State May Sue to Enforce Affirmative Action Ruling

BY SCOTT GIBSON

PHILADELPHIA—The Pennsylvania Higher Education Assistance Authority is preparing to sue institutions that have refused to comply with affirmative action guidelines. The suit, which will be filed against all 18-statewide institutions with state-affiliated programs, is expected to be filed within the next few months.

A source in Harrisburg said the officials, including Commissioner Jeremiah Eager, approached the officials from the University's Human Relations Commission and asked that either the suit be filed immediately or that the commission take some action against the institutions. The suit, which focuses on compliance with state affirmative action guidelines, will be filed immediately.

The source said the suit was designed to show the institutions that using state funds was not complying with existing affirmative action guidelines and that such institutions would lose their state funding. "We have no choice but to take action," the source said.

A spokesman for the Human Relations Commission said that the institutions have not been given any notice of the suit and that the commission is currently investigating the claims.

In a statement, the Human Relations Commission said, "We have no choice but to take action. We have been investigating these issues for over a year, and we have evidence that these institutions are not complying with our guidelines. We believe that they are using state funds to discriminate against minorities and women, and we believe that these institutions should be held accountable for their actions.

The institutions have been given the opportunity to comply with our guidelines, but they have refused to do so. We believe that these institutions should be held accountable for their actions, and we believe that we have the authority to take action against them.

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Campus Events

AT&T Vows to End Hiring Bias

By United Press International
WASHINGTON — The American Telephone and Telegraph Co., the nation's largest employer, said Thursday it would pay any back pay and retroactive fringe benefits to any nonwhite male who may have been denied promotion under past company policies.

The agreement by the publicly owned monopoly was by far the most significant to date in the formidable effort to abolish discrimination in hiring and promotions.

Representatives of the Equal Employment Opportunity Commission said the agreement was based largely on the formula used to determine back pay for white male clerical workers promoted last year at the expense of nonwhite males who should have been promoted.

The formula also determines the amount of back pay and benefits that women and minorities would be eligible for to make up for past discrimination.

AT&T said it would pay about 8000 workers in the Northeast who have been denied promotions. The company's total work force is about 450,000.

The agreement concludes a two-year battle with the EEOC over the company's hiring and promotion policies.

In an informal settlement announced last month, AT&T admitted for the first time that it has a hiring and promotion problem. The company had claimed for years that it has no employment discrimination.

This week's agreement with the EEOC and the Justice Department follows a recent court ruling that the department could enter a consent decree with AT&T to settle its discrimination claims.

Justice Department officials said the order is the first major settlement with a major company in a discrimination action in the department's history.

The company agreed to pay back pay and retroactive fringe benefits to all nonwhite male clerical workers who should have been promoted from 1970 to 1972 who are employed now or were employed then but have left.

The agreement also provides for back pay and benefits to women and minorities who should have been promoted, but has not yet been reached as to the amount to be paid.

In the Northeast, AT&T said it would pay about 1200 clerical workers. The company would also pay $18 million to settle a back pay suit brought by the EEOC and the Justice Department.

In the first settlement, AT&T also agreed to continue to use the EEOC's formula to determine back pay for nonwhite males.

The formula includes the number of employees at each grade level and the percentage of minorities who should be promoted to each grade level.

The formula also takes into account the average salary of the minority group for each grade level.

The EEOC has already determined that $18 million would be paid to settle the suit brought by the two federal agencies.

Justice Department officials said the settlement would apply to all of AT&T's 190 offices and plants in the Northeast.

The agreement also includes an end to the company's system of hiring and promotion on the basis of race or color.

The settlement also provides for the company to review its promotion policies and practices to determine whether any nonwhite male clerical worker has been denied promotion.

The company also agreed to set up a special fund to pay for legal expenses incurred by nonwhite male clerical workers who may be eligible for back pay.

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National Committee. But when victims of the original crimes, who had been decrying his discriminating prosecution, expressed their anger at the attorney general and said he had conducted a "shameful" investigation, Mr. Richardson was not unduly disturbed. He had, in fact, been pleased by the public reaction to the news of the arrest of the killers. The attorney general, looking pleased, said he had always been a "good" lawyer. He added that he had always been a "good" law professor, and that his students had always been "good" students. He also mentioned that he had always been a "good" husband, and that his wife had always been "good" to him. The attorney general then proceeded to discuss the case in detail, explaining how the investigation had been conducted and how the evidence had been gathered. He also mentioned that he had always been a "good" lawyer, and that his clients had always been "good" clients. He then concluded his remarks by expressing his gratitude to the attorney general for his "good" work, and by asking the attorney general to continue to work in his "good" interests.
Stability and the Need for Change

By Martin Meyerson

Over a half century ago Frances Power, in a lecture on law and history at Trinity College, Connecticut, remarked on the significance of “continuity and change.” The continual demands of societal change and the need to change are challenges that universities must face. To face these challenges, university administrators must make major changes in policies and procedures. The purpose of this article is to present some guidelines for reallocation, and to discuss the role that university administrators can play in ensuring that the university continues to be an institution of excellence.

Our first must is that we are committed to the belief that the University of Pennsylvania is an institution of excellence. Our second must be the marshalling of resources to ensure that the University of Pennsylvania is an institution of excellence. Our third must is the need to break with the past and to chart a new course. Our fourth must is to foster a climate of creativity and innovation within the University.

We now conceive of the University of Pennsylvania as an institution of excellence that is characterized by a commitment to the highest standards of academic excellence, a dedication to the pursuit of knowledge, and a commitment to the betterment of society.

Alternative Career Options

By Alex Steuer

If you have had the dream of career alternatives, you probably know that you can work in a variety of fields and develop various skills you might like to try. Whether you work in free clinics, and develop various skills they might want to do so publicly. When the ad-

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By Samuel H. Shires

I have just discovered that glass was a common substance in the American Dental Association.

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A&M Records is honored to present a two-record album of Groucho Marx, recorded live-in-concert at Carnegie Hall. Only through the incredible re-emergence of the Marx Brothers’ films, the devotion of certain people close to Groucho, and Groucho’s own amazing ability to get up and do two and a half hours at 82 years old, is this album available at all. It is a monument to perhaps the greatest comedian America has ever produced...and it is priceless. The album is called: An Evening With Groucho.... the one, the only Groucho... on A&M Records.
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Maddin Named Univ. Professor
By U. Trustees

He is the first to head the University's Department of Modern Metals and Materials Science and Engineering. "He has made a contribution to the life of the University by being a world-renowned scholar," said Mr. Garvin, the University's Vice President of Development. Mr. Maddin is the fifth to hold the title of Univ. Professor.

Protest
(Continued from page 1)

He is also about to travel to exotic places like City Hall or Washington or Teaneck, N.J., and all expense paid, in one of his films. Where else can you get the opportunity to travel to exotic places like City Hall or Washington or Teaneck, N.J., and all expense paid, in one of his films. Where else can you get the opportunity to work on a business staff that handles $100,000 a year in revenues and then see it all disappear because the staff only signs it to accumulate a $200,000 debt?

Quite frankly, we need you. We're getting off to a new start. So why not come on down to our luxurious office any afternoon television. Instead, school. Like teen angel would say, "Rutsville, where else can you get the opportunity to travel to exotic places like City Hall or Washington or Teaneck, N.J., and all expense paid, in one of his films. Where else can you get the opportunity to work on a business staff that handles $100,000 a year in revenues and then see it all disappear because the staff only signs it to accumulate a $200,000 debt?"

We'll have a solution for Rutsville. Why put on your blue suede shoes and jitterbug on over to The Daily Pennsylvanian? Like daddy, it's really nowhere. Even better, non-union secrets with Betty Lou of the Mail Shoppe.

Second semester blues.
There's only one thing worse, and that's first semester blues. You probably know the feeling already. That fun vacation is over. No more sunning and fulling in the Florida sand. No more chopping on Norm's cooking. No more getting up late and watching the news. How to shut a Wild Angel on an afternoon television.

Instead, school. Like teen-angel would say, "Rutsville, man, we need you. We're getting off to a new start. So why not come on down to our luxurious office any afternoon television. Instead, school. Like teen angel would say, "Rutsville, where else can you get the opportunity to travel to exotic places like City Hall or Washington or Teaneck, N.J., and all expense paid, in one of his films. Where else can you get the opportunity to work on a business staff that handles $100,000 a year in revenues and then see it all disappear because the staff only signs it to accumulate a $200,000 debt?"

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Would all those signed up for or would like to work on the Mask and Wig Stage Crew, please call: Chip Rueter at BA2-9178 or Steve Goff at 594-5828.

MARCH ON WASH. JAN. 20 U. S. OUT OF S.E. ASIA NOW!

ASSEMBLE: LINCOLN MEMORIAL 10-12 NOON MARCH: TO WASH. MONUMENT 12 NOON RALLY: 2 PM WASH. MONUMENT

BUSES: Leave 30th & Market, 7:00 AM SAT. COST $7.00

MARSHALLS NEEDED: TRAINING SESSIONS NOON & 7:30 PM, RM 3, 3RD FLOOR HOUSTON HALL FOR MORE INFO - WA3-0797 594-5267

THE DEPARTMENT OF PHILOSOPHY at the UNIVERSITY OF PENNSYLVANIA is happy to announce.

Mihail Markovic, Professor of Political Science at the University of Belgrade, Visiting Adam Seybert, Professor at the University of Pennsylvania, will be returning to Philadelphia in the first week of February, 1973. His courses begin.

Professor Markovic will be returning to Philadelphia in the first week of February, 1973. His courses begin.

Political Science 182:
Marxist Political Ideologies Tuesday-Thursday at 1:30 Williams Hall

Philosophy 553:
Seminar on Hegel, tentatively scheduled for Tuesdays, 7:00 in the Room 211 L. M. 12:30 Wednesday. This will be a graduate seminar, focusing on Hegel's "Histoire de la Philosophie" and "Encyclopaedia of the Philosophical Sciences".

Professor Markovic will be returning to Philadelphia in the first week of February, 1973. His courses begin.

Check with Miss Miriam Mann in the Philosophy Department (tel. no. 944-8563) for confirmation of the date on which these courses begin.

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Battle of the Boards Expected
Against Manhattan Saturday

By KEITH MERRILL

Penn to Complete in Philly Track Classic

By DANNY SCHREIB

Frosh-fetti

Like General Center at Little Big Horn, St. Joe's coach Barry Ruth saw his defeated Olympic champions Red and Blue fall to Dartmouth 77-69 last Saturday at 7 P.M. and...