Reactions

In the wake of last Monday's announcement that Dr. F. Sheldon Hackney (left) is the nominee for president of the University, the impending resignation of Provost Vartan Gregorian dominated news events on campus. On Wednesday:

- In a noon rally at the "We Lost" sculpture, faculty and student speakers combined tributes to Dr. Gregorian with attacks on the decision to pass over the Provost (page 3). Uniformly, speakers disclaimed any criticism of Dr. Hackney if they referred to him at all.

At 2 p.m., the Senate Executive Committee in special session asked Professor Paul Bender to prepare and publish a report on the selection process; it appears on page 2. At 4 p.m., Council cleared the agenda of its regularly-scheduled meeting for discussion of issues surrounding the selection but adjourned after less than ten minutes: silence had fallen after the reading of three prepared statements, one of them the Provost's confirmation that he will step down October 24 so that Dr. Hackney will be "free to chart his own course" (texts on page 5).

That night, Dr. Gregorian told the Philadelphia Inquirer he will take leave, perhaps as long as a year and a half, and complete two books.

The Year of the Black Centenary

In 1881, James Brister received a doctoral degree in dental surgery, becoming the first black person to graduate from the University of Pennsylvania.

The University will celebrate the 100th anniversary of his graduation in the Year of the Black Centenary with a host of cultural and educational activities.

A Century of Black Presence, assembled by the University archives, opens October 24 at Van Pelt Library. It highlights the University's many "firsts" in the education of blacks, and the national and international contributions of its black alumni, faculty and students through paintings, photographs, graphics, manuscripts and African and Afro-American art and artifacts.

Playwright and teacher Leslie Lee comes to the University the week of October 27 as artist-in-residence for the Black Centenary. Mr. Lee is best known for First Breeze of Summer, a two-act play produced in New York by the Negro Ensemble Company and later aired nationwide on the Public Broadcasting System (PBS).

In January, the second annual commemorative ceremony in honor of Martin Luther King, Jr., who studied at the University from 1949 to 1952, will mark the civil rights leader's birthday; details to be announced.

Special emphasis also will be placed on the anniversary of the birth of W. E. B. Du Bois, a Fisk University alumnus who was in residence at the University of Pennsylvania while researching and writing his landmark sociological study, The Philadelphia Negro. The celebration will open on February 22 with a formal dedication of the W. E. B. Du Bois House, the University's residential living/learning college house which focuses on the black experience. Following the dedication, the Fisk Jubilee Singers—whose seven years of U.S. and European tours in the 19th century raised the money to found Du Bois' alma mater—will present a concert at the University Museum. On February 23 an outstanding black scholar will begin a week on campus by giving the first annual W. E. B. Du Bois lecture.

The University will also host the Centenary Year International Program, February 23-25, a scholarly conference focusing on The African Diaspora and Return. African and American participants will present invited papers suitable for later publication.

The seventh annual Afro-American studies symposium, April 2-3, is on "Blacks in the Year 2000." Among the issues to be examined: the probable and appropriate shape of American society in the year 2000, the role of blacks in its socioeconomic system, and what blacks can do to bring about needed change.

The first annual Penn Relays benefit concert will be on April 25; proceeds will assist high school graduates from the Philadelphia area who will attend Penn. Centenary activities will end with a Convocation on May 17 and the traditional graduation dinner honoring Pennsylvania's outstanding black students and scholars.

INSIDE—
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- Perspectives: John Morrison on "Racism: The White Disadvantage," page 12
- In the center of the issue, the full text of Affirmative Action Guidelines (Faculty)
On September 17, two days after the announcement of the nomination of F. Sheldon Hackney to be the next president of the University, I gave an oral report about the presidential selection process to a meeting of the Faculty Senate Executive Committee. Along with three other faculty members (Robert Austrian, Irving Kravis and Fay Azjenberg-Selove), I served as a member of the consultative committee that conducted the presidential search and made recommendations to the Executive Board of the Trustees. The Senate Executive Committee suggested that it would be useful for me to put my report in writing and distribute it to the community through Almanac.

There has been a great deal of disappointment among faculty, staff and students over the failure of the Executive Board to nominate Provost Vartan Gregorian for University president. In making this report about the procedures employed in the selection process, I do not seek to influence judgment about the wisdom or lack of wisdom of the Executive Board's presidential choice. At the end of the report, I do offer some thoughts about the suitability of one important aspect of the presidential selection procedures that were followed in this search. So far as I know, established procedures were followed.

The consultative committee was composed of seven trustees selected by the Chairman of the Trustees (three of whom were members of the Executive Board); four faculty members nominated by the Senate Advisory Committee; and two students nominated by the appropriate undergraduate and graduate student organizations. The chairman of the committee was the Chairman of the Trustees.

At the outset, the committee revised and distributed a letter, previously prepared by the Executive Board. This letter* announced the commencement of the presidential search, stated the qualifications that candidates should have and solicited nominations. About 300 nominations were received.

The whole consultative committee engaged in a preliminary screening of both inside and outside nominees. This screening was based on nominating letters, biographies of the nominees, and information that committee members themselves possessed about the nominees. The result of this screening was that the list of nominees under active consideration was reduced to about 50. Members of the committee then gathered some information and opinions about the remaining candidates from persons who knew them. Using this information, the committee reduced the list of candidates under active consideration to less than 20.

At about this time, faculty and student members of the committee obtained information and opinions about the inside nominees. Opinions were obtained from a number of students chosen by the student committee members, and from about 20 faculty members on a list drawn up by the faculty members of the consultative committee. Other members of the University community wrote letters to the committee about inside nominees. The chairman of the committee consulted with several administrators about inside nominees. All of this information was presented to the whole committee.

Outside candidates who remained under active consideration were then asked by the chairman of the committee whether they would be willing to be interviewed by committee members.

Several persons declined to be considered; those who did not decline were interviewed by a few committee members. Faculty, student and trustee members all participated in this process. Committee members independently reported in writing to the committee their impressions of the candidates based on these interviews.

After further committee discussions fewer than ten persons remained under active consideration. All remaining candidates, both inside and outside, were then interviewed by the whole committee. Up to this stage of the process, the committee was essentially unanimous in its decisions about whether to continue candidates under active consideration.

The committee then met to discuss the remaining candidates. Each committee member who attended this meeting orally gave his or her opinions about, and comparative evaluations of, the candidates. Discussion took place. The committee members then voted on their order of preference among these candidates, on whether each of them should be affirmatively recommended to the Executive Board, and on whether each was deemed unacceptable by individual committee members.

The results of this voting, as well as written opinions and information previously gathered about all the candidates who were interviewed by the whole committee, were presented to the members of the Executive Board. The committee had an understanding with the Executive Board that, unless the Board engaged in further consultation with the committee, it would not nominate a president who was not affirmatively recommended by the committee. Fewer than half of the remaining candidates were affirmatively recommended by the committee. Nevertheless, as I have said, the Executive Board had before it the committee's evaluations of all inside and outside candidates who were interviewed by the whole committee, whether or not they were affirmatively recommended, as well as the committee's evaluations of all these candidates as expressed in its votes. I should also say here that each of the two non-trustee constituencies represented on the consultative committee (students and faculty) was significantly divided in its evaluations of the leading remaining inside and outside candidates who had been interviewed by the whole committee. The trustee members also had differing views.

The members of the consultative committee were invited to

The Presidential Selection Process

*Published in Almanac, February 21, 1980, page 2.
meet with the Executive Board at the beginning of its deliberations. All student and faculty members of the committee attended this meeting. Each member of the committee was asked for, and gave, an oral statement of views about some or all of the candidates whose names were before the Executive Board (whether or not they had been affirmatively recommended by the committee). One written statement, dissenting in significant part from the committee's recommendations, was also submitted. The chairman, who had spoken individually with the University's deans (at their request), reported their views about the inside candidates. Discussion followed. This discussion was not confined to the candidates who were affirmatively recommended. I am confident that, as a result of this meeting with the consultative committee, and in view of the written material presented to the Executive Board, the Board members had before them accurate and extensive information regarding the opinions of faculty, students and deans about the inside candidates who were interviewed by the consultative committee.

After the members of the consultative committee left the meeting, the Executive Board interviewed the candidates who had the committee's affirmative recommendation and who were willing to be considered by the Board. I assume that there was discussion among the Board members. The Board then selected a nominee. In doing so, without reconsulting the committee, the Board confined its selection to persons affirmatively recommended by the consultative committee, as it had agreed to do. In making its selection, the Board, also followed the preferential recommendations of the consultative committee.

The principal problem that I perceive with the existing procedures for a presidential selection has to do with the composition of the body—the Executive Board of the Trustees—that has the effective power of final selection. Trustees and faculty presently have significantly different perceptions of the priorities and operation of the University. More could—and, I believe, should—be done to facilitate communication between faculty and trustees on these subjects (and perhaps between students and trustees as well).

In addition, however, it seems to me that serious consideration should be given by the trustees to the possibility of adding faculty members to the Executive Board. The tenured faculty is the permanent core of the University. The work of faculty is, in a very real sense, the substance of the University. It seems to me that strong arguments exist that a group so central to the University's mission should be represented directly on the body charged with the ultimate responsibility for the course of the University. The selection of a president is perhaps the single most important decision affecting that course.

At its September 17 meeting, the Senate Executive Committee asked me to present the following resolution to the University Council session that immediately followed that meeting:

The Senate Executive Committee expresses its regret over the loss of Vartan Gregorian's services as provost; its deep affection for Provost Gregorian; its high regard for him as a teacher, scholar, administrator and absolutely wonderful human being; and its appreciative recognition of the enormous contributions he has made to the University of Pennsylvania.

I share completely the feelings expressed in the resolution.

William Bender

At the Rally

Two faculty members spoke at the rally for Provost Vartan Gregorian on September 17—Professors Robert J. Rutman and Samuel Sylvester. In clearing this page for portions of Professor Bender's last-minute report on the selection process (above) Almanac gave priority to the unpublished remarks of Professor Sylvester. For Dr. Rutman's text, see the Daily Pennsylvanian September 18, page 5.

Reconsideration

The Black Faculty and Administrators support our provost, Vartan Gregorian, for the presidency of the University and therefore request that the University trustees reconsider their recent decision.

From the very beginning, Greg has always been open, honest, available, sensitive and responsive to diverse constituencies and people in the University community. While considering his initial appointment, he requested to meet with the Steering Committee of the B.F.A. as well as the more established traditional groups on campus. Even then, the assessment of the members of the B.F.A. Steering Committee was: "Here is a man who is honest and sensitive, and one who possesses social conscience but yet is dedicated to excellence in academic achievement."

Though we have not always agreed and share the same thought in concept or methodology, when we have differed—and at times the gulf has been wide—the differences have always been open and honest. We have never used words: "yes" as well as "no" has always been open and direct. We have always acted on principle and our differences have been substantive so that we could always return to the bargaining table to consider issues and not emotions or personality.

B.F.A. has and continues to promote the inclusion of the Black Presence as a part of University life, and Greg as a person and administrator has always embraced and understood this principle so that our relationship has always been clear. He was always the University Administrator, who reflected his position as the highest ranking academic officer in the University and one who was responsible, not to a constituency, but the University community at large for sound academic efforts and programs. One of his favorite expressions was: "I do it not because it's Black or White, male or female, but because it's right—a real statement of conviction and commitment. This signifies the person—he has been an academic administrator who has been intensely interested in creating high-standard programs dedicated to academic excellence and at the same time inclusive of the Black Presence as well as other minorities.

Over the past 21 months whether it was Greg, or him with his staff along with members of the B.F.A. Steering Committee and whether the issue was affirmative action, faculty hiring, recruitment of graduate and undergraduate students, increasing minority pools, the Martin Luther King Day Commemoration Program, the Du Bois Program or last but not least the Black Centenary Celebration...his door and his mind have remained open and his manner sensitive and responsive. His position clear: academic excellence—not mediocrity.

In this light, and that of other evidence, I ask the trustees to reconsider their decision regarding the presidency.

—Samuel Sylvester

Explanation Asked

Along with many other faculty members, I was astonished to hear that Provost Gregorian had not been nominated as our next president. I believe that the faculty and students deserve a full explanation of the reasons for this decision that has lead to the loss of our Provost.

—Robert E. Davies

Benjamin Franklin Professor of Molecular Biology and University Professor

SPEAKING OUT welcomes the contributions of readers. Almanac's normal Tuesday deadline for unsolicited material is extended to Thursday noon for short, timely letters on University issues. Advance notice of intent to submit is always appreciated. —Ed.
Affirmative Action Guidelines and Procedures
For Faculty Appointments and Promotions

Following is the text of Provost's Memorandum #6-80, sent September 2, 1980, to the academic deans and department chairpersons.

In light of our experience during the past half dozen years in the area of affirmative action, the enclosed guidelines* have been developed by my office, in consultation with affirmative action administrators and the Council on Equal Opportunity. I wish to highlight three aspects of the guidelines:

1. They set forth in one document a summary of the University's policy and procedures regarding affirmative action in the faculty appointment and promotion process. Further details, particularly with respect to programs for minority faculty, are to be found in the University's most recent affirmative action plan.

2. They announce changes in procedure and revisions to the equal opportunity compliance forms, to take effect October 1, 1980 (for actions beginning July 1, 1981 and later). The significant changes are:
   a. the instructions for the use of the forms are now a part of these guidelines, rather than being reprinted on each separate form. Therefore, it is important that you retain and refer to these guidelines as searches are undertaken and forms are filled out;
   b. for each new appointment (blue form), two steps are to be certified in compliance:
      -the formal search, and
      -the final selection of the proposed candidate;
   c. the goldenrod form is to be used only for promotions;
   d. as of October 1, 1980, reappointments do not require the filing of a compliance form;
   e. as of October 1, 1980, a new salmon-colored form is to be used, to document the termination of an appointment in the Standing Faculty or the Standing Faculty–Clinician-Educators.

3. To conform with record-keeping and reporting requirements of the federal government:
   a. as of October 1, 1980, a form is introduced for new faculty members, the "Self-identification Data Form for Faculty" (see Section IV.D.1 of the guidelines);
   b. the confidential faculty census will be updated in the fall (see Section IV.D.2 of the guidelines);
   c. in the fall a system will be developed to review the salaries of all faculty members appointed and promoted, to ensure that no differences attributable to race or sex are allowed to develop (see Section IV.D.3 of the guidelines);
   d. departments are required to retain written records of data concerning candidates, and of all applications and supplementary material received from applicants for all full-time and part-time faculty posts, whether successful or unsuccessful, for two years after a position has been filled.

Samples of the revised and new forms are enclosed, and a supply of all forms is available in the deans' offices.

I would appreciate your apprising faculty members of these guidelines. Questions and comments should be directed to my executive assistant, Dr. Joyce M. Randolph (Ext. 6841, 106 College Hall).

Important Note:
The official designation of clinician-educators as "Standing Faculty–Clinician-Educators" will be presented to the Trustees as a resolution for approval at their October 1980 meeting. If the resolution is not passed, these affirmative action guidelines and procedures, as well as the faculty equal opportunity compliance forms, will have to be revised, in accordance with the inclusion of clinician-educators in the Associated Faculty.

—Vartan Gregorian, Provost

Addendum
Within the next few weeks Provost Gregorian will be issuing an addendum to these guidelines, to elaborate on the following sections:
IV.A. New Appointment (availability data);
IV.D. Other Confidential Equal Opportunity Data.

The addendum will be designated "Provost's Memorandum #10-80."

*See the Almanac supplement, pages 1-IV in the center of this issue.

Protocol of the Chinese Agreement

In accordance with the "Guidelines and Integrated Statement of the University Policy on Conduct of Research Programs," (Almanac, April 26, 1979), the Coordinator of International Programs offers the following information concerning the recent protocol agreement between the Wharton School and the School of Engineering and Applied Sciences of the University of Pennsylvania and the Shanghai Jiao Tong University:

A summary of the protocol agreement, which was signed, on behalf of the University, by Joseph Bordogna and Donald C. Carroll, was previously published in the September 9, 1980 Almanac.

Financial support for the cooperative programs will be sought by the two universities through their respective boards from governmental, industrial and cultural organizations.

Funds solicited by Jiao Tong will be used primarily in Peking's Republic of China and funds solicited by University of Pennsylvania will be used primarily in the US.

The agreement has not been designated for a specific period of time, as the intent is that it become a long-standing agreement between the two institutions.

The agreement is available for inspection in the Office of International Programs, 133 Bennett Hall. In accordance with the Guidelines, the members of the University community have two weeks in which to raise questions or objections concerning the agreement. Unless objections are raised, the agreement will then be forwarded for final approval by the President and the Provost.

—Humphrey Tonkin, Coordinator International Program Office
Ten Minutes on September 17

Beginning with a standing ovation for Provost Vartan Gregorian as he entered the room, University Council prepared for a meeting whose agenda had been “overtaken by events,” in the words of the reelected moderator, Dr. Herbert Levine.

Setting aside the United Way, the Judiciary and other items, Council prepared to spend the full two hours if necessary discussing issues surrounding the nomination of a new president and the response from faculty and students protesting the failure to nominate Dr. Gregorian.

In the standard order, Dr. Levine called for adoption of the previous minutes (passed) and called on the President, Provost and Chair of the Steering Committee for their reports. Their words:

MARTIN MEYERSON: There are many things that I could report on: the Harrisburg situation, the Program for the Eighties… but these can wait. I want to read a statement I have prepared:

I do not know Sheldon Hackney well, but from my observations of him at educational meetings he has the deepest attachments to academic values, to standards of quality, and to the realization that the main marks of a great university are the distinction of its faculty and students. We all wish him the greatest success.

But someone I do know well is Vartan Gregorian whom I helped persuade eight years ago that Pennsylvania was the place for him. To my delight, he indicated that he would like to get involved in helping run the University. His contributions are immense. Perhaps his greatest accomplishment has been as the first dean of the Faculty of Arts and Sciences that we worked so hard to establish a decade ago. (Aside to Dr. Gregorian: You know, presidents and provosts can come and go, but there is only one first dean of the Faculty of Arts and Sciences.) We all owe him a special tribute for all he has done as professor and colleague, as my faculty assistant, as dean, and now as provost. He has brought a combination of humaneness and humor, of warmth and wisdom we all cherish. I count it a special personal privilege to have had eight extraordinary years with Vartan Gregorian. He is a teacher to us all.

VARTAN GREGORIAN: I have always believed in the importance of institutional loyalty and I believe in it now. The Executive Board of the University’s Trustees has nominated Sheldon Hackney for the presidency at Pennsylvania. I know Dr. Hackney and his work and I hold him in esteem.

I took up my duties as provost in October 1978 and we are now nearing October 1980. It is therefore timely for me to make my annual report to the Trustees at the October 24th meeting and make that report my final statement. However, I would like you to know also that even if I had not made a commitment to step down in two years, I would be doing it anyway. I revere the institution of the University of Pennsylvania and I believe that it is best served by encouraging the dissolution of factions and dispelling whatever divisiveness exists among my friends and supporters. I appreciate this support and affection more than I can say. (pause) but it does not serve the institution for an emotional atmosphere to continue.

We face a difficult decade, and strengthening the University’s already strong foundation is an obligation to us all. We must therefore look to the future. It is important that a new president be free to chart his own course and he must have your cooperation and welcome. Naturally, I will be available during this transition period to help him and Martin Meyerson in whatever way I can. It has been my distinct pleasure and honor to have served the faculty, students, staff and administration of this great University. Thank you.

(Applause)

PAUL BENDER (on behalf of the Senate Executive Committee, which met in special session two hours before the start of the Council meeting):

The Senate Executive Committee expresses its regret over the loss of Vartan Gregorian’s services as provost, its deep affection for Provost Gregorian, its high regard for him as a teacher, scholar, administrator and absolutely wonderful human being, and its appreciative recognition of the enormous contributions he has made to the University of Pennsylvania.

(Silence)

The last exchange was begun by the leader of the Undergraduate Assembly (Remainder is from notes, not necessarily verbatim):

ALLISON ACCURSO: On behalf of the Undergraduate Assembly, I ask that we adjourn this meeting until next week. The discussion of the mundane and trivial when our whole foundation is...(words lost)... I am not prepared to discuss the Judiciary, much as it means. . . .

PAUL KORSHIN: I second the motion.

VARIOUS VOICES: Yes, Council can adjourn… One week? Yes… Next Wednesday, then.

MODERATOR: All in favor. . . .

VOICE VOTE: Aye

MODERATOR: Opposed. . . .

(Silence)

—K.C.G.

To the University Council:

A meeting of the University Council will be held on Wednesday, September 24, from 4 to 6 p.m. in the Council Room of the Furness Building. The September 17th meeting having been adjourned after special tributes were extended to Provost Gregorian, the September 24th meeting will take up the regular business of the Council.

—Robert G. Lorndale
Hackney at Princeton ... Hackney at Tulane

“I don’t know Sheldon Hackney, but...” began more than one discussion on campus last week. For a look at Dr. Hackney’s career before he became the nominee for president of Pennsylvania, Almanac called for clippings from Princeton and Tulane universities, asking especially for any that would illuminate his personality and attitudes. We are grateful to Archivist Earl Coleman of Princeton’s Seely G. Mudd Manuscript Library for most of the sources Almanac excerpted below. When Tulane’s material did not arrive by mail, a set of 1980 progress reports on the institution was condensed for a picture of the institution he has headed since 1975.

Courtly Southerner

University Provost F. Sheldon Hackney—the President’s general deputy—is a tall Alabamian for whom the description “courtly Southerner” seems expressly coined. He can also blow through on a mean pass when the administration’s honor is at stake on the touch football field.

The 39-year-old Hackney is the third person to hold the post of Provost, created at Princeton eight years ago to help ease the mounting burdens on the President.... The Provost pays particular attention to the University’s overall academic development, and is directly responsible for overseeing the activities of the Computer Center, the Library, and the Registrar’s Office. Hackney is also Princeton’s Equal Employment Opportunity Officer, keeping a watch on University hiring procedures.

Hackney is a widely-acclaimed historian of his native South, whose use of computer analysis in his prize-winning study, Populism to Progressivism in Alabama (Princeton University Press, 1969) has attracted considerable interest. Another book on the South has had its progress slowed somewhat by the demands of the Provost’s Office; he is determined, however, to teach his popular course, “The South in American History,” next semester. “There’s a personal satisfaction in teaching for those of us who started our careers that way,” he says.

Princeton Athletics News, October 27, 1973

Historian to Provost

... Since Hackney is trained as a historian (and not an economist), it is likely that the nature of the provost’s responsibilities will shift away from the financial area. Yet as president, Bowen will not have time to give the same single-minded attention to the budget that he did as provost. It has been reported that Bowen is considering solving the problem by appointing a third “naysayer” to complement the provost and the financial vice-president.

Contrary to widespread opinion, Sheldon Hackney was not appointed Princeton’s provost because he is one of Bill Bowen’s favorite tennis partners. Hackney is an imaginative historian whose use of computer analysis (PAW, Oct. 6, 1970) in his prize-winning study, Populism to Progressivism in Alabama (Princeton University Press, 1969), a tracted considerable interest. Hackney was born in Alabama and has made the history of the South his field; he is the author of an article on historical and contemporary violence in the South which appeared in a recent issue of the American Historical Review.

Hackney is best-known on campus for his role in developing the university’s first black studies program. In 1969 he chaired the special committee appointed by President Goheen to design an Afro-American Studies Program and served as the program’s acting director until the naming of a permanent director in 1970.

The 38-year-old scholar was also a member of the Special Committee on the Structure of the University (the “Kelley committee”) and has been elected a member of the Council of the Princeton University Community, the university-wide governing body which grew out of the Kelley committee’s recommendations.

Princeton Alumni Weekly, February 8, 1972

Man of the Week

Francis Sheldon Hackney, a leading chronicler of the history of the American South and of his nation since the War Between the States, who is doing a superb job as director of the Princeton Cooperative School Program, a pioneering venture designed to increase the number of disadvantaged students admitted to college. From the high schools of Newark, Trenton, Hightstown and Burlington, 42 soon-to-be high school juniors, 90 per cent of whom are black, have assembled on the Princeton University campus to participate in an undertaking concerned with developing unrealized academic potential among secondary school student....

President of the Mercer County Chapter of the American Civil Liberties Union, Hackney, who divided five years of duty as a U.S. naval officer between destroyers and teaching weapons at the U.S. Naval Academy, has been deeply concerned with reform and protest movements in the 20th Century. An authority on the politics of the Populist and Progressive eras (1980-1916) and author of “Populism and Progressivism in Alabama, 1890-1910,” he also qualifies as an astute student-watcher—a trained historian, a product of Vanderbilt and Yale Universities, as interested in observing college activism as he is in opening new windows for promising 10th graders.

Some months ago, in speaking before a staid audience on “Today’s Undergraduates,” Hackney noted: “The problem has always been, and is today, that we take our heretics much too seriously as revolutionaryies without ever listening closely to what they are saying, and we have much to learn from them. I recommend an attitude not simply of tolerance, but of unprejudiced interest. As almost all close observers agree, the student activists are among the brightest and most creative among student body. Their becoming activists stems from the fact that they are among the first to realize that today’s skills and values may not be suitable tomorrow.”

(Continued on page 7)
Sheldon Hackney “blows through on a mean pass rush” in a touch football game at Princeton. His wife, Luev, took her J.D. at Tulane Law School in 1979.

For understanding that education is not a contest between teacher and student, but is essentially “a joint voyage of discovery”: for insisting that “getting the student involved in his own education should be the great aim of teachers”; for suggesting that “teeny boppers may dress and talk like flower children” but that “they still do their homework at night”; he is our nominee as PRINCETON’S MAN OF THE WEEK.

Town Topics, a local Princeton newspaper, July 25, 1968

Different as Painful

Combining high praise with sober analysis, departing Provost F. Sheldon Hackney reflected on his past 10 years at Princeton.

Recalling the time when “to be different at Princeton was very painful and obvious,” he applauded the transition.

“Student life is much better integrated,” he said. “Life on campus has become much more normal.”

Nonetheless, he said that students are now groping for a sense of “community” that had been manifested in the student activism of the latter half of the sixties.

Turning to a discussion of university governance, Hackney said a balance had to be struck between “benevolent paternalism” by the university and outright “confrontation.”

“Something in between must be brought about” he said so that the university might become a “model of humane institutional life.”

“Universities are not business corporations,” he insisted. “The labor-management model is not appropriate.”

At the same time, Hackney stressed the importance of committees and the University Council which he said “serves a useful function.”

“What we need is not less politics but better politics,” he said.

Looking to the future Hackney predicted increased student awareness and university involvement in international problems in part induced by “financial pressures on higher education.”

The Princetonian, May 7, 1975

To Tulane

..... Dr. Sheldon Hackney was formally named to the presidency this spring by the Tulane board of administrators, a traditionalist and business-oriented group drawn largely from wealthy old New Orleans families.

But he was actually selected by the school’s increasingly influential faculty as a result of a drastically changed method of selecting presidents for the university.

The constant grumbling in recent years over the quality of administration was one reason for the change in method of selecting a president. In the past, selection was left primarily to the board. This time, all applicants were screened by two committees dominated by the faculty, five names approved by the committees were sent to the board.

If the board had rejected them all, it would have risked an explosive confrontation with the faculty.

The New York Times, July 9, 1975

Self-deprecating Wit

Faced with a battery of reporters, the president of Tulane University seems to believe the best course for a modern university leader is to say nothing that could get him in trouble later.

Dr. F. Sheldon Hackney, who will be sworn in as Tulane’s 12th president July 1, displayed a lot of self-deprecating wit during his first press conference here yesterday, but said very little of substance—and even less of potential controversy—about where he wants to take the university.

(Continued on page 8)
Hackney in Print

**HACKNEY, SHELDON.** Populism to Progressivism in Alabama. 30 p $100 Princeton Univ. Press 320.9 Alabama -Politics and government LC 68-56311

In this study the author "traces the development of (Populism and Progressivism) ... against a background of planter versus farmer, rural versus urban white dominance of the Negro, incipient unionism against management, the epic biennial gubernatorial battles, and the climactic Constitutional Convention of 1901." (Publisher's note) Index.

"To a greater extent than a brief review can summarize, this balanced and measured study offers new perspectives on a period that was a major watershed for Southern history perhaps even more than for national history. It is a challenging work of interpretation, firmly grounded in research and carefully developed in a well-ordered and often felicitous prose. " G. B. Tindall

Am Hist R 75:1537 Je '70 - 650w

"The work is exceptionally well written; it deals surely with the personal, social, and political intricacies involved; and it combines traditional and quantitative techniques with a clarity and imagination that should serve as a spur and model for many future studies. The author also effectively relates his study both to the national scene and to the historiography of his subject, while remaining ever conscious of the limitations of his own study." O. H. Olsen

Ann Am Acad 388:156 Mr '70 700w

"A native of Alabama. Hackney (Princeton) has carefully researched the period from 1900-1910 to determine precisely who the Populists and Progressives of Alabama were. He contends that there was little continuity in aims, ideology, or personnel between the two groups contrary to previous conceptions of Populism and Progressivism in the South... But because the book opens up new lines of inquiry about the South, it should be of interest beyond the limits of those interested merely in the history of Alabama. It belongs in all graduate school libraries, and in the libraries of undergraduate institutions where instructors want to analyze Populism and Progressivism in depth."

Choice 6:1101 O '69 150w

"Unlike some of the more recent defenders of Populism, Hackney believes that the movement in Alabama was essentially a power struggle against the political elite and suffered from questionable leadership... One of the most enlightening portions of the study deals with the abortive attempt by Joseph Forney Johnston in the late 1890's to forge a progressive coalition of reform-minded moderate Democrats and former Populists. Hackney effectively employs certain social science techniques in identifying political groupings and reactions. The evidence of this research in manuscripts, newspaper, and nd documentary materials is impressive, and his careful analysis of significant votes is clearly set forth in the appendixes. Although some of the book's broad generalizations will undoubtedly be questioned, Alabama and southern politics in the early twentieth century," A. J. Going

J Am Hist 56:928 Mr '70 500w

-Ya QR 46:cviii summer '70 150w


September 23, 1980 Almanac
Exhibits

Now through September 28 Works by students in the Graduate School of Fine Arts. At the ICA Gallery in the Fine Arts Building, 34th and Walnut Streets.

Now through October 3 Installation, works by artist Chris Martens. At Houston Hall Gallery.

Now through October 17 Paintings by Patricia Mangione. Includes her work in oils on canvas. On view at Irvine Auditorium.

Now through November 30.png

**Special Events**

September 30 A "dim sum" party to benefit the Women's Committee of the University Museum. Sponsored by Bloomingdale's in conjunction with their celebration of Chinese arts and culture. Remarks by University Museum Director Martin Biddle. At Bloomingdale's, Jenkintown. 6:30-9 p.m. Ticket information: Ext. 4023.

October 1 Orientation program for foreign women, 9:30 a.m.-1 p.m. At International House, 3701 Chestnut St. Information: 387-5125, Ext. 225.

October 4 Program on new developments in genetic research. The Source and Direction of Human Development: New Rules, 10 a.m. at the University Museum. Admission is free but pre-registration is required. Call CGS at Ext. 7238.

Thursdays PUC sponsors Entertainment at 11 a.m., a weekly series of live performances in the Houston Hall Gallery.

Foreign Tours You can cruise the Nile, trek through India or scout the American southwest with professors and curators from the University Museum. The 1980-81 season offers these tours: Egypt: Splendor of the Pharaohs, February 4-21, Excite India, February 22-March 7; Mexican Art and Archaeology, March 13-23, Southern Spain, Traditions and History, May 5-23. Scouting the American Southwest, June 14-24, Cote d'Azur and La Belle Provence, September 19-October 4, 1981. Information: Ext. 4023 or write Museum Tours, University Museum, 33rd and Spruce Streets.

NEH Youthgrants The Youthgrants program of the National Endowment for the Humanities offers more than 10 cash awards to young people to pursue non-credit, out-of-the-classroom projects in the humanities. The grants offer up to $2,500 for individuals and up to $5,000 for groups.
Sports (home schedules)

For ticket information, call the Franklin Field ticket office at Ext. 6151.

Cross Country October 3: vs. Princeton, 3:45 p.m.; October 4: vs. men and women's Five Meet. All meets at Fairmount Park's Belmont Plateau.

Field Hockey September 27: vs. Rutgers, 11 a.m.; September 30: vs. West Chester, 7 p.m.; October 4: vs. Harvard, 11 a.m.; October 7: vs. Franklin and Marshall, 7 p.m.; October 14: vs. Ursinus, 7 p.m.; October 17: vs. Lebanon Valley, 7 p.m.; October 21: vs. Drexel, 4 p.m.; October 24: vs. Millersville, 1:30 p.m.; October 25: vs. West Chester, 1:30 p.m.; November 8: vs. Villanova, 1:30 p.m.; November 15: vs. Harvard, 3:30 p.m.; All games at Franklin Field.

Soccer September 24: vs. Lafayette, 7:30 p.m.; September 29: vs. Columbia, 8:15 p.m.; October 16: vs. Navy, noon; October 25: vs. Yale, 10:15 a.m.; November 7: vs. Villanova, 8:15 p.m.; November 14: vs. Temple, 7:30 p.m.; November 18: vs. Harvard, 8:15 p.m.; All games at Franklin Field.

Women's Tennis October 1: vs. West Chester, 3:30 p.m. at Lott Courts.

Women's Volleyball October 9: vs. Trenton State, 6 p.m. at Weightman Hall.

Talks

September 23 Dr. T. Shaller of the Temple Medical School School on Development of Alterations in Airway Mechanics, 12:30 p.m. in the Physiology Library, 4th floor Richards Building.

September 26 Rose of the Washington University Medical School, Surface of the Structure and Function of the Lumbar Face Joint, and Analysis of Muscle Fiber Type in Stenified Myalgia Using CYBE5, Nursing Education Building 204 at 4 p.m.

The Honorable Wade H. McCree, Jr., Solicitor General of the United States on Bureaucratic Justice and Early Warning, the Law School's Owen Roberts Memorial Lecture, at 5:30 p.m. in the University Museum.

September 28 Newman on Religious Division in Islamic Law, at 11 a.m. in the University Museum, Clive B. Thomas Hall.

September 29 Morton Botel, on The Bolton Milestone Test, theoretical bases and on-going research, Education Building 136 at 4 p.m.

Dr. Carl Endower, senior scholar in residence for the Institute of Medicine, National Academy of Sciences, on Aging, in the Clinical Center, at 7 p.m., Medical Alumni Hall Auditorium, HUP.

Prof. Morton M. Deen, University of Delaware, Reflections on Model Validation, sponsored by the chemical engineering department, at 3:30 p.m., Towne Building 337. Coffee at 3 p.m.

Melanie Kay, Goddard College, on Women's Studies, Feminism, Activism and the Right, at 4:30 p.m., Benjamin Franklin Room, Houston Hall.

September 30 Symposium on erotic precedes sponsored by the School of Veterinary Medicine. Fee for the seminar is $20. Reservations: call the Office of Continuing Education, Ext. 4227.

Dr. V. Rampa of the pathology department of Mount Sinai Medical Center on Modulation of Airways Epithelial Permeabilities, at 12:30 p.m. in the Physiology Library, 4th floor Richards Building.

October 1 Seminar on animal bites, rabies exposure and prophylaxis sponsored by the School of Veterinary Medicine. Fee is $20. Reservations: call the Office of Continuing Education at Ext. 4234.

October 2 Dr. J. Lamar Callaway, professor of dermatology at the Duke University School of Medicine presents the Fifth M. K. Smith Lecture on Cutaneous Pathology of the Skin at 11 a.m. in the University Museum.

Wilhelm Halbick on Ethics and Social Psychology of Judging Scales. 11 a.m. in the University Museum, Classroom D-9.

Psychology Colloquia One guest speaker each week presents his or her research on some area of psychology or related discipline. See listing for each week's program. Call 3:40 p.m. at 3:40 p.m. at Storer B-21.

Medicine-Pathology rounds Tuesdays at noon, Orthopaedic Conference Room, J White, HUP.

Psychology Colloquia Series: First Tuesday of each month, October through May. 11:30 a.m. at Medical Alumni Hall, HUP.

To list an event

Information for the weekly Almanac calendar should reach our offices at 3333 Locust Walk one week before desired date of publication.

Newspaper and Magazine Rates

The Almanac is published weekly during the school year. Its format is 18 x 11 inches, 40 pages (20 pages of text on each side). Articles should be typed double spaced, and not exceed 700 words in length. The deadline for submissions is 1 p.m. on Thursdays, one week before the date of publication. Payment is $0.50 per word. For further information, call 3333 Almanac at Ext. 3333.

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OPPORTUNITIES

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Almanac September 23, 1980

خير دو نسخة من الصفحة 1 من الوثيقة، بالإضافة إلى نص مبسط تم استخراجه للصفحة. قدم النص الطبيعى لل문 نص المنتظراً كما لو كنت تقرأه بشكل طبيعي.

لا تفقد ذهنك.

Page 9: Museum hours are 1-5 p.m. Sunday.

In the September 16 issue, George Koval's new title (page 1) is incorrect. The correct one is Executive Director for student financial and administrative services. He has financial planning responsibility in University life for services directly under, and in liaison to, the vice provost's area.

In Insert Errors:

The Personnel Newsletter was produced and paid for by the Personnel Relations Office, and is not under the editorial control of Almanac.

As a service to readers, however, note that the telephone numbers for Weight Watchers and the CPR unit in the Personnel Newsletter are tie-line numbers, for calls outside replace the prefix 227 with 662.

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Racism: The White Disadvantage

By John D. Morrison

More than ten years have passed since the end of the sixties, the decade of concern about achievement of equity and justice for all citizens, particularly blacks. We have moved from a feeling that we as society had unlimited resources to undertake any social need to a feeling that we are lucky to preserve those programs and gains already established.

The Black Centenary gives an opportunity to reflect and take stock of where we are as individuals in the university and society. We can review both the last century and the past decade.

While it took a hundred years as a university for Penn to graduate its first black, there is now a steady stream of graduates. There has been progress, to be sure, but the proportion of black graduates is still not equal to the proportion of blacks in the general population. Nor is the faculty or administration representative of the society as a whole. We have only to go a dozen blocks west of campus to realize that there are vast social needs still to be addressed. Perhaps we should not see the Centenary as a celebration but instead as a time to renew our commitment to achieving justice in our society.

Nor should we see the ultimate elimination of racism as being good only for blacks. As part of my school’s concern with racism, I have been exploring how whites are affected by white racial assumptions. I have concluded that we as whites are victims as well as perpetrators of racism. If past appeals to justice may not have the same motivating power they once had, perhaps whites could see it as being in their own self-interest to eliminate racism in our society.

To begin, let me use a broad definition of racism, that of Anthony Downs of the Brookings Institution: “...racism may be viewed as any attitude, action or institutional structure that subordinates a person or a group because of his or her color.” This definition encompasses not only individual prejudice or discrimination, which is easy to oppose, but also aversive forms of behavior (where whites avoid contact with blacks) and institutional racism in a variety of forms that subordinate blacks by emphasizing the maintenance of the status quo.

It might help to illustrate some of the ways whites are affected economically and socially by their own racism or by fundamental attitudes toward color that shape institutions beyond the individual’s direct control.

Not unfamiliar is the white family that sells its home when a black family moves to the block. In making the move, the family may have to pay more for housing, and the new location may not be as satisfying from a standpoint of convenience, proximity to friends, shopping or familiar social institutions. This is one “price” of corporate assumptions about race, taste and consumer preference—downgrades service for all in a mixed neighborhood. Is it accurate to assume that less cleanliness, less freshness of goods, and longer lines are the choice of the inner city resident of any color? Studying neighborhood change in my native Brooklyn, I noted that black consumers as well as white shifted their shopping to more desirable if more distant outlets when goods or services were downgraded as merchants misperceived the level of expectations.

Deterioration of public services after the post-war flight to the suburbs came home to suburbanites as well as inner city residents when the energy crisis prompted an attempt to return to public transportation. And this is true of other services where “public” is mistranslated as “poor” and by erroneous extension to “black.”

The list could go on: When blacks as a group earn less than whites, a source of potential purchasing power is lost to the economy as a whole and with it jobs for whites as well as blacks. When race is injected into the political process it means that energy is drained from discussing other issues and weighing candidates on their merits.

Certainly many of our costliest social problems result from a lack of a sense “community” in our society. This lack of unity has a strong element of racism in it and whites as well as blacks suffer.

We waste a good deal of psychic energy in trying to reconcile conflicts between “freedom and justice for all” with the present state of affairs.

These issues are of direct concern to the School of Social Work, as when programs of public assistance are underfunded and kept less effective because they are perceived as being programs for blacks (while nationally, a majority of recipients are white). But it is of concern to the total university, where students are preparing for many professions, that the hidden effects of racism be examined at every turn. In a number of schools and programs this is being done—but most often under a special label rather than as an inherent part of professional perception.

I am concerned that we live with some conceptions dating back a hundred years, and could do so for another hundred years if we do not question them comprehensively now.

As we look forward to the Year of the Black Centenary, then, perhaps we can become more sensitive to issues of equity from the viewpoint of mutual benefit, mutual need.

Let us hope that our successors at Penn can truly celebrate the Bicentenary of Black Presence when it comes.

Dr. Morrison is an assistant professor of social work whose dissertation at CUNY-Hunter was on racial stabilization (a developmental approach) in multiple dwellings in New York. His current work is funded by a University research grant.

This is the third in the experimental PERSPECTIVES series, based on faculty analysis and opinion which the University News Bureau transmits to U.S. newspapers. Those interested in writing for PERSPECTIVES may reach News Bureau Director Ed McFall at Ext. 8721.