

Almanac

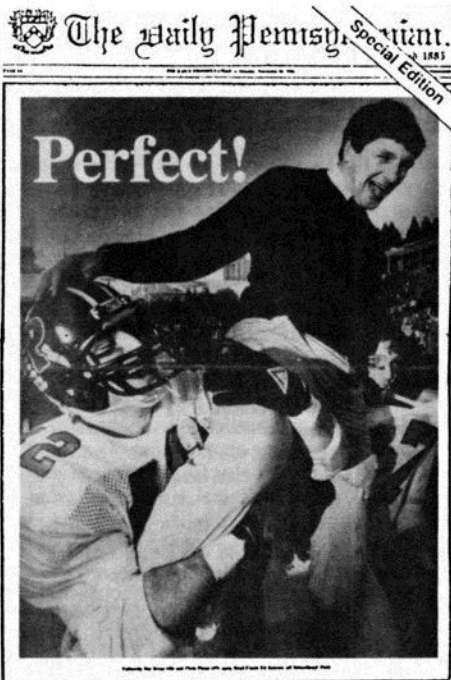
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Francis Gardler/D.P.

'Penn Perfect' and Other Records for Ivy Champs

In Saturday's win over Cornell, 31-21, Penn's Quakers not only won the 1986 Ivy League Football Championship but set, tied, and broke records right and left.

The team is the first ever to take sole possession of the Ivy trophy three years in a row. Combined with two shared championships earlier, these three titles tie Dartmouth for the all-time Ivy record of five-in-a-row. The "perfect" season of no losses and no ties, in or out of the League, is Penn's first such season since 1904—and this time, includes perfect 6-0 tallies for the Junior Varsity and Freshman teams as well.

So goes the report from Sports Information, with 32 separate items including personal records for Players Rich Comizio, Chris Flynn, and Jim Crocicchia—and Coach Ed Zubrow, the first at Penn to go undefeated, untied in his first year on the job.

"Records are interesting," said Dr. Charles McMahon of Engineering, who heads the Committee on Recreation and Athletics, "but records aren't central. What is central is the way this team confronted all sorts of adversity and came back to win, game after game. They just

refused to accept it when the experts said they shouldn't be on the same field with Navy, and beat Navy through sheer determination. The same thing at Cornell: They kept coming back, unfazed, refusing to take any hint that they were not going to win. This is tremendously inspiring, not just in sports but in any kind of competition."

Dr. McMahon also praised Head Coach Zubrow for proving the experts wrong when they said the 1986 team wasn't strong enough, and for "following a tough act with style and class."

This was the first year as head coach anywhere except Penn Charter for Mr. Zubrow, a 35-year-old former English teacher who also taught at Haverford School and Germantown Friends. He joined Penn in 1981 as recruiting coordinator and defensive coach, and was picked as head coach eight days after four-time winner Jerry Berndt announced his decision to go to Rice. "Can you imagine," joked Athletics Director Paul Rubincam on Monday, "what Ed Zubrow's going to be like when he learns as much about football as he knows about English?"

Senate: Straw Vote on Rules, Debate on Harassment

Debating without a quorum on November 12, the Faculty Senate took straw votes which favored two Rules changes—to restore members-at-large to the Senate Executive Committee, and to return to the Nominating Committee process that existed before the March 1986 Special Meeting altered it.

As Chair, Dr. Roger Soloway reported that SEC has taken no actions in the name of the Senate, and he gave a summary of Senate committees' present and future projects. The Committee on the Faculty will examine "goodness of fit" as a standard in tenure decisions (see page 2) and the ramifications of federal action to abolish mandatory retirement. The Committee on Administration will review areas under the Senior Vice President; the length of service of deans; and the role of faculty in the budgeting process.

In the course of debate, Dr. Larry Gross proposed that instead of a Senate unable to act for lack of quorum, the faculty should consider making SEC the Senate, then discuss how SEC should be structured for representativeness, and what provisions to make for full-faculty meetings for emergencies. Dr. Anthony Tomazinis supported the view. (Letters on the topic

will be published in *Almanac* December 2.)

The straw-vote actions on motions presented by the School of Nursing's Dr. Lorraine Tushman: To her motion to restore 12 at-large members, Dr. Tomazinis proposed an amendment to make the number 9 instead. The amendment failed 37-12 with 5 recorded abstentions. The main motion passed 46-4 with 4 abstaining. Her second motion, to retain the Nominating Committee process currently in effect (but scheduled to change in line with the March vote), passed 51-0 with 4 abstaining.

Senate also heard an interim report on Economic Status (page 2), and discussed and accepted (unanimously by voice vote) the Committee on Administration's report on nonacademic costs (*Almanac* November 11). In discussion, Dr. Phoebe Leboy suggested that a problem to address is lumping in the A-1 administrative staff category both administrators as such, and professionals who may teach or do research. She added, and Dr. Jean Alter agreed, that it should be possible through increasingly sophisticated computer analysis to retrieve data with comparability despite year-to-year changes in refining the process. Dr. Alter also recommended delineation of what

are called "special factors" in the report.

Harassment: In discussion of two documents on sexual and racial harassment, Dr. Jean Crockett (who served on both committees and headed the Senate's own study of behavioral standards, *Almanac* September 24, 1985) proposed that two types of behavior are being addressed: things done in public which offend, but about which there is little or no question as to what occurred; and things done in private, with problems of proof and with serious consequences including risk of reprisals against complainants.

In debate which at times became heated, Dr. Seymour Mandelbaum expanded on his argument (Speaking Out November 4) that administrators use their present authority, including salary and promotion leverage, with disciplined faculty appealing to Academic Freedom committees. He also proposed that "reputational networks" could be effectively used by the harassed. Dr. Tomazinis argued "Do not touch that faculty member" unless charges are proved, and read a dictionary definition of "harass," emphasizing repeated or persistent tormenting. Dr. Henry Hiz said both sexual and racial

(continued on page 2)

Senate

(continued from page 1)

harassment documents should be checked with lawyers specializing in civil liberties. After a member said the matter should be in the hands of SEC, Dr. Albert Lloyd argued instead that faculty should zero in on specifics to remove or change; he urged eliminating, as too broad, terms such as "inappropriate behavior." Ombudsman Wesley Smith came prepared with a substitute passage for the portion of the racial harassment document dealing with his office's role in record-keeping (see below).

Although the Chair had called for separation of the two documents, most debate drew them back together. VPUL James Bishop gave no view in advance of debate, urging others to express theirs; but at the end he emphasized his agreement with the concepts of academic freedom. Applause followed his final statement that he hoped people would understand his commitment to the rights of the accused after growing up in a time when "black men, even boys, were . . . lynched for the crime of 'reckless eyeballing.'"

Following are the remarks of Dr. James Walter, Chair of the Senate Committee on the Economic Status of the Faculty

Progress Report

Your committee has met weekly for the last two months to

- 1) establish priorities with respect to salaries and benefits recommendations
- 2) discuss Pennflex with Jim Keller
- 3) discuss with the Provost the budget for the coming year in a very preliminary fashion and the possibility for salary deferral reduction under the new tax law.

A. With respect to Salaries

We have reviewed salary increases for the present year with the Provost. The increases are somewhat below the committee's targeted figure, but so far as can be determined are in line with increases granted in other leading universities and, when adjusted for inflation, match the increases of the preceding year.

The range of variation among schools (or divisions) within the University also was reviewed and seemed reasonable. We do have one concern; it is, that the percentage increase varies inversely with rank. This is a matter of continuing concern, as noted below.

Based on the average faculty salaries reported in *Academe* (March-April) 1986, Penn stands

- 5th at the Professor level;
 - 4th at the Associate Professor level; and
 - 2nd at the Assistant Professor rank,
- as compared with 10 leading competitors.

The salary shortfall versus the top three peer schools is about

\$7,000	full Professors
2,000	Associate Professors
300	Assistant Professors

Peer group salary and total compensation comparisons are, we feel, essential to the long-run status of the University. The quality of the University is completely dependent upon the quality of the faculty it attracts and keeps. To this end, the attention of the Committee on Economic Status of the Faculty has been directed to the matter of matching the salaries paid by our top three peer schools.

Our fundamental assumptions are that (1) Penn is admired unequivocally to be No. 1; (2) competi-

Comments Needed on "Goodness of Fit"

This year, the Senate Committee on the Faculty will be considering, among other topics, the issue of "goodness of fit" in tenure decisions in all departments and schools. This question, whether an individual's field of specialization fits the organizational frame or goals of the department, is presently a tacit consideration in some tenure decisions. This criterion lacks clear definition overall and raises complex questions of appropriateness in the tenure review process. The Senate Committee would be grateful for input on this issue from the broadest possible representation of both tenured and untenured faculty. If you can offer any of the following, please contact Professor Margaret Mills, Chair, Senate Committee on the Faculty, Faculty Senate Office, 15 College Hall/6303, or call Ext. 6943:

1. Written comments on the issue as you have experienced it,
2. A visit to the committee to discuss the topic, or
3. Suggestions of names (your own or others) of contacts on this matter.

—Margaret Mills, Chair, Senate Committee on the Faculty

tive salaries are essential to the achievement of this objective and (3) this goal should be achieved over a three year period or less. Our preliminary estimates without the benefit of this year's increases are that the target can be achieved with increases of the following kind through 1989-90:

Inflation	4%
Improvement in real income	2%
Catch up in improvement	2.8%
	8.8%

We have discussed this matter very briefly with the Provost. We gather from his reaction . . . that he is moderately sympathetic with the idea (although he mentioned "costs", and seemed to prefer the terms "competitive salaries").

B. With respect to Benefits

We have gone over the Pennflex plan with Jim Keller. On the positive side, Pennflex allows eligible faculty and staff to select the "benefits package" that is best for each person. On the murky side, there remains the questions of (1) how costs will be split between the University and the individual down the pike, (2) the extent and potential impact of adverse selections and (3) how savings will be measured.

At this juncture we have to rely on the good faith of the administration. We appreciate Jim Keller's efforts to be cooperative, and your committee will endeavor to monitor the plan.

We have set as a second goal of the Committee that of affording aging, retired faculty added protection against major, continuing medical expenditures. At present, the cap drops to \$25,000 at the age of 70. Jim Keller informs us that Blue Cross-Blue Shield is willing to offer increased coverage for the Penn faculty.

C. With respect to Other Matters

We did discuss the matter of salary reductions (or deferral) to take advantage of the lower tax rate next year. We concluded that the time was too short to make adequate arrangements this year; the possibility does, however, remain open for next year.

—Dr. James Walter, Chair

Following is the text of Ombudsman Wesley D. Smith's remarks to the Faculty Senate meeting on November 12.

I have expressed myself as opposing any proposal that the Ombudsman store or report on anonymous or uninvestigated allegations, or that the Ombudsman oversee a judicial or administrative structure. I have consulted with available past Ombudsmen, and we are all in agreement on it. However, I do not wish to appear in a negative posture towards the two reports that we are con-

sidering. I welcome their attempts to establish centers for counseling and support in the various parts of the University, and a single central authority to which all are subject. I hope for productive discussion and resolution as to whether the reports address distinct problems which require distinct approaches to their solution, or whether a common approach can be devised. But I think that the reports address real problems which badly need our attention. (And I don't see a genuine and insoluble conflict between, for example, civilized, decent behavior and academic freedom.)

I have been working on a revision of section VI of the report of the Ad Hoc Committee to Draft a University Policy on Racial Harassment, and I offer the following draft:

Revision of Section VI of the Report of the Committee on Racial Harassment

VI Maintenance of records by Ombudsman

A. Confidential records of informal complaints handled by the various University jurisdictions should be forwarded to the Ombudsman. Such records should contain the name of the complainant, the nature of the complaint, the name(s) of the person(s) against whom the complaint was made, that person's response [those persons' responses,] and the disposition of the complaint.

"Informal," in this context, means "not submitted to a formal hearing board, but handled through mediation." Anonymous complaints, or complaints of which the person complained against has not been apprised and had a chance to respond, will not be forwarded to the Ombudsman, but will remain in their original jurisdiction.

B. If the records that come to the Ombudsman suggest patterns that give cause for concern, it is appropriate for the Ombudsman to act on behalf of the community and to determine whether the patterns are real. If the pattern is in the acts of an individual or a group of individuals, or is related to actions of an organization or an administrative unit, the Ombudsman will contact such individuals, groups, etc., and conduct such investigations as he/she deems necessary, with the purpose in each case of making certain that they recognize the pattern and its implications. If University regulations are being violated, the Ombudsman will inform the appropriate supervisory personnel so that the indicated action can be taken.

C. Summary reports of formal charges of harassment which have been adjudicated, and records of their disposition should be forwarded to the Ombudsman's Office as a matter of information by the persons responsible for such records.

December on Campus

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Speaking Out

A Non-Crime Report

After weeks of reading the crime report, I was gratified to learn that there are still people who go out of their way to be honest. May I use *Almanac* to thank them?

I lost my Transpass Monday at about 3:30 p.m. When I retraced my steps after work, Wendy's at Houston Hall had kept it and returned it to me!

—John Ford, Medical School
Facilities Management

Computer vs. Card Catalog?

As a faculty member who has had a long and pleasant association with the University libraries, I find myself in the unhappy position of feeling compelled to register a strong protest against the planned elimination of the card catalogue in favor of the computer. Some time ago, when this changeover was first broached, I wrote to Dick De Gennaro in a similar vein and was promised a meeting between him and interested faculty members to discuss the matter. No such meeting ever occurred, and the library staff continued the programmed phase-out of the catalogue *without consultation with the faculty at large*—the principal long-term users of the library. Now I read in the report of the Director of Libraries that the catalogue is to be closed already in February—even before the Dewey collection is in the computer!

I could give you a long list of the advantages of the card catalogue over the computer (and will be happy to do so if requested), but let me mention here only some very practical ones. Recently the library's computer system was "down" one day from 9 a.m. to 2 p.m.; if this happens again—as it is sure to on various occasions—after the elimination of the card catalogue, there will be long periods during which no record of the library's holdings will be available. Card catalogues, unlike computers, are never "down"! Secondly, there are sure to be times when lines will form at the computer terminals; in the card catalogue dozens of people can be looking up things at the same time, since each has a separate drawer of cards to work with. Finally, as is well known, certain types of "browsing" can be done far better and faster with the card catalogue than with the computer.

Obviously an equally long list of advantages of the computer could be adduced, and I would not challenge it. I would never propose to deprive computer fans of their playthings, but I do strongly resent their depriving the rest of us of ours. My proposal is simply that both systems be allowed to coexist.

The only argument I have heard against this is one of cost; however, I contend that this objection is not valid. Once the cataloguing has been done, whether for computer or any other medium, only the semi-skilled

work of typing and filing cards would be needed to maintain the card catalogue. Surely the modest cost of this is well justified by the service it would provide.

The Penn library system is, as I know from personal experience, one of the most "user-friendly" systems in the country, in large part thanks to the helpful attitude and cooperation of the fine staff. I am appalled that it has rushed headlong to join the herd of libraries carried away by the latest fad of computerization, without giving thought to the disservice it is rendering to many of its regular users.

I therefore respectfully request that the Library Committee hold hearings on the proposed phase-out of the card catalogue and that the Library be enjoined from proceeding with any phase-out until the completion of the hearings.

—Albert L. Lloyd
Professor of Germanic Languages

Dr. Wood Responds to Dr. Lloyd

I have spoken to Mr. De Gennaro and we are in agreement that the subject of the "Phase-out" of the card catalogue is a valid item for further discussion. In consequence, we will be pleased to include this discussion as a principle agenda item at our next meeting of the Advisory Committee of the University Library on December 17, 1986 at 3 p.m. We would be pleased if you and other interested parties would attend the meeting at that time. The meeting will be held in the Woody Seminar Room next to the administration offices on the second floor of Van Pelt Library.

—Margaret Gray Wood, M.D.
Professor of Dermatology, HUP

Mr. De Gennaro Adds

It is true that Dr. Lloyd wrote me a letter several years ago expressing his misgivings about the library's intention to computerize its catalogs and asking for a meeting to discuss the issue. I had intended to arrange a meeting with him, but I did not do so and I offer him my sincere apologies. His suggestion that the Advisory Committee on the Library hold hearings is appropriate and timely and I would of course be pleased to participate in those hearings and receive the Committee's advice on this critical issue.

Before addressing the issue of consultation I would like to clarify a misunderstanding regarding the closing of the card catalog. When we refer to closing the catalog, we mean only that no additional cards will be added to the catalog. The existing card catalogs will continue to be in place and accessible until such time as the records in them have been included in the online catalog. Thus, Dr. Lloyd's fears that the catalog access to the Dewey books will be

curtailed are unfounded.

Although the meeting that Dr. Lloyd requested a few years ago did not occur, I cannot accept his allegation that "the library staff continued the programmed phase-out of the catalogue *without consultation with the faculty at large*." I find it hard to measure the adequacy of consultation on any particular issue, but I have tried my very best to publicize the library's Five Year Plan with its major goal of converting the library's cards catalogs and making them available on the Penn Library Information Network (PennLIN).

I first proposed these plans in the 1981-82 Annual Report entitled *Planning Ahead* which was published in *Almanac* December 7, 1982. The following year I featured the full text of the Library's Five Year Plan in my annual report published in *Almanac* January 17, 1984. In my 1983-84 report (*Almanac* January 15, 1985) I informed the community of a \$1.5 million grant from The Pew Memorial Trust to fund the technology initiatives set forth in the Library's Five Year Plan. Every subsequent annual report (*Almanac* December 3, 1985, November 11, 1986) has contained a detailed progress report on implementation of PennLIN.

The Library's Five Year Plan, including the issue of computerizing the catalogs, was thoroughly discussed and approved by the Library Committee under the chairmanship of Dr. Lawrence Bernstein in 1983. Every Library Committee since then, including the current one, has reviewed the Library's plans and encouraged us to proceed. This October we made the online catalog available in test mode with a 300,000 record data base and it has met with an enthusiastic reception. We expect the system to be highly reliable, but as with any complex system, there may be occasional brief outages.

I am sorry that Dr. Lloyd views the online catalog as the mere plaything of computer fans. I disagree. I think it is a major advance over the card catalog, but I will not argue the case here. I would merely note that every major library in the U.S. (and the rest of the industrialized world) is in the process of computerizing its card catalogs. It is not a fad, it is the way library catalogs are going to be in the future.

Dr. Lloyd's proposal that the library continue to maintain the card catalog along with the online catalog is not financially feasible. The cost of maintaining the currency of multi-million card catalogs is far from trivial. The Penn community is going to have to choose one form of catalog or the other.

I had assumed that it had already made that choice in favor of the online catalog, but I am prepared to test that assumption. I would welcome the hearings by the Library Committee that Dr. Lloyd has suggested.

—Richard De Gennaro,
Director of Libraries

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.



United Way/Donor Option Campaign 1986-87

Eighth Report, November 21, 1986

The United Way campaign heads into its final weeks with a total of \$164,414 collected from 2,021 donors. The campaign has reached 75% of its goal, with the help of these departments, which have already exceeded their totals from last year: Annenberg Center, Annenberg School, Intercollegiate Athletics, Law School, Morris Arboretum, President's Office, Veterinary Medicine, and Vice President for Facilities Management. Taking its cue from the Penn Quakers, the Department of Intercollegiate Athletics surged to 60% in this report, and a growing number of departments are reaching 100% participation.

School/Department	Number Solicited	Percentage Contributing	Contributions
Annenberg Center	26	15%	\$ 266
Annenberg School	51	73	3,158
Arts & Sciences	937	16	19,627
Dental Medicine	271	8	907
Engineering	209	27	7,707
Fine Arts	84	12	1,385
Graduate Education	65	32	1,166
Intercollegiate Athletics	93	60	1,875
Law	73	23	2,021
Libraries	270	26	6,311
Medicine	1,888	16	43,181
Morris Arboretum	37	76	2,138
Museum	95	18	1,262
Nursing	90	31	1,767
President	67	79	7,538
Provost	190	71	11,295
Senior Vice President	628	23	10,826
Social Work	39	41	1,717
Veterinary Medicine	527	11	3,586
VP for Dev. & Univ. Relations	173	55	4,885
VP for Fac. Management	594	74	4,044
VP for Finance	145	25	3,577
VP for University Life	271	29	3,827
Wharton	473	30	20,347
Other			1
TOTALS	7,296	28%	\$164,414

Satellite Office for Handicapped Students

A satellite office in which to meet handicapped students will be established in Room 208C, College Hall. Joann Mitchell, director of the Office of Affirmative Action, announced that the satellite office will open no later than January 1.

Department of Public Safety Crime Report

This report contains tallies of Part I crimes on campus, a listing of Part I crimes against persons, and summaries of Part I crimes occurring in the five busiest sectors on campus where two or more incidents occurred between **November 17, 1986 and November 23, 1986.**

Total Crime

Crimes Against Persons—1, Burglaries—1, Thefts—25, Thefts of Auto—0

Area/Highest Frequency of Crime

Date	Time Reported	Location	Incident
Crimes Against Persons			
11-17-86	5:42 PM	3900 Blk Locust	Male robbed/suspects arrested.
Spruce St. to Locust St., 34th St. to 36th St.			
11-17-86	10:43 AM	Williams Hall	Computer and parts taken.
11-20-86	12:03 PM	Williams Hall	Plaque taken from frame in hallway.
11-20-86	5:24 PM	College Hall	Wallet taken from unattended backpack.
11-21-86	10:05 PM	Houston Hall	4 males arrested for theft.
Spruce St. to Locust St., 37th St. to 38th St.			
11-17-86	7:47 PM	McNeil Bldg.	University paycheck taken from unattended briefcase.
11-18-86	5:32 PM	Vance Hall	Wallet taken from vending area.
11-21-86	10:54 AM	Vance Hall	Secured Huffy bike taken on 11/13/86.
Spruce St. to Locust St., 39th St. to 40th St.			
11-23-86	4:42 AM	Van Pelt House	Jewelry taken from open room.
11-23-86	4:41 PM	Van Pelt House	Money taken from wallet left unattended.
Walnut St. to Market St., 36th St. to 38th St.			
11-17-86	3:29 PM	Lot #30	Hubcaps taken from lot.
11-20-86	11:45 AM	Lot #27	Hood ornament stolen from vehicle/City called.
11-20-86	2:08 PM	Gimbel Gym	Secured bike taken from rack.
Locust Walk to Walnut St., 36th St. to 37th St.			
11-17-86	11:34 AM	Christian Assoc.	Purse taken from unattended backpack.
11-17-86	4:08 PM	Christian Assoc.	Money taken from unlocked room.

Safety Tip: If it is necessary for you to remain on campus over the Thanksgiving holiday, don't give someone who has the desire, the opportunity to make you a victim. Report all questionable people to the Penn Police immediately at 511 or Ext. 7333. Have a happy and safe holiday.



Professor Ian Lennox McHarg, (above) founder of the Department of Landscape Architecture and Regional Planning, will be honored at a dinner on Saturday, December 6. He has served as chairman of the department since its founding in 1954 until this past spring. Professor McHarg is presently on a year's leave at the University of California at Berkeley, but plans to return to Penn next year. The dinner will be held at the Upper Egyptian Gallery of the University Museum at 7 p.m., with cocktails preceding at 6 p.m. in the Chinese Rotunda. Tickets are \$50 per person. For more information contact Lenore Sagan, Ext. 6591.

Thanksgiving Services

There will be a special service Thanksgiving Eve, November 26, at the University Lutheran Church, 7:30 p.m. Celebrant: Jeff Merkel; Preacher: John Scott.

Thanksgiving Day services will be held at St. Mary's, 10:30 a.m. Celebrant and Preacher: Reverend Stanley Johnson.

Volunteers Needed

Women between the ages of 18 and 45 who suffer from Premenstrual Syndrome (PMS), may be eligible to participate in a study being conducted by the Premenstrual Syndrome Treatment Program in the Department of Obstetrics and Gynecology at HUP. The study examines the success rate of progesterone, a natural hormone, in relieving premenstrual syndrome. Study participants receive free diagnostic and laboratory tests, medication, consultations, and monthly evaluations of improvement for up to a year while they are enrolled in the study. For more information, call the PMS Treatment Program at 662-3329.

Correction: In the article on Libraries published November 18, it was incorrectly reported that Dr. Gotwals was chair of the University's Personnel Benefits Committee; she was, however, chair of the now defunct *University Personnel Committee* from 1973-1976.

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3601 Locust Walk, Philadelphia, Pa. 19104-6224
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