

Management Act Adopted

Penn State-Behrend has adopted a plan for managing acts of intolerance toward individuals or groups. An "act of intolerance" is defined as "any attempt to injure, harm, malign, or harass a person because of race, religious belief, color, national origin, handicap, age, or sex." Such behavior includes acts or attempts which may pose physical or psychological harm or threat of such harm to individuals, to groups, to the University, or to the community. It should be noted that an act of intolerance differs from other acts of intimidation or criminal

behavior because it is motivated by hatred of the characteristics or beliefs of the victim. Acts of intolerance are conscious, deliberate behaviors in contrast to insensitive acts, which may be the result of lack of awareness.

The Penn State-Behrend plan is part of a University-wide effort, which focuses upon a model comprised of four functions: prevention, anticipation, response and management.

Prevention includes those activities which support a positive social climate which is inhospitable

to acts of intolerance. Anticipation involves the identification of issues and indicators which may give rise to acts of intolerance. Response focuses on specific procedures and actions to be taken in the immediate aftermath of an incident. Management includes longer-range activities to restore an amicable and equitable environment. Within each function, Penn State-Behrend has defined departments, offices and individuals having designated responsibilities. Key components of the plan include the appointment of a campus environment assessment team and a campus response team.

The charge of the campus environment assessment team is to evaluate reports from others on campus, identify areas where problems may arise, and recommend action for avoiding problems. Members of the Penn State-Behrend campus environment assessment team, which will meet at least quarterly, are: Dr. Jack Burke, Associate Provost and Associate Dean; Dr. Chris Reber, Dean of Student Services; Mr. John Ream, Director of Operations; Ms. P.J. Brown, Assistant Dean of Student Services; Mr. John Downey, Assistant to the Dean of Student Services; Mr. Tod Allen, Community Service Officer; Ms. Barbara Euressti-Conn, Minority Recruitment and Special Programs Coordinator; Dr. Louanne Barton, Personal Counselor; Mr. Eva Tucker, Assistant Professor of Geoscience; Ms. Dianne Nowacinski, Records Clerk, a student representative to be appointed by the Student Government Association; and a student representative to be appointed by the Association of Black Collegians. Barbara Euressti-

Conn will chair the campus environment assessment team.

The charge of the campus response team is to convene immediately following an incident to gather the facts, reduce rumors and suspicion and prepare for the restoration of the climate. Members of the Penn State-Behrend campus response team are: Dr. John Lilley, Provost and Dean; Dr. Chris Reber, Dean of Student Services; Mr. John Ream, Director of Operations; and Mr. Gene Johnson, Chief of Police and Safety Services. Dr. Chris Reber will chair the campus response team.

Any individuals observing an act of intolerance should report the incident immediately to Chris Reber, Dean of Student Services. Dr. Reber will coordinate response and services to aid the victim, the community, and to seek out the responsible individuals. Posters communicating this message have recently been distributed throughout the campus. All such incidents will also be reported for University-wide tracking purposes.

According to Dr. Reber, the plan is a significant next step in Penn State-Behrend's focused commitment to create and nurture cross-cultural understanding. Programming efforts toward this end have been significant this year, including a campus-wide Martin Luther King Birthday Celebration; lectures by the Reverend Arthur Langford, Dr. Alvin Poussaint, and The Reverend Dr. Ralph Abernathy; appearances by the Shiloh Baptist Choir, the Eric Bayfront Ballet, and Vinie Burrows presenting a one-woman show of prose, poetry and song; a film series; a panel discussion on "The Socialization of Prejudice in America," a two-day series of intergroup relations workshops for students, faculty and staff; and a program on sexual harassment by Dr. Betty Moore from the Division of Campus Life at University Park. Anyone having questions about or wishing a copy of the plan should

contact the Office of Student Services.

As Downey puts it, "Affirmative action is the antithesis of society."

1986 Bureau of Census figures showed that 11% of white individuals and 8.6% of white families were below the poverty level. In comparison, 31.1% of black individuals and 28% of black families were below the poverty

level. These statistics are not in any way a display of intelligence levels of the black culture compared to the white culture, but simply a situation the former is forced to deal with.

Perhaps through people like Downey and Byrd, or those twenty-two students, we will be able to reach on campus and in the world a racism-free society.

Behrend Alumni To Speak

On April 14th, successful Behrend alum Chuck Beckman will be returning to his Alma Mater in an event sponsored by The Mary Behrend Cultural Fund, the Student Programming Council, and Roundtable. Beckman, a former Editor of In Touch travel magazine will be speaking on professional writing and editing at 7:30 p.m. in Hammermill 17.

Beckman, a 1983 Behrend English graduate is currently the Coordinator of Academic Programs and Humanities at the Center for Academically Talented Youth at Johns Hopkins University. Beckman earned his Masters from Hopkins in 1984.

A former editor of the Collegian, Beckman once played a key role in campus activities. In an essay by Beckman, entitled, "Writing Life," he recalls some of his finest days-- his days at Behrend.

The following excerpts are taken from "Writing Life."

"The period of my life which has since accumulated romantic memories was the four years I spent at Behrend College."

"My writing life began at Behrend, with courses taken in the English Department...with Professors Diana George and Jim Davis. A group of student writers of great ability gathered at Behrend for a few years--(including) Monica

Irwin(now a lecturer at Behrend) and John Coleman (now an instructor at Behrend)."

Beckman is, by all accounts an inciteful individual. He observes, "The job that I hold now-- an administrative position at the Johns Hopkins University is, by writers standards, a good one. But even in saying this I cast doubt upon my supposed calling: The true writers I've known seem not to be concerned not with good jobs but with living."

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Humanism Workshops

by Michelle McClellan
Collegian Staff Writer

Multiculturalism--what is it? And, most importantly, how can it be achieved? These questions were dealt with this semester through a series of workshops presented by Vera Lee Byrd, Minority Student Programs Counselor; and John Downey, Assistant to the Dean of Student Services.

The goal of these workshops was to give students the Anthropocentric Position. The Anthropocentric Position describes a student who recognizes that any culture is merely a relatively localized expression of what it means to be human. Approximately twenty-two students were "converted." This process of conversion was broken into four stages:

Stage I: Isolation

Ethnocentrism--Identifying with one's own group. An assertion of personal and cultural superiority and the denigration of other cultures.

Stage II: Inquiry
Awareness--Acknowledgement of the existence of other cultures.

Understanding--Sorting out the nature of other groups, reorganizing the complex process of culture.

Stage III: Contact
Acceptance/Respect--Accepting the validity of cultural differences.

Appreciate/Valuing--Putting into perspective the strengths and weaknesses of a culture.

Selection/Adoption--Trying on new attitudes and behaviors from another culture.

Stage IV: Integration
Multiculturalism--Mastery of knowledge and skills to feel comfortable and to communicate effectively with people of any culture and in any cross-cultural situation.

But why even bother with such a program? It is a fact that racism does actively exist in today's society. Society's thesis is racism, and the only antithesis is affirmative action.

Club Reports * Club Reports * Club Reports * Club Reports * Club Reports * Club Reports

Attention !!!!!

ATTENTION ALL CLUBS AND ORGANIZATIONS:

The next MANDATORY ICC meeting is April 7 at 5 p.m. in the Read Seminar Room. You must have a representative present at this meeting; it's the last one this semester.

Your club/organization must arrange to have its photo taken for the Yearbook by April 4. Contact Student Services for more info.

Rifle

by Chris Martincic

On the 17th of March 1988, the Behrend College Rifle Club took a bold step forward. That night the Rifle Club ventured into handgun shooting.

The members were given an opportunity to fire a .357 Magnum revolver and a .22 caliber revolver along with the regular rifles. The Rifle Club plans to make handgun shooting a regular part of its program. So, if you enjoy shooting rifles of handguns and want to sharpen your skills you are welcome to join us. Even if you have never shot before we would be glad to have you.

Rifle Club meets every Thursday in the ROTC Office at 5 p.m. There is a \$1.00 range fee.

Rangers

If you were to walk up to one of the Behrend Rangers and ask what it takes to be a Ranger, he would reply, "strength, loyalty, dedication, and endurance." This is the purpose of the Ranger club on campus, and its members have more than demonstrated these qualities.

The Rangers strive to achieve and grow by giving 110%, without complaining or questioning the purpose of their missions. This year itself has been quite a challenge, considering the demands of the training and activities. The Rangers competed with other universities at Ranger Challenge, a strength, skill, and endurance competition, which kicked off a year of pride and determination. Behrend was one of the few universities to enter two teams. The Rangers conducted two overnight field training exercises in the extreme cold where patrolling tactics were practiced and applied. The rangers never questioned roadmarching with heavy rucksacks when they could have been sleeping late on a Saturday morning, nor did they consider the establishment and running of rappell lanes at a weekend lead lab out of their range of duties. The Rangers are consistently on time for the weekly meetings with pressed uniforms and highly shined boots, ready to lead the way. As stated by Ranger Commander Brian Anderson, "Never in my experience at Behrend have I seen the Rangers undertake such difficult and diverse training."

At the end of the semester, the Rangers who have demonstrated outstanding skill, stamina, and dedication will be awarded the coveted black beret, the symbol of a true Ranger. In the meantime, the Rangers will drive on with more high speed training and continue to set the example.

S.G.A. Minutes

Erindale College visit scheduled due to "end of semester crunch."

Amnesty International unanimously given charter on Behrend campus.

Inter-Greek Council unanimously recognized as an organization.

1988 - 89 budget requests tabled for two weeks.

Omicron Delta Kappa

Congratulations to the new Omicron Delta Kappa members! To be inducted Sunday April 10 are:

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|------------------|-------------------|--------------------|
| Carolyn Dudas | Bob Minford | Brett Taylor |
| Terry Anthony | Lorena McCalister | Joe Sparks |
| Sam Avampato | Rich McCartney | Dr. K. Louie |
| Renee Becker | John Knauer | Ms. Karin Sabotta |
| Liz Butler | Tina Kierzek | Ms. Colleen Kelley |
| Colleen Caldwell | Lisa Propper | |

Lambda Sigma

Lambda Sigma would like to extend a warm welcome and a hearty congratulations to its new members. They are: Patrick Armstrong, Michelle Bambauer, Chris Benton, Paul Dougall, Michael Fekete, Alicia Gebhardt, Gerard Hamilton, Sandra Inman, Gwen Jones, Adam Kovitz, Stephen Mabon, Amy Marshall, Mary Restifo, Brenda Rose, James Sherman, Nicola Sysyn, Kevin Trenney, and Amy Yuhasz. Congratulations again from your "Big Lams"!!!

Alpha Sigma Alpha

by Katherine Rozumny

Alpha Sigma Alpha celebrated its second successful year at Behrend on March 15. We would like to congratulate our new officers for the 88-89 school year, and with the spring pledge class good luck.

Presently we are planning a canned food drive with collaboration from Alpha Phi Omega. The cans collected from the community will be donated to the Erie Community Food Bank, where they will help the hungry and homeless during the Easter season. We would appreciate the cooperation from the student body and community. If you would like to help out please contact Kathy at 899-4008. Also, on April 9 we plan on visiting the Veteran's Hospital to help them celebrate the Easter season by helping out with a post-Easter party.

Martial Arts

by Steve Stegman

On Saturday, Feb. 20, 1988, members of the Behrend Martial Arts Club participated in a Self Defense tournament held in Titusville, Pa. in Men's Novice Division; Jose Domingos placed first and Kusal Tan placed second. In Men's Intermediate Division, Steven Stegman placed first. In Women's Intermediate Division, Diane Gartner placed second.

On Saturday, March 26, 1988, members of the Behrend Martial Arts Club participated in an Open Tournament held in Union City, Pa. in Black Belt Men's Kumite (fighting) and Self Defense; Sensei David Graves placed second and first respectively. In Men's Advanced Kumite, Self Defense and Kata (forms), Steven Stegman placed first, second and fourth respectively. In Men's Intermediate Kumite, Gene Edwards placed first. In Men's Novice Kumite, Self Defense and Kata, Jose Domingos placed second, first and second respectively. Kusal Tan placed first and second respectively. In Women's Intermediate Kumite and Kata, Heidi Sipple placed second and first respectively. Congratulations to all the competitors!

J.R.C.

by Stan Lefes

In the next few weeks watch for information concerning a Joint Residents Council (JRC) sponsored amateur comedy night. If you can stand up in front of a group and give a monologue, then here is your opportunity to do so. There will be prizes awarded for first, second, and third place.

If you have any ideas for activities for next year, then contact either Kevin Trenney JRC-President elect or Stan Lefes JRC-Vice President elect.

The next JRC meeting will be Tuesday March 29, 1988 in the JRC office at 5:30.

R.O.T.C.

by Calvin Fryling

The Reserve Officers Training Corps at Behrend will be holding its final Leadership Lab this school year, at the rappelling site located in North East, Pennsylvania. This will be a challenging day, a day to build self-confidence by conquering the 120 foot free rappel. This rappel off the top of a train trestle will let the person experience what it is like to rappel from a helicopter. There will be short distances to rappel to prepare the participants for that final challenge.

The company will be divided into two platoons, each getting to spend half the day rappelling (about 4 hours) and the other half spent on learning new skills such as building a rope bridge, or the proper way to camouflage themselves. Other classes will instruct them on important military skills that also have civilian applications.

This will also be the last full scale operation for the MS IVs this semester, although they will be busy with preparing for the Military Ball and the Award Ceremony.

Ready to Eat Meals will again be served for lunch so the participants can enjoy the same meals that soldiers eat when training in a field environment.

by Heidi Gebhardt

On April 22, 1988, at 6 p.m., The Behrend College Annual Military Ball will be held at the Erie Maennerchor Club. The cost will be \$20.00 per couple/\$12.00 per single.

Dress for the evening is dark suit and tie for the gentlemen and formal dress for the ladies.

The ticket price includes a choice of dinners and dancing afterwards with the disk jockey Mark Signorino.

The guest speaker for the evening will be Lieutenant Colonel Clayton R. Newell from the Army War College at Carlisle, Pennsylvania.

The dance is open to any Behrend students who wish to attend. Invitations will be available, for those wishing to attend, in the Army ROTC Office, until April 8, 1988.

by Michelle Grasmick

If you've attended any Behrend Basketball games, then you'll be familiar with the ROTC Drill Team. They're the squad with the pressed uniforms and highly shined boots, who present the colors at the beginning of each game, during the National Anthem.

The purpose of a drill team is to display pride and honor while carrying the American flag. This year, the Drill Team has strived to surpass past drill teams by doing more complex spins with the rifles and by practicing precise marching techniques.

Now that basketball season is over, the drill team is concentrating on preparation for the upcoming Military Ball, which is open to all Behrend students and faculty. Throughout history, presenting the American colors has been a position of honor, and the Behrend Drill Team strives to uphold that tradition.



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