

# THE ALBRIGHTIAN

ALBRIGHT COLLEGE

READING, PA 19604

APRIL 13, 1984

## Wallace discusses role of the press in our society

by Kim Kodgson

"There isn't any subject that gets America's heart going more than the press," commented *60 Minutes* co-editor Mike Wallace. Wallace spoke to a packed Chapel auditorium crowd April 6, concluding this year's Subscription Series. Through his topic, "Press: Credible or Incredible?," he discussed *60 Minutes'* role as a watchdog of the American public and also the press's decreasing popularity.

A recent *Time* poll showed that 13.7 percent of the public does not believe the press. Wallace corrected this figure to 18 to 19 percent stating the so-called "ruthless techniques" of the press have turned people off.

The press is accused by the public of being "selfish, arrogant, scheming, and unfair." This is a big change from the Watergate era when Woodward and Bernstein aroused the "thirst in America for telling it like it is." This spark lit the fire that changed the style of news coverage.

The goal of *60 Minutes* is to unveil unfair practices. However, in the mid to late 1970's, their tactics for finding information to make these accusations were criticized. For example, the National Council of Churches,

the object of a story dealing with where money from the collection plates went, accused *60 Minutes* of unethical practices.

Wallace responded to these accusations by saying the objective of good reporting is to get the inside information on which to work, and not a "polished PR presentation." As a result, "sometimes a reporter does have to role play." Wallace believes, "A worthwhile end sometimes justifies devious means."

The majority of the time *60 Minutes* does not give advance notice to their interviewees that they will be scrutinized on camera. In the story about ghost surgeons, a patient was told after surgery the surgeon he had hired did not perform the actual surgery, but observed as a resident doctor performed the surgery the surgeon was paid to do.



This incident was filmed to show a dramatic reality. It also led to *60 Minutes* being accused of more interest in drama and confrontation. Wallace commented, "We shouldn't shy away from drama because it causes outrage . . . that helps the system change so."

Wallace concluded, "A good reporter works for himself, works for the respect of his peers, and works for you."

A question and answer period followed his presentation. One area of concern was why the press was not allowed in Grenada. Wallace answered that it was a big mistake on the part of the government. The press has been in dangerous positions before, so why not now? "We have got to have a right to know what's going on," stated Wallace.

In regard to monitoring of election results influencing results in the west by reporting who's ahead in the east, Wallace said that everybody wants to be first to tell the winner. "If people on the inside know, then the public should know," commented Wallace.

The low credibility percentage of the press was questioned. Wallace responded that this is a time where all the institutions are at a credibility gap.



Photo by Sean Kelly

## Helping Hands benefits Cancer Society

by Becky Adams

Phi Beta Mu, an Albright sorority, and Cura Club, a service club that raises money for charity, sponsored a new event at Albright called Helping Hands Week. The proceeds from this event go to the Cancer Society.

The week started Monday with a massage/tuck-in and a racquetball tournament. About fifty participants took part in the massage/tuck-in.

Casey Krady finished first in the racquetball tournament.

Tuesday Phi Beta Mu went door to door through the dorms selling soft pretzels.

The game show scheduled for Wednesday was cancelled. It is hopeful that it will be rescheduled later this year.

Thursday night a make-

your-own sundae was held at the coffee house. The price of the sundaes and the proceeds from the game room were all donated to the Cancer Society.

The weekend started with Happy Hour Friday afternoon. Afterwards a Las Vegas night was held in the Campus Center. There were basic card and dice games played, a non-alcoholic bar, snacks, and a talent show. Although the turn out was not very good, the people there had a good time.

The Class Olympics were held Saturday and Sunday. The events included softball, field hockey, tennis, badminton, swimming, and track events. The freshmen class won the Class Olympics be-

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## Awards to honor Albright stars

Jacob is to Albright, what Oscar is to Hollywood. Thursday, May 10, the event of the year will take place in the Campus Center during the Albright Community Awards night.

Less than one month ago, a group of concerned students and administrators formed a committee to find a way to honor and recognize the many unsung, unthanked students, organizations, and college personnel for service above and beyond the call of duty.

Award recipients, determined by different areas of the campus community, will receive the soon to be coveted Jacob Award. The evening plans include special guest presentors, avenue of the stars, waitered non-al-

coholic bar, a celebrity roast, and much more all hosted by Albright's own Johnny Carson.

The evening has a very serious nature, but it is intended to be entertaining. Formal attire is acceptable, but not required. The evening is patterned after a very special Hollywood night, so anything in vogue, from a sequined evening gown and fox stole, or a top hat and tails to a mini-skirt is appropriate.

Award recipients and their guests will have the option of a chauffeured vehicle and red-carpet treatment. All members of the Albright are encouraged to participate in balloting and attend this new special event.



Albright students braved the brisk weather in an attempt to convince themselves that spring had actually arrived. The sight of the sun-soakers was enough to tempt even the most dedicated student from completing the trip to class.

Photo by Sean Kelly



# EDITORIAL

## What ever happened to the computer science department

I wish I had one dollar for everytime someone came up to me and said, "You can't print this, but..." There were definitely times I wished I could ignore this. Unfortunately, it was more often the case that I had information, but no proof, and that those people involved refused to confirm the story.

The dwindling computer science department is a very good example. For months, rumors have been circulating that some of these instructors are looking for employment elsewhere. Since the department is understaffed, with only three members, it would seem as if no one wants to teach computer science at Albright, a problem, if left unchecked, could develop into something very substantial.

Computer science majors are very concerned and upset over these developments, and with very good reason. If the story is correct, there will be one person left in the department next year. It would be impossible to expect anyone to teach more than five courses, especially with a lab science. Not only is it unfair to the teacher, but even more so for the students.

The root of the problem could be in the attitude reflected by a ranking administrator who espouses computer science as a passing fad. There are a number of majors and incoming freshman who would take excep-

tion to this.

Many questions are being asked by computer students. Who's going to teach seminar? Who's going to be my advisor? How am I ever going to graduate?

Whatever the reason for the understaffed department, it needs to be brought out and resolved. Secreting things until they blowup is dangerous, unproductive, and only leads to a great deal of speculation.

While the details of this problem are not common knowledge, they should be. Graduating seniors won't suffer by this anymore than they already have, but anyone who need computer courses will be hurt by this situation. Whatever is really going on should be revealed, especially if it is true that two of the computer science instructors are leaving.

This is only one situation in one department where something is happening that will have a great impact on the students. It is certainly true that there are things that don't belong in a newspaper, and might only do more harm than good. But... fewer things would need to be carried in the paper if the faculty and administration would stop being so secretive by hiding things when the students have the right to be informed.

-L.A.H.

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## LETTERS

All members of the Albright community are welcome and encouraged to submit responsible letters to the editor.

All opinions represented under the editorial, letters and commentary sections are those of the author and are not necessarily representative of the Albrightian staff and Albright College.

Dear Editor:

The situation in Nicaragua is extremely critical at this time. The Nicaraguan economy which depends heavily on only a few agricultural exports has been under increasing attack from CIA-backed counterrevolutionaries. Several hundred million dollars worth of damage has already resulted from attacks such as the one against the vital oil storage facilities at the port of Corinto last October.

Nicaragua needs a successful coffee harvest to be able to purchase basic food stuffs, medicines, spare parts for industry and transportation, and oil. Because of the urgent political and military situation, many Nicaraguans have been mobilized in the defense of their country and cannot participate in the December-February coffee harvest this year.

That is why I have chosen to respond to Nicaragua's call for international work brigades to ensure a successful coffee harvest this year.

In the United States, the National Network in Solidar-

ity with the Nicaraguan People (NNSNP) is working to coordinate volunteer participation. U.S. citizens have a particular role in this harvest, because if it were not for our government's open attempts to overthrow the government of Nicaragua, the Nicaraguans would be free to develop their own political life and their own economy in peace.

By participating in the volunteer coffee harvest, I hope to show that as an American citizen, I stand with the people of Nicaragua in their moment of need and that I oppose the policies of the Reagan administration. I urge others to support and write to NNSNP for further information on how to help the people of Nicaragua and to make donations. Their address is: NNSNP, 2025 "I" Street NW, suite 402, Washington, DC, 20006.

The time has come to give Central America back to its people!

Sincerely,  
David L. Wiltsie  
1800 Market St. No. 7  
San Francisco, CA 94102

Dear Editor,

I would like to use this space to thank the person(s) who took the time and energy last weekend to slash the large black canvases used in the theatre. Repairing this damage to the theatre property will also involve time and energy, not to mention

the cost of materials needed. Perhaps those involved would better appreciate our loss if someone would purposely destroy something to which they had devoted a lot of time.

Hope Pollock

## Bulimia: Feeding frenzy

Your Life, Your Health  
Harvey J. Schwartz, M.D.  
Thomas Jefferson University

"Frenzy," the title of a Hitchcock movie, is a word used to describe the feeding behavior of sharks. It may apply equally well to the uncontrolled behavior of people afflicted with the eating disorder known as bulimia, according to Harvey J. Schwartz, M.D. Dr. Schwartz is clinical assistant professor of psychiatry and human behavior, Jefferson Medical College of Thomas Jefferson University, and director of Jefferson's bulimia treatment program.

"Victims of bulimia act in a frenzied, out-of-control manner, secretly consuming huge amounts of food. Then, they have such explosive guilt feelings that they are compelled to expel the food through a variety of methods," said Dr. Schwartz.

Because they are skilled in keeping knowledge of their behavior from family and friends, the sufferers have no one to tell them that this disorder is treatable, he said.

"General practitioners, pediatricians and other primary care physicians, who ask about eating problems when taking a history, will often discover a not insignificant

number of patients with this problem," Dr. Schwartz remarked.

Bulimia usually affects women between the ages of 15 and 30, although anyone can suffer from it. Estimates indicate that 20 percent of college women have the disorder to some degree.

Symptoms include recurrent episodes of food binging, awareness of the abnormal nature of this behavior, inability to stop it and intense guilt.

Having any three of the five following symptoms strongly indicates that a person is a bulimic: consumption of high caloric food during an eating binge; hiding eating habits from family and friends; sleep, social withdrawal or self-induced vomiting following binging; repeated attempts to lose weight through use of several restricted diets, self-induced vomiting, use of diuretics or laxatives; and frequent weight fluctuation greater than 10 pounds due to binging and fasting.

Some bulimics don't even realize that they have a problem because they have been eating this way for so long, or because they may binge and rid themselves of the food only three times per week instead of six times dai-

ly, like other bulimics.

"The reasons that one is afflicted with bulimia may vary. The vast majority of patients suffer from emotional problems that have to do with what food symbolize to them. These patients will respond to psychotherapy, not to medication," said Dr. Schwartz.

However, one group of patients eats in this manner to avoid experiencing feelings of depression, he noted. These persons may need antidepressant medications effective. Experimental research indicates that another group, comprising a small percentage of patients, may respond to drugs that prevent or control convulsions.

"Bulimics encounter medical problems from frequent vomiting. It may lead to depletion of the body's potassium, a substance that regulates many functions including heart rate. This vomiting can also cause problems with the stomach, esophagus and teeth because its acid can erode tissue," said Dr. Schwartz.

"Bulimia is also a fabulously expensive affliction. Sufferers can easily spend \$25 to \$50 daily above nor-

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# COMMENTARY

## Runaway athletes' salaries symbolize much more

Disbelief. Anger. Envy. These are typical reactions to the ever-more-frequent news that some professional athlete is being paid a million dollars or more per year to do what he enjoys most. The latest examples come from the junior partner of the gridiron, the United States Football League. Steve Young of BYU signed a pact worth some 40 million dollars in assorted compensation; Marcus DuPree, after just one year of college, is being paid 1.5 million dollars annually to carry the football. Good tennis players rake in \$200,000 or so per year. The average salary in the NBA is near that mark. And even the poorest performers in the Major Leagues are guaranteed at least \$50,000 a year.

Some people complain that athletes aren't worth even a fraction of their salaries. Indeed, hearing of someone making good money for doing what he enjoys is frustrating to a person with a boring, stress-inducing, or low-paying job. Radical economists insist that even the highest-priced athletes are still being exploited. Let's examine what constitutes a "fair day's pay for a fair day's work," why athletes are paid such high wages, and how this phenomenon fits into the American system of labor markets and resource allocation.

First of all, athletes work year-round, so any argument about their earning so much money for only a few months' work is fatally flawed. And even so, wages are determined by either labor power or productivity in conjunction with the supply and demand of labor, not by time on the job. Sometimes the two are fairly commensurate, but not always. Labor does not equal labor or productivity in most cases.

Secondly, since sports in America are business enterprises, dependent upon attendance at events, media coverage, and of course advertising revenue for their profitability, one must attach blame to

the free enterprise system if he is perturbed by inflated salary figures. Even the so-called individual sports, with their sponsorships and close link to business promotions, fit this bill. I strongly doubt, however, that a typical American sports fan would criticize free enterprise and the market system, no matter how much its sometimes ludicrous nature bothers them. Many fans can afford little more than a Sunday in front of the television and an occasional trip to the ball park, of course.

If a fair day's wage is one sufficient to live comfortably, then many professional athletes are fairly compensated. It must be noted, however, that the vast majority (the ones you don't hear about) earn considerably less than this figure, particularly in sports like hockey, tennis, bowling, golf, and soccer. Much of the value generated by athletes is abstract—that is, enjoyment for fans, appreciation by "weekend warriors," and pride for the athletes themselves. But real, tangible, and monetary value is also created.

Baseball proceeds topped 150 million dollars in 1983, while television and radio brought in millions more. Considering the total compensation to all Major League players and coaches was about 90 million dollars, baseball owners enjoyed nice-sized profits of over 75 million dollars last year. So while it is true that athletes do well by most standards, their employers, who willingly and even eagerly (ex: the free agent system, seen as slavery by some) seek and compensate their services do quite nicely as well.

The nature of labor and product distribution in a market economy offers us information about why some professional athletes are paid up to \$50,000 per week during their performing seasons. First and foremost, wages are determined by the supply and demand of labor power available. Since good athletes by their very nature have a monopoly on their markets (good labor in the sense of athletic ability)

they can demand and receive higher-than-market wages. In fact, with ten or fifteen teams sometimes bidding for one player's services, the monopoly power of premium athletes dwarfs their more competitive associates. Result: high wages, costs, and eventually prices for fans and the media, both of which seek some form of gain (abstract and pecuniary, respectively) from this transaction. It must be remembered, however, that nobody forces an owner of tournament sponsor to pay their players or participants monopoly wages; they do so volitionally, competitively, with profit expectations, and with the hope that athletes' wages are simply another cost which is recouped via the market place.

It must not be overlooked that fans willingly spend \$5 to \$20 (and often many times more in boxing) to watch athletes perform, with the expectation of some form of utility. Baseball and football attendance seems to improve every year, and though others have levelled off (and this means less money for team owners, more for television station owners, and fewer employed athletes), most owners have garnered comparable profits through the years. The supply and demand of fan attendance is competitive, voluntary, and product-determined (i.e. better teams usually draw more fans), and must be taken into account when looking at wage levels. If fans can be expected to absorb price increases every year, then rising wages are perfectly legitimate—within the context of private enterprise and the market system, of course.

Most people view sports as businesses and know that salaries are top-heavy because the productivity of athletes varies much more widely than that of any assembly line workers. Also, with attendance for the four major team sports at upwards of 85 million a year, any fan who regularly attends games should realize that, to owners, this translates into considerable revenue. Yet grumbling abounds when stories of million dollar contracts and holdouts arise—the latter case is particularly irksome to most people because good athletes are part of a most tiny group that can refuse to work without being fired. Above all of this, however, is the seldom understood nature of the market economy, one that is mixed in its costs vs. benefits analysis but also oblivious to most people who live within its ever-widening parameters.

Some athletes make seemingly incredible sums of money because, as far as productivity (i.e. revenue generated) is concerned, they earn it. (Wouldn't it be nice to have all this without having to resort to MONEY as the ruler and creator of everything?) In fact, they earn much more than they're paid, but for the sake of this discussion I'll avoid explaining that claim. And, because spectator sports, especially with the expansion of cable television, enjoy tremendous popularity the same complaining consumers pay the complainers' salaries. Since it is foolish to expect consumerism (boycotts, substitutions, etc.) on the part of sports fans, and since good athletes can almost call their paychecks, nothing much will change in the future.

As long as ticket prices rise, wages will rise (and vice-versa); as long as the incentive to excel and become a high-priced athlete exists, high-priced athletes will keep coming, especially from the "amateur" collegiate ranks; as long as television is a form of entertainment, advertising big coverage contracts, and even more sports (World Checkers Championships?) will be televised. Where will it all end? Maybe "Rollerball" is the answer, since the Russians can also play and nuclear weapons could become obsolete if replaced by the power of business and athletics.

—Nick Gugie

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## Spotlight

# Mrs. B. - an integral part of campus life

by Deidre Meck

"When you really get down there is only one way to bounce, and that's up," is the philosophy of Mrs. Laura Barfield, the Resident Director of Albright's Walton Hall. Mrs. B., as she is affectionately called by many, is one of the most optimistic people to be found on campus. She refers to herself as one of the few gray-haired people walking around campus; but those who know her, know that her attitude toward life is far from aging.

She has the wit, the energy, and the vitality of a teenager; but even so her modesty is overwhelming. When asked about her liveliness and popularity, she gives credit to the students of the college, claiming that the students keep her young. To her nothing is more boring than being confined to one age group of people.

Mrs. B.'s career at Albright began in 1957 when she received a call from Mr.

Vandreele, the former director of food service. He asked her to come to Albright and work as his secretary and as a cafeteria hostess. Urges from her two sons from her first marriage convinced her to accept the offer, and she came to Reading not sure what to expect.

At this time, the APO and Pi Tau Beta fraternity houses were formed and needed house mothers; needless to say, Mrs. B. was asked to take the job, and soon after she became APO's first house mother. In 1964, after five and one-half years of what she refers to as good times at the APO house, she married Mr. Barfield and left Albright.

After being widowed for the second time, she returned to Reading to visit her family. To her surprise, she received a call asking her to come back to Albright as Resident Director of a women's dormitory. She immediately declined the offer because she had become accustomed to

living in men's dorms and didn't want to make the change; but Albright knows a good thing when they see one, so a second call proposed

that she live in a men's dormitory as an R.D. Once again her sons persuaded her to return, and in 1965 she became the R.D. of what is

now Smith Hall.

In 1970, it was decided that women shouldn't be allowed to hold such positions in male dormitories; therefore, she was transferred to Walton Hall and has remained there happily ever since.

When asked which sex's dorm she preferred living in her comment was, "Thank God we are different!" She finds with girls that the lounges are cleaner, the TV is lower, and most importantly that girls aren't allergic to waste baskets. But she says, "Women are catty!" Women don't settle problems as easily as men do; females tend to talk to others instead of to their roommates when a problem arises between them.

She is all for the switch to co-ed dorms next year; "Let's face it, our world has changed." She hopes the transition will work because it will be beneficial to both students and administration.

Although she doesn't like to talk about herself, she has nothing but good to say of others. She smiles and says that her job goes smoothly because of the excellent job done by Walton's Dorm Council and Resident Assistants. The girls that assist her with her job are just as full of praise for her as she is for them. They know they can go to her for guidance and support, and often do.

Socially she is very active with college events and outside obligations. Her favorite events are cultural ones sponsored by Albright, but she also attends an occasional sporting activity. She is a member of the Eastern Star Organization, which is the women's counterpart of the Masonic Order. Throughout the years she has climbed the officer's ladder and now enjoys the organization as an active member. Outside of this, she is an avid churchgoer and has many family members and friends she visits on a regular basis.

Mrs. B.'s involvement in the Eastern Star Organization has taught her a lot about holding an office. She has applied her experiences to the position of R.D., and offers some good advice to present and future R.A.s. "The first year in an office or as an R.A. you learn by doing and by your mistakes, and the second year you can make changes and become great at what you do." This is her reasoning for wishing a person could hold a position for two years; she is trying to get students to get involved early enough so they can gain the experience they need and then use it.

Asked which two people and which book she would



Photo by Steve Hnath

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## Wellness Watch

### Painful menstruation:

#### Is it your imagination?

Throughout the years women have been told that dysmenorrhea (painful menstruation) was all in their minds or that they were exaggerating the true discomfort. According to medical reports dysmenorrhea is an actual physical problem that can be treated successfully.

menstruation are still not very clear. However, it is thought to be related to environment, psychological well-being and heredity. More recent thought indicates that body chemicals called prostaglandins are probably the most influential factor. Prostaglandins are known to control uterine contractions. Scientists claim that an excess of a certain prostaglandin causes increased uterine contractions. These contractions may cause the intense pain and discomfort of dysmenorrhea. Prostaglandins constrict certain blood vessels and may cause the headaches, dizziness, hot and cold flashes, diarrhea, and nausea that occur frequently with painful menstruation.

The causes of painful to control uterine contrac-

### Reduce your risk of getting heart disease

Follow these 6 preventive measures and you'll greatly decrease the risk of developing heart disease:

1. **Watch your weight.** Extra weight is a strain on your heart;
2. **Control your diet.** Foods high in fat and cholesterol increase the formation of plaques inside your blood vessels.
3. **Exercise regularly.** Regular exercise strengthens the heart muscle and increases its effectiveness.
4. **Don't smoke.** The chemicals in tobacco cause blood vessels in your body to become constrict.
5. **Learn to cope with stress.** Consciously take time out during the day and relax. Don't keep anger and frustration pent up inside of you - find constructive ways to ventilate your feelings.
6. **Control high blood pressure.** People with uncontrolled hypertension are at a greater risk of having a heart attack.

Through physical checkups signs of heart disease may be detected before a heart attack occurs.

Take an interest in your health and you'll stay healthy longer.

You can help yourself with home remedies. Adequate nutrition, rest, exercise and application of a heating pad to the abdomen may provide some comfort. Normal daily activities should be pursued to help relieve tension. If this does not help and symptoms remain severe, seek the assistance of a health care provider.

So if you are one of the 42 million women in the U.S. suffering from symptoms such as backache, cramps, nausea, vomiting, diarrhea, headache, dizziness, fainting, and/or pain and pulling on the inside of the thighs, you may be comforted by the fact that this is *not* a figment of your imagination!

"Wellness Watch" is contributed by Albright's nursing students as a service to the Albright Community.

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Summer session courses open to men and women

# Cedar Crest College

### Walkathon volunteers needed

Albright College students are always looking for ways to help the community, and here is a way to have fun and exercise at the same time. The eighth annual five-mile walkathon sponsored by the Humane Society of Berks County will be held Sunday, May 6.

The five-mile walkathon will begin at the shelter (1801 North 11th Street) with registration at 12:00 noon, and the actual walking will begin at 1:00 p.m. There will be a checkpoint at the end of each mile where the walkers will have their cards stamped in order to get credit for walking that mile. The walkathon will end at the Humane Society.

All walkers must have sponsors because this is a fund-raising project for the homeless, neglected, and abused animals at the shelter. Each participant should try to sign up as many sponsors as possible for a minimum of five miles to be walked.

Each walker is responsible for collecting the money from his or her sponsors. The money is to be turned in at the Humane Society office by 4:00 p.m. on Friday, May 18. The prizes will be awarded for the highest amounts of money collected.

If you decide to walk a pet in the walkathon, the animal must be on a leash and must have a 1984 license. If you wish to walk a dog and do not have one, selected shelter dogs will also be available to go on the walk. Fresh water will be provided for the pets and walkers at each checkpoint. It is not necessary to walk a pet in order to participate.

For any information or answers to questions you may have, please call the shelter at 921-2348.

All proceeds go to the neglected, homeless, and abused animals, so come out and support a good cause.

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D.S. (*Alias "Double, Double, Double"*) say it savvy, not size, but Scott, (*who lost his lab book, not to mention his wash bottle, 150 ml beaker, and virginity, ALL IN ONE SHOT*) says it's not quantity, not quality.

Dear Box 650,  
How about a game on the courts?

**FREE TRIP TO BERMUDA PLUS CASH!**—Large Philadelphia tour operator seeks campus representative for 1985 Spring Break to Bermuda. Interested individuals contact: Tom Powell Atkinson and Mullen Tours, 606 E. Baltimore Pike, Media, Pennsylvania 19063 (215) 565-7070

Dear ?,

How am I supposed to meet you "anywhere, anyplace, anytime," if I don't know who you are??? Please let me know!

Signed—  
R. K.

## Upcoming events

**Monday, April 16, 7:00 p.m. Science Lecture Hall**

Dr. Michael Simpson will present a slide lecture on plant adaptation. Included will be a survey of morphological and physiological adaptations of desert plants, carnivorous plants and epiphytes, and references to unusual pollination mechanisms.

**Thursday, April 26, 4:00 p.m. South Lounge**

"Values on a College Campus," addresses some of the moral issues that confront college students. Different members of the college community will offer insight and expertise on subjects ranging from classroom cheating to social integrity.

**April 21, 28, 29/May 3, 4, 5, 6; 8:00 p.m. Campus Theatre**

The Domino Players present *The Haggadah* by Elizabeth Swados, an imaginative and exciting portrayal of the life of Moses.

## Buon Giorno Roma

What's better than Interim? Interim in Italy! Next year, a trip to Rome and Florence, Italy will be offered as an Interim 1985 class. The course will include a two week sojourn to two of the world's great cities, Rome and Florence. Cost of the trip will be approximately \$1,000, including flight, transfers, hotel, one meal per day, and side trips (including a visit to Pompeii). The course will also include a one week orientation on Italy before departure at Albright and the opportunity to design an individual project. Projects can be tailored to individual interests in all areas: history, art, home economics, architecture, business, photography, literature, writing, etc. Aside from being a once-in-a-lifetime learning and travel experience, Italy also offers the excitement of Europe food (pizza at its best), shopping (leather and gold are bargains), a good exchange rate (the dollar goes a long way), and a warm climate (a long way from the January snow). Take advantage of the low cost of a trip to Italy, make it a graduation, birthday, or Christmas present! For more information, please attend a meeting for those interested (no commitments need to be made at this time) on April 26 at 4:00 pm in Master's Hall Room 207, or see Professor Gary Adlestein. What's better than Interim? Interim in Italy!

## Human resource management

### ACSIP keeps campus informed

Human resource management is becoming more important in business and industry. As lifestyles change and costs increase, managers must recognize the need to cooperate with their employees and try to establish common goals. Greater attention must be given to the human needs of employees as they are a most valuable resource for accomplishing the aims of the employer. Human resource management is concerned with the careful selection, recruitment, training and development, compensation and performance appraisal of these resources.

A new organization, Albright College Students Interested in Personnel (ACSIP) can benefit the Albright community in many ways. The group's affiliation with the

American Society for Personnel Administration (ASPA) can facilitate interaction with human resource managers; provide current information concerning human resource management, careers, internships and job placement opportunities; develop important business contacts with area practitioners; and sponsor conferences and speaker programs. ACSIP aims to acquaint students with the human resource field, keep students up-to-date on new developments and to build a strong group of pre-professionals.

A Career Night on human resource management was ACSIP's first planned activity. Six ASPA member including Jim Fergers, vice-president of Sharpoint, Inc., J.F. Reder, manager of Em-

ployee Relations at Occidental Chemical Corp. and Veronica Koren, salary administrator at Gilbert Associates, spoke on their specialized areas. Each speaker explained his/her role and responsibilities as well as relevant career opportunities.

In May ACSIP charter members will attend an ASPA dinner meeting as guests of the local ASPA chapter for the official affiliation and charter ceremony.

Students interested in learning more about ACSIP should contact Meg Gross, president, Cheryl Ostapko, secretary, or Dr. David A. Marin, Alumni Hall 101-B, advisor.

Nancy and Didi:

Have a nice weekend. You bring the coffee, and I'll bring the creamer.

T, A, & L—*Clubbing again?* Must have enjoyed yourselves pretty much. Glad you finally washed your hand.

**THIS IS THE LAST TIME!!!!!! NEVER AGAIN!!!**

*Sorry mom and dad, it's your baby now.*

## Writer to lecture on mentally retarded citizens

Robert Perone, a freelance writer, will be speaking on the topic of "Mentally Retarded Citizens at Home and in the Neighborhood" Thursday, April 26 at the Holiday Inn on 5th Street Highway. This event is sponsored by the Berks County Association for Retarded Citizens,

Family Centered Resource Project of Albright College, Psychological Services Center of Albright College and the Greater Reading Ministerium.

Robert Peiske builds bridges between ordinary citizens and persons with handicaps. He chases myths, casts fresh light on awkward hu-

man situations, and inspires readers to value these persons and make healthy connections with them.

Before becoming a freelance writer, Perske worked as an executive director of the Greater Omaha Association for Retarded Citizens, and as director of the Random House/HEW Writing Project. He also worked as a writer-on-assignment for films, magazines, newspaper, and television as well as for national and international agencies.

**JUNIORS:**  
**ONLY 384 DAYS UNTIL WE HAVE OUR GRADUATION!!**

## Spotlight

*continued from page four*

want to have with her if on a deserted island, Mrs. B. assertively answered her sons and the Bible. She is a very family-oriented person and said she couldn't live without them because "they are part of me." She greatly admires their integrity and loves to have long, soul-searching conversations with them. Her choice of the Bible is not a surprising one because she is of strong faith and because her religion gives her "food for thought."

Anyone who has ever met Mrs. B. will certainly agree she is a beautiful person, inside and out. Those who haven't should make the effort to do so. Simply walk

up to her and say, "Hello Mrs. B.! How are you?" She will most definitely smile and answer you with an expression that she has picked up from college students, "Oh, I'm hanging in there!"

## Bulimia

*continued from page two*

If parents discover that their children have this problem, they should, despite protests, demand that they seek help. Dr. Schwartz recommends. "This demand indicates that parents care enough to take their children and their problems seriously and help the children to realize the gravity of the situa-

tion. "A thorough psychiatric and mediocal evaluation is an essential first step in the treatment of this disabling condition," he concluded. mal expenditures for "food," he added.

(Send queries to **YOUR LIFE, YOUR HEALTH**, Thomas Jefferson University, Room 511, Scott Building, 1020 Walnut Street, Philadelphia, PA 19107.)

## Award-winning poet visits Albright

On April 4, Albright was privileged to have on campus Dr. Daniel Hoffman, a distinguished poet and scholar. Dr. Hoffman was recently named as a recipient of the 1984 Hazlett Memorial Award for literature. The Hazlett Award will be presented to Hoffman and five other individuals who have contributed to the artistic and cultural development of Pennsylvania. The Award will be presented at a ceremony on May 8 by Governor

Thornburgh.

Dr. Hoffman is the Poet in Residence and the Felix E. Schelling Professor of English at the University of Pennsylvania. He is a graduate of Columbia University where he received his doctorate in 1956. He has also taught at Columbia and Bowdoin College. Hoffman served as Consultant in Poetry of the Library of Congress and is a member of the Academy of American Poets.

Dr. Hoffman's first book of poetry, entitled *An Armada of Thirty Whales*, won the Yale Series of Younger Poets Award in 1954. He has several other volumes of poetry and books of literary

criticism which include *Form and Fable in American Fiction* and *Poe Poe Poe Poe Poe Poe Poe Poe Poe Poe*.

*Brotherly Love*, Hoffman's latest book, concerns Pennsylvania history and the vision of William Penn, who founded Pennsylvania. Hoffman read from this book during a taped session on April 4 in the Humanities Commons Room. Hoffman's reading, sponsored by the English department, was taped as part of a PBS presentation on the winners of the Hazlett Awards. Dr. Hoffman also read the work of several Albright students and offered his insights and advice.



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# Affirmative Action Green appointed Coordinator

by Michelle Wachs

As one strolls around the Albright campus he or she may understandably look at the student body and wonder where are the minority students at this school. In the past minority recruitment has indeed been a problem with which the Albright community has had to contend. The magnitude of this problem becomes apparent when one considers that only one black student was enrolled in this year's freshman class.

Last week Albright took a positive step toward the solution of this quite serious dilemma. An ad hoc committee headed by President Ruffer appointed Dr. Marsha Green as Affirmative Action Coordinator. Dr. Green is an excellent choice for this position; she is truly committed to the cause of affirmative action as evidenced by her active participation on the Affirmative Action Committee of which she was

chairperson last year. Dr. Mary Jane Androne presently chairs this committee which has succeeded in fulfilling one of its major goals set for this academic school year — the appointment of an Affirmative Action Coordinator. The Committee will work very closely with the coordinator.

Dr. Green's duties as coordinator, which begins September 1984, are manifold and are more specific than those of the Committee. She will be responsible for communicating in conjunction with the Affirmative Action Committee the Affirmative Action Policy to all members of the college community. She will also serve as a resource person on the campus for issues relating to women and minorities and keep the college informed on matters involving equal opportunity. Thirdly, she will insure that the hiring procedure established by the Affirmative Action Committee is fol-

lowed. This entails keeping a file of "search and appointment" forms for all administrative faculty and staff hirings. Another of her duties will be to oversee in cooperation with the Affirmative Action Committee the implementation of the affirmative action program. This involves annual review and evaluation of the progress of the affirmative action program; formulating priorities and goals, and timetables and making relevant recommendations. A fifth responsibility will be to prepare a formal report on the results of the affirmative action program to be used as a basis for updating the program. Finally, she will serve as an ombudsman for grievances of the students and non-academic staff pertaining to matters of alleged discrimination and non-compliance with the affirmative action program. All of these responsibilities are derived from AAUP guidelines.

Students will be most directly concerned with the last of these duties mentioned above of the Affirmative Action Coordinator. Thus if students should encounter discriminatory practices operating within the college, students will have a specific place to take their grievances. Dr. Green will then be able to help to deal with the problems more effectively.

Although she will be greatly missed on the Affirmative Action Committee, Dr. Green will be a tremendous asset to the college as its new Affirmative Action Coordinator. By establishing this position Albright has embarked on a path which will eventually lead not only to some insurance against discrimination but also to a higher minority enrollment in the future at Albright College.

## Albright College Affirmative Action Policy outlined

### THE AFFIRMATIVE ACTION PLAN (T-9/73)

#### 1. Policy Statement

Albright College does not discriminate against persons in employment or against students because of race, religion, sex, national origin, age or family relationship. The college affirms a policy of seeking out, hiring, and promoting minority and women faculty and staff in order to create an equitable balance which reflects the availability of women and minorities within their respective areas. The purpose of the affirmative action program is to insure an atmosphere of equal opportunity and nondiscrimination in recruitment, hiring, promotion, and all other terms of employment opportunity of women and minorities.

#### 2. Recruitment and Hiring

The college actively recruits minority and women employees, especially in areas where study has shown the percentage of such employees to be less than their availability. All job openings are advertised in appropriate places, state no sex preference, and contain the phrase "An Equal Opportunity/Affirmative Action Employer."

#### a. Faculty

When a vacancy occurs, or some expansion of faculty is in order, the Vice President-Academic Affairs meets with the chairperson of the department and the President to determine desired qualifications of applicants and the rank and salary range to be offered. When the number of women and minority group members in a department falls below parity, as determined, interviews such candidates, or shows evidence that it is not possible for the department to do so. Faculty vacancies are posted in the publications recommended by each department by the end of January for openings in the following academic year. Albright's goal is to have the number of women and minorities on the faculty reflect their availability in the candidate pool.

Candidates to be interviewed are selected from the solicited and unsolicited applications collected and filed by the Vice President-Academic Affairs. Applications are retained for one year after receipt. Criteria for candidate selection include graduate training, previous teaching and other relevant work experience, and professional

activities such as research and publication. Geographical location, marital status, number of dependents, or age are not appropriate criteria. The applicant is interviewed by members of the appropriate department, the Vice President-Academic Affairs and the President. In some instances, students are invited to sit in on an interview, but not regularly. Consensus is sought among these constituencies. Criteria for final selection, in addition to those mentioned above, include recommendations and commitment to teaching. Objective reasons for the rejection and/or selection of candidates interviewed are retained in their files.

#### b. Administration

When an opening occurs at the administrative level, the appropriate cabinet-level officer describes the specific qualifications desired, and notices are placed in relevant publications. Candidates' files containing objective reasons for selection and/or rejection are maintained under the authority of one person. All new appointments are accompanied by documentation of a systematic search for women and minorities.

In an attempt to increase the representation of women and minorities at the upper Administrator levels, Albright hopes to reach a goal of 33% women by 1985.

#### c. Staff

When openings occur in the non-academic personnel area (Bookstore, Buildings and Grounds, Food Service, Library, Offices), applications of persons who have previously applied for jobs are reviewed by the Director of Personnel. If no applicants are secured from the files, a job description is placed in the two local newspapers. Records are retained by the Director of Personnel for each applicant interviewed, including objective reasons for acceptance or rejection. Albright's goal is to establish an applicant pool that is representative of the availability of women and minority group members in Reading and Berks County area, in order ultimately to have this availability reflected as closely as possible by the percentage of such employees in each pay grade. The college hopes to reach a goal of approximately five percent

blacks and three percent Spanish surname employees with even distribution among the pay grades. Positive steps toward this goal include communicating with local high school and vocational-technical schools, in order to broaden the representation in the applicant pool.

#### d. Student Employees

Student employees are selected on the basis of financial need, without regard for race, religion, sex, or national origin.

#### e. Policy on Family Relationship

Albright has no anti-nepotism policy. Candidate selection is determined on the basis of qualifications stated in the job description. However, one individual should not participate in decisions involving benefit to members of his or her immediate family. If the decisions of an administrative officer would affect a family member, the decision should be made by the person to whom the officer reports.

#### 3. Job Classification System

##### a. Faculty Promotion and Tenure

As basic to all its considerations, the college recognizes its legal, professional, and moral responsibility to avoid discrimination against any instructor for reasons of sex, race, religion, or national origin. The religion of an individual may be an important consideration in instances where this would directly relate to the person's competency to perform assigned duties (such as college chaplain). Beyond this, the college sees the development of a total faculty diverse in its makeup as compatible with the ideals of the liberal arts and consistent with its own historic character. The college intends to exhibit this commitment in its promotional and advancement policies.

*continued next issue*

\* "Guidelines on Discrimination Because of Sex," Section 1604.10(a). Federal Register, April 5, 1972, Vol. 37, No. 66, p.6837.

To all the Flyers fans who made  
fun of me two years ago:  
HAH!!  
Love, a CAPITALS fan.

### Workshops mark

week of

### the Young Child

Two workshops on "Play Therapy" and "Images To Grow On: A Conference in Celebration of The Week of the Young Child" have been scheduled by the Albright department of home economics, together with the Child Development Center.

The "Play Therapy" workshop will be held April 15-16 in Alumni Hall. Workshop leader will be Miriam Aberg Gavigan, instructor in home economics and certified family therapist. The objective of the sessions is to train participants in non-directive play therapy techniques. Involvement in the conduct of play sessions, observation, evaluation, and feedback will be stressed, Gavigan related.

The one-day workshop on images April 28, will focus on introducing parents and teachers to the developmental role of the micro-computer in the interactive environment of the child, stresses in parenting, and comment on the changing family. Featured speaker for the latter topic will be Ellen Galinsky, nationally known researcher, author, and lecturer on parent and child development.

Information on both events is available from the department of home economics.

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**Sports Spotlight**

**Nancy 'Spaz' Miller: first class fielder**

by Brenda Showers

If you have been to an Albright intercollegiate softball game within the last four years, you may have heard the Lions cheering a fellow team member with shouts of "Nice catch, Spaz!" or "Good play, Spaz!" To the average sports fan having a player whose nickname is "Spaz" is not exactly encouraging. But in this particular case it is important not to let the name fool you.

Despite the somewhat negative implications of her nickname, Nancy Miller is a dedicated athlete and sports are an important part of her life. Although she has always enjoyed many different sports, Nancy has been particularly interested in softball. She played softball for three years in high school and is the only senior on the Albright team who has been on the team four years. In high school she began playing in right field and she continues to play that position at Albright.

Although she admits that right field is often considered to be a lack luster position, she is quick to point out the importance of every team member, and adds that even right fielders have their share of exciting plays, such as throwing a runner out at first from the outfield, or stopping a run from scoring with a perfect throw to the plate.

In addition to high school and college softball, Nancy also played in a summer softball league, where she received her unusual nickname. She explained that there was really no specific incident which inspired the name, but that she simply asked for a nickname since

most of the players already had one. A friend came up with the name "Spaz," and it soon became hers. While playing intramural field hockey, Nancy's team, The Wild Women, purchased team T-shirts with the team name on the front and the individual names on the back. Naturally, Nancy decided to use her traditional nickname on the back of her shirt. These days it seems as if the nickname is as well-known as her real name. Nancy is not bothered by the popularity of her nickname and is only a little annoyed when people use it with a malicious tone of voice.

After several years of experience with softball, it seems as if some of the challenge might be gone. But this year Nancy has a new challenge serving as the captain of the team. Like Coach Jo Anne Moore, Nancy is very optimistic about the team. Eager to discuss the team's strengths, she emphasizes the cohesiveness, team work and enthusiasm among the players. Certainly these qualities should help to make the season enjoyable as well as successful.

So far the team has been very successful. They opened the season by winning both games in a doubleheader against Swarthmore. Commenting on the new system of playing doubleheaders against league opponents, Nancy said that she feels it is an improvement, since it is frustrating to practice so long for only a few games. She also mentioned that the new system allows more players, more playing time and provides a chance to try different combinations of players together.

Many of Nancy's other

extra-curricular activities involve athletics. In addition to her four years on the softball team, she was a member of the junior varsity badminton team in her sophomore year and has participated in field hockey, basketball, and volleyball intramurals with the Wild Women. This year she is a senior class representative for the Women's Athletic Association. And, for four years Nancy has participated in one of the toughest athletic events on the Albright Campus, an event which requires uncommon endurance and dedication: the Muscular Dystrophy Dance Marathon. In addition to raising money for Muscular Dystrophy, Nancy helps the community through her sorority, Gamma Sigma Sigma, a national service sorority. At various times during her years with the sorority, she has been the first vice president and secretary.

Nancy's career choice is also related to athletics. She is currently a biology major who plans to attend graduate school to study physical therapy. After graduate school she would like to work at a hospital to gain experience in therapy for patients who have suffered heart attacks, strokes or other debilitating illnesses. But her main objective is to specialize in orthopedic and sports therapy. Nancy has already gained valuable experience in this area by working at a local orthopedic and sports therapy center.

Obviously, sports have played an important role in Nancy's life. Not only have they given her hours of fun and relaxation, they have provided an opportunity to meet new people and to

build lasting friendships. safe to assume that Nancy (Considering these facts and her career choice, it seems will continue to be a dedicated sports enthusiast.



Photo by Steve Hnath



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**Helping hands**

continued from page one  
cause they had the most participants. Diane Jones, co-chairperson of Helping Hands Week along with Denise

Mazzas stated that "there was a lot of positive feedback on the Class Olympics from the underclassmen. New events, cycling and a triathlon, are being considered for next year. Also, awards would like to be given for categories, like MVP next year."

Saturday night there was a dance with the band "Young and Rich." The turnout was very good.

The week ended officially with a picnic on Kelchner Field for all Olympics' participants.

Greg Galtere, co-chairperson of Cura Club along with Natalie Olson, stated "the Phi Beta Mu's did an exceptional job. They made the week work out and Diane Jones and Denise Mazzas did a great job."

"People thought that Helping Hands Week was a good idea, and that is was pretty successful considering it was the first time," explained Diane Jones.

With the combined efforts of Cura Club and Phi Beta Mu, Helping Hands Week raised \$400 to donate to the Cancer Society.

**Foreign Language Feature**

**Die Ziele des deutschen Jugendns: Sind sie Eure?**

Deutsche junge Leute sind nicht anders als amerikanische junge Leute. Das Magazin, *Stern*, interviewte viele deutsche Jugendliche und hat gefragt, "Was ist Glück für euch?" Nicht überraschend, haben keine Leute gesagt, "Ich bin glücklich!" Aber viele haben die gleichen Ziele. Geld ist oft sehr wichtig. Ein junger Mann, 23 Jahre alt, hat gesagt, "Ohne Geld ist man nichts!" Eine junge Frau, 24 Jahre alt, hat gesagt, "Ich will

einen reichen Mann heiraten."

Sie denken, dass Geld allein nicht genug ist; Erfolg ist auch wichtig. Ohne Arbeit gibt es keinen Erfolg. Genau wie hier, halten die jungen Leute in ihren Berufen, Ziele. Aber die Berufe sind anders für Frauen. Weniger Mädchen in der Bundesrepublik besuchen eine Schule oder Universität als in Frankreich, Belgien, U.S.A. und den Niederlanden. 40 Prozent der Frauen arbeiten in vier Berufen:

Verkaufarin, Sekretarin, Erzieherin in oder Lehrerin, und Krankenschwester.

Viele Männer halten traumensche Ziele. Sie wollen Musiker, Rennfahrer, und berühmte Fotografen werden. Viele junge Leute wollten ihre Freiheit haben und wollten unabhängig sein. Die amerikanischer Jugend erscheint die gleiche Ziele als den deutschen Jugend zu haben.

**Was ist Glück?**

by Linda E. Sartor

Was ist Glück? Diese Frage wurde jede Person bestimmt anders beantworten. Glück kann viel Geld sein oder ein guter Beruf oder vielleicht Liebe oder Spass. Meiner Meinung nach ist Glück, was einem im Leben Zufriedenheit gibt. Hier wieder kann Zufrie-

denheit verschiedenes bedeuten. Es kommt auf den Menschen an. Ich meine, man muss realistisch und nicht ganz idealistisch durch das Leben gehen. Zum Beispiel, Geld allein macht nicht glücklich aber Mann braucht es, um zu leben. Jeder soll Berufe, Hobbys und Freizeitsbeschäftigungen, die ihm Spass machen und persönlich glücklich machen. Das

Glück macht man sich aber selbst. Wenn einer etwas aus dem Leben will, muss er meistens sich selbst helfen und viel leisten. Durch Arbeit und Muhe kann jeder das erreichen, was ihn glücklich macht. Wenn einer glücklich und zufrieden ist, hat er wirklich alles vom Leben.





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**TIME IS RUNNING OUT!!!**

## Bright spots appear in baseball losses

by Andrew Nadler

Albright's 1984 baseball team has already had to endure numerous postponements due to rain, a hard-hit and injury plagued pitching staff, ornary crowds on the road, and a truant third baseman who has appeared to have flown Potsklan's coup; all of which figured in the 19-3 and 12-11 double-header loss in Juniata Saturday. The overall picture however is not nearly as critical as one might think.

Albright can boast of sound hurlers to fill the gap left by disabled Mark Brockman, who is nursing a sore shoulder, and Eric Edwards, who is recovering from a broken thumb.

Batting may very likely prove to be Potsklan's savior, because most of the men in the line-up are serious threats at the plate. This became evident in game two when a balanced hitting attack provided a 10-4 cushion before the pitching of James Kirkpatrick crashed. The fielding, which thus far has let up an average of two errors a game, has been described by most players as "adequate."

In the first game, Potsklan opted to start Dean Huntzinger, a sophomore who made his debut on opening day. Huntzinger may have wished he missed the bus after he surrendered 14 runs in two innings work, not exactly what Potsklan had hoped for. Huntzinger walked the

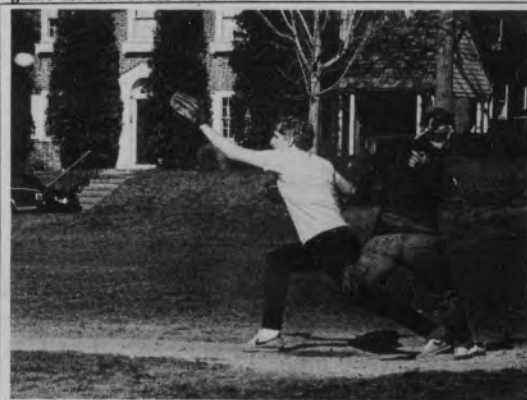
first two batters and received two errors from his fielders, while Juniata hitters were exploiting openings in Albright's infield. The hole between third base and shortstop was particularly hard where an unaccustomed Tom Murphy was playing. Said Coach Potsklan, "We lost two shortstops and with Krady thrown out of the game we had trouble playing people out of position." When the dust settled in the third, Joe Marino mitigated the Juniata attack by allowing five more runs in his pitching debut.

Dave Curtin provided the offense heroics by hitting a home run with a man on and Casey Krady batted in the only other run.

In contrast to the opening game, Albright's pitching bombshell in the second game did not occur until near

the final curtain. Holding a commanding 10-4 lead in the sixth inning, Albright took the field and Juniata started to warm up, not so much with the bats in the dugout, but fans in the stands. According to Potsklan when Kirkpatrick reached the mound in the sixth, verbose crowds intimidated him and he lost his concentration. "They stole the game away from us," Potsklan said. Such outbursts as "no pitcher" and "rubber arm" gave way to a eight run inning.

The projected strong batting attack, did pay dividends in the early going. Krady had a homerun, Curtis had a double and three RBI's. Joe Toto, Dennis Close, and Dennis Mulhern all had two hits and a run batted in, and Frank Gill knocked in two runs.



Nick Gugie receives a late throw to first in an intramural softball game last week. Photo by Sean Kelly

## Affirmative Action

continued from page seven

in the same degree upon every instructor. The college does not abdicate its right and its responsibility to look upon every instructor as a whole person and make judgements upon the basis of the total performance and contribution which that individual makes to the instructional program.

Finally, it should be clearly known that the college considers teaching performance its most basic criterion. While every teacher is expected to undertake that amount and quality of research consistent with standards of good teaching in his or her field, no specific requirements for research in publishable or non-publishable form are established. Quality publication achievements are considered in every instance, but carry no automatic assurance of raise in salary, tenure, or promotion; nor does their absence negate such possibilities. Quality of teaching performance, as this can be determined by the evaluative means at the college's disposal, will be considered fundamental to all such decisions.

Specific criteria to be used in evaluation of faculty for advancement purposes is found elsewhere in the Faculty Handbook.

### b. Non-academic Personnel

It is recommended that in accordance with HEW's requirements, the Vice President-Business shall direct the development of a job classification system for all non-academic personnel and that of administrative department heads shall cooperate in the development of job descriptions with qualifications and criteria for promotion and termination. The

purpose of the classification system is to help assure individuals of one sex or race are not clustered in particular job categories.

The Affirmative Action Committee annually reviews the distribution of individuals in the various job categories and, if necessary, recommends goals and timetables to correct imbalances.

### c. Part-time Personnel

Albright has recently improved the salaries and fringe benefits of part-time faculty members. The college will move in the direction of making part-time salaries comparable to those of similarly qualified and employed full-time personnel in academic and non-academic areas, on a pro-rated basis, in order to allow more flexibility in individual life and career patterns.

### 4. Employment Benefits

#### a. Maternity Leave

Maternity leave is available to employees in accordance with EEOC guidelines stating that, "disabilities caused or contributed to by pregnancy, miscarriage, abortion, childbirth, and recovery therefrom are, for all job-related purposes, temporary disabilities and should be treated as such under any health or temporary disability insurance or sick leave plan available in connection with employment."\* The starting and termination dates of the leave are to be determined by the employee and her doctor. At the end of the leave, the employee is allowed to return to the original position or one of similar status and pay.

#### b. Child-care Leave

Unpaid child-rearing leave is available when a parent wishes to remain at

home to care for children and is open to men and women. Procedures governing such leave shall be consistent with any other personal leave policy. Accrual of seniority and other benefits is not affected by maternity or child-rearing leave.

### c. Retirement

The retirement policy for non-academic personnel is nondiscriminatory, and the policy for faculty is nondiscriminatory within the limits of TIAA-CREF.

### 5. Condition of Work

#### a. Training

Albright has no formal training program for academic or non-academic personnel. The college intends to sponsor seminars and other programs aimed at helping faculty members improve their teaching effectiveness, and investigate additional ways of helping faculty increase knowledge in their respective fields. The college intends to increase advancement opportunities of junior administrative personnel (often women) by sending them to relevant conferences and professional meetings and by encouraging and supporting attempts at developing job expertise.

#### b. Evaluation

Procedures and criteria for evaluating faculty and administrators will be made explicit. The goal of any fair evaluation procedure should be to insure maximum objectivity and fairness in the determination of salary, promotion, tenure, and reappointment.

#### c. Grievance

Grievance procedures for faculty members will be made explicit and stated in the Faculty Handbook Faculty

who feel they have been discriminated against in salary or the granting of promotion, tenure, or reappointment may request a hearing by the Faculty Grievance Committee. Non-academic personnel and students should also have an established grievance procedure; they may also take matters of alleged discrimination on the basis of sex, race, religion, or nationality to the Affirmative Action Coordinator who may act as mediator in the situation. If no satisfactory solution can be reached the grievant may request a hearing by the Affirmative Action Committee. If the grievant is still dissatisfied with the solution, he or she may refer the matter for investigation to the appropriate county, state, or federal agency.

### d. Miscellaneous

Periodic studies are made by the Affirmative Action Committee to insure nondiscrimination in all conditions of work including opportunities to serve on decision-making bodies, teaching loads, teaching schedules, use of facilities, and research or leave opportunities.

### 6. Students

The college affirms its commitment to help students overcome the discriminatory socialization process they may have experienced before coming to college in the following ways:

a) All members of the college community should examine their own attitudes and behavior toward women and minority group members and attempt to correct any differential treatment of students in this regard.

continued on page six





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