9, Union Aud., Tuesday Flix
- May 1 *Paths of Glory**
7, Union Aud., American Cinema
- May 1 *Patton**
9, Union Aud., American Cinema
- May 2,3 *Pee Wee's Big Adventure**
7, 9:30, midnight, Lecture Center 100, COCA
- May 6 *Once Upon a Time in the West**
7, 10, Union Aud., Tuesday Flix
- May 7 *The White Rose*
free, 8, Union Aud., Hillel
- May 9,10 *Rocky IV**
7, 9:30, midnight, Lecture Center 100, COCA



John Ragimierski



Chuck Downey

SB Awards 120 Letters for Fall Varsity Sports

By Cheryl Gross

One hundred twenty students were awarded varsity letters for intercollegiate fall sports participation at the University.

The letters were given in a program at which the coaches also revealed winners of the annual awards given student athletes they judged the most valuable players (MVP) and most improved (MIP) on their teams. Here are some of the season's highlights:

Men's football

Five players were cited for regional and national recognition. John Ragimierski, a junior and football's MVP, started the season on the defensive squad and was moved to quarterback after the team lost four of its first five games. The Patriots won their final five. Ragimierski was fifth in the National Collegiate Athletic Association (NCAA) Division III statistics in kickoff returns. For the second year, teammate Chuck Downey, a sophomore, placed second in the nation in kickoff returns. He also finished fifth nationally in punt returns. Ragimierski and Downey also received honorable mention recognition on the third national Pizza Hut All America team.

The Eastern College Athletic Conference (ECAC) also recognized Ragimierski and four of his teammates during the season. Player of the week honors were given to Ragimierski Nov. 9 against St. Peter's College. In that game, he ran for two touchdowns and passed for two of the six touchdowns scored, while completing nine of ten passes for 168 yards. ECAC honorable mentions were: freshman Nicholas Iannone, who was recognized twice; freshman Paul Klyap; and senior Jorge Taylor.

Men's soccer

Seven men's soccer players received recognition in Division III from the New York Suburban Intercollegiate Soccer League. Named to the all-star team were: Roy Richards, Matt McDade, Paul Nasta, Paul Doherty and Mike Marsh. Teammates Mike Skotzko and Mark Ashman received honorable mention.

Head coach Shawn McDonald was named coach of the year. The team ended its season with an 8-5-5 won-lost-tied record, ranked second by the ECAC in the Southern New York-New Jersey Region.

Men's cross country

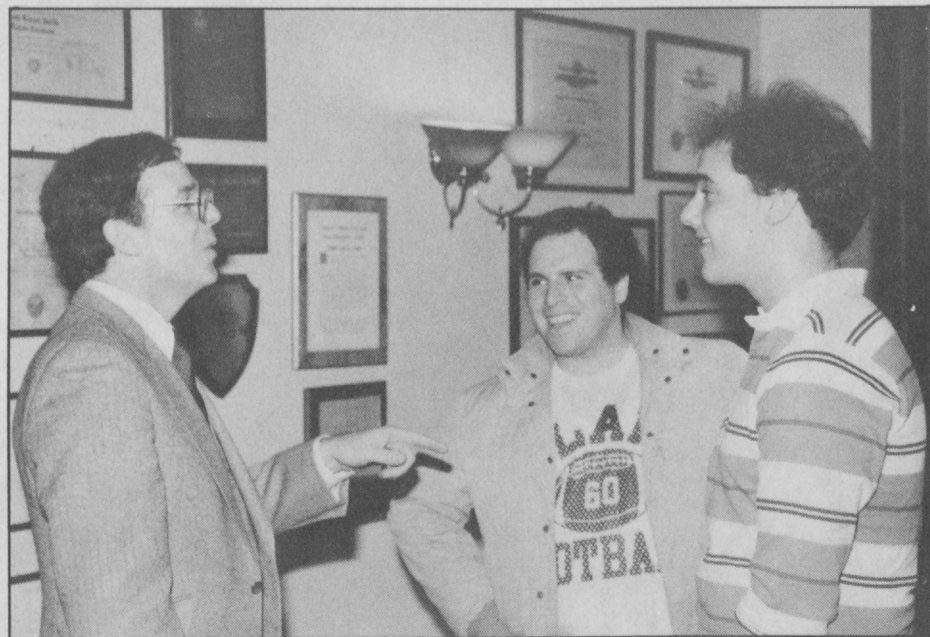
In the best season finish ever, the men's cross country team took the ECAC Division III team championship. The Patriots placed eighth in the NCAA Division III regionals. Leading the harriers were senior co-captains Charles Ropes and Daniel Riconda. Ropes was named MVP; Riconda MIP.

Women's cross country

Leading the women's cross country team were seniors Megan Brown and Liz Powell. Powell, team MVP, finished the season as the Patriot's all-time second fastest runner. Brown, team MIP, finished as the school's third fastest runner. The Patriots placed eighth in the NCAA Division III regionals.

Women's volleyball

Peaking at season's end, the volleyball team (23-15-1) was ranked 12th among 16 teams in the state tournament and placed fifth, upsetting fourth ranked Albany and fifth ranked Rochester. Freshman Nancy Streiber was named to the all-star team.



Assemblyman Robert J. Gaffney (R-C Miller Place) meets with Stony Brook students during his "satellite" office hours held recently in the University's Javits Room in the Frank Melville, Jr. Memorial Library.

EVENTS

Campus Currents lists events of general, campus-wide interest. Submissions may be sent to: Editor, Campus Currents, 121 Central Hall 2760.

•MONDAY, FEB. 17

MEETING: Arts and Sciences Senate, Javits Lecture Center Room 109, 3:30 p.m.

FOLK DANCING: Stony Brook Union Ballroom, 8-10 p.m. New dances will be taught; all are welcome.

•MONDAY, FEB. 17-WEDNESDAY, MAR. 5

EXHIBIT: "Kleege: Metal Sculpture" Retrospective of works (plus one in progress) by SUSB professor emeritus James Kleege. Fine Arts Center Art Gallery, Tuesdays through Saturdays 1-5 p.m. and some evenings before Fine Arts Center Main Stage performances.

Free and open to the public.

•TUESDAY, FEB. 18

SEMINAR: "Identification and Partial Characterization of a Telomere Binding Activity in Yeast," Dr. Judith Berman, Cornell University, Life Sciences Bldg. Room 038, 2:30 p.m. Sponsored by Dr. R. Sternglanz, Biochemistry Department; coffee served.

FILM: Black Orpheus, Stony Brook Union Auditorium, 7 and 9 p.m. Tickets .50 with SUSB I.D., \$1 without; available at the Stony Brook Box Office or at the door.

RECITAL: Peggy Kampmeier on piano in a graduate student masters recital. Fine Arts Center Recital Hall, 8 p.m. Program to be announced. Free and open to the public.

•WEDNESDAY, FEB. 19

FAIR: Israel Opportunities Fair, 10 a.m. to 4 p.m., Stony Brook Union Fireside Lounge.

LECTURE: "The Frescos of Tunghuang Temple." Yang Yenping and Zeng Shanqing, visiting artists from the People's Republic of China, will discuss traditional, Buddhist and contemporary painting in China. Fine Arts Center Art Gallery, 12 noon. Free and open to the public.

CONCERT: David Ciolkowski conducting an undergraduate student

recital. Works by Bach and Mozart. Fine Arts Center Recital Hall, 8 p.m. Free and open to the public.

FILM: The Wooden Gun, Stony Brook Union Auditorium, 8 p.m. Free.

SPEAKERS: "Save the Children Foundation." Susan Lassen and Elizabeth Marshal, of the Long Island Chapter of the Save the Children Foundation, will give a talk and slide presentation on the foundation's work.

•THURSDAY, FEB. 20

SEMINAR: "Immunoglobulin Heavy Chain Gene Switching in Cultured I-29 B Lymphoma Cells," Dr. Janet Stavnezer-Nordgren, Dept. of Microbiology and Molecular Genetics, University of Massachusetts Medical School; Life Sciences Bldg. Room 038, 4 p.m.

GAMING: Games Night—an evening of games including Trivial Pursuit and Backgammon. Refreshments provided. Stony Brook Union Room 226, 8:30 p.m.

FILM (DOUBLE FEATURE): *In Cold Blood*, 7 p.m. and *Cool Hand Luke*, 9:30 p.m.; Stony Brook Union Auditorium. Admission is separate for each film: .50 with SUSB I.D., \$1 without. Tickets available at the Stony Brook Box Office or at the door.

•THURSDAY, FEB. 20-FRIDAY, MAY 16

EXHIBIT: "Visual Anthropology: Documenting Two Cultures." Museum of Anthropology, Social and Behavioral Sciences Bldg. ground floor (south wing.) Times will be posted outside the museum and may be obtained by calling (24)6-6745 or (24)6-3323. Free and open to the public.

•FRIDAY, FEB. 21

RECITAL: Kasuko Matsusaka performing on viola works by Britten, Brahms, Bartok and others in a graduate student masters recital. Fine Arts Center Recital Hall, 8 p.m. Free and open to the public.

•FRIDAY, FEB. 21-SATURDAY, FEB. 22

FILM: *Mask*, Javits Lecture Center Room 100, 7 and 9:30 p.m. and 12 midnight. Tickets .50 with SUSB I.D., \$1 without; available at the Stony Brook Box Office or at the door.

•SATURDAY, FEB. 22

SHMOOZ: "A Look Back at Jewish Immigrant Women: 1900-1924," luncheon and discussion with guest Prof. Rose Coser of the Department of

Sociology. 1 p.m. at the Hillel Director's residence. For more information, call the Hillel Office at (24)6-6842.

CONCERT: Herbie Mann and the Family of Mann (replacing Hendricks and Ross) in the final concert of the "Saturdays at Eight" series sponsored by the International Art of Jazz. Fine Arts Center Recital Hall, 8 p.m. For ticket information, call the Fine Arts Center Box Office at (24)6-5678.

•SUNDAY, FEB. 23

CONCERT: Stony Brook's own "PDQ Bach" concert conducted by Vytas Baksys. Fine Arts Center Main Stage, 2 p.m. For ticket information, call the Fine Arts Center Box Office at (24)6-5678.

•MONDAY, FEB. 24

DISCUSSION: "Active teaching/active learning" (part of "Topics in Teaching" series.) Frank Melville, Jr. Memorial Library Room W1503 (Administrative Conference Room,) 12:45-2 p.m. Attendees invited to bring lunch (coffee and cookies will be provided.)

MEETING: Mainframe Users Group/IBM, 3 p.m., Light Engineering Building Room 102. There will be a panel to address questions and answers related to the new IBM system. Sponsored by the Computing Center.

•MONDAY, FEB. 24

FOLK DANCING: Stony Brook Union ballroom, 8-10 p.m. New dances will be taught; all are welcome.

•TUESDAY, FEB. 25

COLLOQUIUM: "Vibrational Spectroscopy: Why Bother?" Dr. Paul McMillan, Arizona State University; Earth and Space Sciences Bldg. Room 123, 4 p.m.

FILM: *Between the Lines*, Stony Brook Union Auditorium, 7 and 9 p.m. Tickets .50 with SUSB I.D., \$1 without; available at the Stony Brook Box Office or at the door.

•WEDNESDAY, FEB. 26

LECTURE: Metal sculptor James Kleege will discuss his work, Fine Arts Center Art Gallery, 12 noon. Free and open to the public.

RECITAL: Asako Arai performing on flute works by Bach, Mozart, Martinu and others in a graduate student masters recital. Fine Arts Center Recital Hall, 8 p.m. Free and open to the public.

•THURSDAY, FEB. 27

COLLOQUIUM: "Thermo-Mechanical Evolution of Basin and Range Faulting,"



Philippe Entremont will conduct the Vienna Chamber Orchestra Mar. 1 at Stony Brook.

Dr. Brian Wernicke, Harvard University; Earth and Space Sciences Building Room 123, 4 p.m.

•FRIDAY, FEB. 28

LECTURE: "U.S. Soviet Relations: The German Perspective," Professor Hans Adolf Jacobson, Chairperson, Dept. of Political Sciences, University of Bonn; Frank Melville, Jr. Memorial Library, Javits Room E2340, 2 p.m. Sponsored by the Department of Germanic and Slavic Languages and Literatures and the Department of Political Science. Free and open to the public.

•FRIDAY, FEB. 28-SATURDAY, MAR. 1

FILM: *Year of the Dragon*, Javits Lecture Center Room 100, 7 and 9:30 p.m. and 12 midnight. Tickets .50 with SUSB I.D., \$1 without; available at the Stony Brook Box Office or at the door.

•SATURDAY, MAR. 1

CONCERT: Vienna Chamber Orchestra, directed by Philippe Entremont; Fine Arts Center Main Stage, 8 p.m. For ticket information, call the Fine Arts Center Box Office at (24)6-5678

•MONDAY, MAR. 3

DEANS' CONVERSATION: "Science and Values: Integral or Irrelevant?" Deans' Conversation Among the Disciplines, Frank Melville, Jr. Memorial Library, Javits Room E2340, 7-10 p.m. Reservations required. For reservations and further information, contact Michele Perrino at (24)6-7707. Participating will be Professors Elof Carlson, Biochemistry; Max Dresden, Institute for Theoretical Physics; Bentley Glass, Biological Sciences, Emeritus; Detlef Gromoll, Mathematics; Patrick Heelan, Philosophy and Acting Chair of Religious Studies; Robert Sokal, Ecology and Evolution. Moderated by Leonard Krasner, Psychology. Sponsored by the Office of Deans of Arts and Sciences, the College of Engineering and Applied Sciences and the W. Averell Harriman College for Policy Analysis and Public Management.

"Topics in Teaching" Schedules Sessions on Active Teaching/Learning

This semester the "Topics in Teaching" discussion series will be devoted to exploring ways to promote active teaching and active learning in all types of classroom settings.

"This focus was proposed by a planning group that grew out of last semester's discussions," said associate vice provost for curriculum Ted Goldfarb.

Sessions planned for the rest of the semester will be held on Feb. 24, Mar. 10, Mar. 31, Apr. 14 and Apr. 28 (all dates are Mondays.) All sessions will be held in the Frank Melville, Jr. Memorial Library's Administrative Conference Room (W1503) from 12:45 to 2 p.m. Those who attend are invited to bring their lunch (coffee and cookies will be provided.)

For more information, call (24)6-4041.



Join jazz flutist Herbie Mann and his Family of Mann for a Feb. 22 concert at the Fine Arts Center.