

# Almanac

Tuesday, January 13, 1987

Published by the University of Pennsylvania

Volume 33, Number 18

## A Chair in Romance Languages . . .

Dr. Stephen Nichols, a leading French medievalist who joined the Romance languages department here in 1985, has been named to the Edmund J. Kahn Professorship in the School of Arts and Sciences.

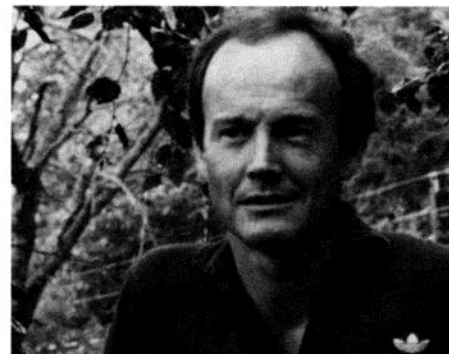
The \$1.25 million Kahn chair was established in 1986 by the widow of the late Wharton '25 alumnus who headed the Dallas Cotton Exchange. The couple's past gifts have included major ones to the libraries and Wharton graduate program. More recently Mrs. Kahn adopted the Modern Languages College House, providing renovations for public space and creating a Faculty Master's apartment. "Mrs. Kahn's foresighted gift allows the School the enormous flexibility to fortify an emerging field or build on the strength of an established one," Dean Michael Aiken said. "In Romance languages, which is top-ranked nationally, obviously we are taking the latter opportunity in choosing Steve Nichols as the first Kahn Professor. He is an extraordinarily gifted, active, and versatile teacher and scholar in a field where Penn has traditionally excelled."

Dr. Nichols came to Penn from Dartmouth, where he was the Edward Tuck Professor of French and chair of French and Italian. He is a 1958 alumnus of Dartmouth who took his Ph.D. at Yale in 1963, then taught at UCLA and Wisconsin before returning to Dartmouth in 1969 as chair of comparative literature.

He has been visiting professor at Toronto, Tel Aviv, Exeter (England), NYU, Arizona State and UC Irvine.

Dr. Nichols is the author of five books—the most recent being *Romanesque Signs: Early Medieval Narrative and Iconography*, Yale 1985—and editor of nine books and special

journal issues including the recent *Images of Power: History/Discourse/Literature* in the Yale French Studies series (1986, with Kevin Brownlee). Other publications number over 200. Dean Aiken summed him up as "a philologist and text critic, a distinguished intellectual historian, and an exponent of modern literary theory and textual interpretation; he has published in a wide body of professional periodicals and on a wide range of subjects—from the Song of Roland to Baudelaire. His main research interests, however, remain firmly rooted in Medieval French literature, especially Medieval lyric poetry."



Stephen Nichols

## . . . And Three More to 'Unfold' in SAS

The Andrew W. Mellon Foundation has awarded the School of Arts and Sciences \$1,050,000 to establish three term professorships for existing members of the faculty.

Informally referred to by the Foundation as "folding chairs," the three can be awarded for three to six years each, to scholars who (1) have demonstrated teaching effectiveness; (2) have made a distinguished contribution to scholarship within their discipline and (3) are ready to convey the essence of that speciality to a wider circle or to pursue new ways of exploring and presenting knowledge.

Last fall as part of the proposal process Dean Michael Aiken asked all SAS department chairs to nominate potential Mellon Term Professors, and received 12 nominations. A committee of three senior faculty members from departments that did not have candidates in the running selected three, whose names will be announced after all three have been notified, Dean Aiken said. As specified in the process,

one is in the Humanities. Of the other two, which could be from any sector of the liberal arts, one is in the Social Sciences and the other in one of the Natural Sciences.

"The purpose of these term chairs will be to free three scholars from all obligations other than teaching and research," the Dean added. "Although a nominal sum will be provided for research support, the chairs are intended primarily to enable those of special talent and wide-ranging interests to work with undergraduate and graduate students, perhaps developing new courses and programs in response to specific departmental or school needs."

In making the award, Mellon's President John E. Sawyer also asked that "to the extent possible, such salary funds as may be freed by the grant be used (1) to help advance younger faculty members of high promise to, or toward, the tenured ranks in anticipation of future retirements, or (2) to meet other faculty needs that can be foreseen for the 1990s."

### Oscar Goldman 1925-1986

The Department of Mathematics announces with great sadness the passing of Dr. Oscar Goldman. Dr. Goldman, who was Chairman of the Penn Mathematics Department from 1963 to 1967, died at his home in Bryn Mawr on December 17, 1986. He came to Penn in 1962 from Brandeis University where he had been Chairman from 1952 to 1960. Our department owes much of its structure and being to Dr. Goldman's insights and innovations. Many of the mathematicians he helped to attract to Penn are still on our faculty. Dr. Goldman was an expert in the area of modern algebra and its applications to questions in number theory. He is survived by his wife Madge. In accordance with his wishes, there will be no memorial service.

### Senate: To Meet or Not to Meet?

In January there will be two hearings, open to all members of the Faculty Senate, on a proposal to end the plenary meeting requirement. Dr. Martin Pring, chair of the Senate Committee on Administration, gives details on page 2 of this issue.

### INSIDE

- Senate: Call for Nominees; Hearings on Change in Senate Structure, p. 2
- Tax Advisory for Faculty/Staff, p. 2
- Council: Call for Committee Nominations, p. 3
- Speaking Out: Committeeization, Sherlock, Kudos, Faculty Club Unionization, pp. 4-6
- Computer Graphics Workshop, p. 6
- Penn Tower Hotel, p. 7
- Grants Available: Computing and others, p. 7
- Update: CrimeStats, p. 8



Tony Brown

### Martin Luther King Commemorative

The University presents a Commemorative Program of Events to honor the memory of Dr. Martin Luther King, Jr. beginning with a Can-  
(continued on page 2)

---

## SENATE

### From the Chair

#### A Reminder to Suggest Candidates

You are reminded to suggest candidates for Faculty Senate Chair-elect, Faculty Senate Secretary-elect, the Senate Committee on Academic Freedom and Responsibility, and the Senate Committee on the Economic Status of the Faculty (*Almanac* December 16, 1986). Please submit candidates' names to the Chair of the Faculty Senate or the Chair of the Senate Nominating Committee at 15 College Hall/6303 by *January 15, 1987*.

*Roger D. Soloway*

---

## SENATE

#### Invitation to Hearings on Changing Senate's Structure

The Senate Committee on Administration has been charged with consideration of the proposal to "abolish the Senate" (see *Speaking Out*, *Almanac* December 2, 1986). In actuality the Senate Executive Committee (SEC) is already empowered to act for the Senate on substantive issues, subject to a publication provision and with the safety valve of reconsideration by referendum or special meeting called by petition. Thus the proposal is less revolutionary than it first appears, and could be effected merely by deleting the requirement for regular plenary meetings.

The committee solicits input from the faculty concerning this proposal. Do you favor or disfavor it? What kind of checks and balances would you like to see in place if it is enacted? Do you feel that the composition of SEC should be modified before giving it this role? Should the new SEC be called "the Faculty Senate?" Written comments should be sent to me at the Faculty Senate Office, 15 College Hall/6303.

The committee will also hold two hearings during January, to which any faculty members who wish to discuss these issues with the committee are invited. They will be held from 3-5 p.m. on Tuesday, *January 20*, and Thursday, *January 22* in the Faculty Senate Office. Please inform Ms. Carolyn Burdon at Ext. 6943 if you plan to attend either hearing.

—*Martin Pring, Chair*  
*Senate Committee on Administration*

#### MLK Commemorative

(continued from page 1)

delight Vigil March from the W.E.B. DuBois College House to College Green at 7:30 p.m. January 15. The March, on Dr. King's birthday, is sponsored by Alpha Phi Alpha Fraternity, Inc.

*Faith Journey*, a musical production by Productions of New York City, depicting life of Dr. King will be shown at 8 p.m. in Prince Theatre, Annenberg Center, sponsored by the Office of Student Life, the President's Forum, and the Undergraduate Assembly.

The Distinguished Artists Series and Department of Music present guest artist Natalie Hinderas and Mattiwillda Dobbs in Martin Luther King, Jr. Commemorative Concert at 3 p.m. in Harrison Auditorium, University Museum. Tickets are \$9-14, \$5 for students. Call Ext. 2670 for information.

The eighth annual Commemorative Address *A Plan for the Nineties* will be given January 20 by keynote speaker Tony Brown, founding dean of Howard University's School of Communications, chairman of the Council for Economic Development of Black America, and host and executive producer of *Thelma Houston's Journal* on PBS. The program, sponsored by the President's Forum and American Studies, will be held at 7:30 p.m. in Harrison Auditorium, University Museum.

A film documentary, *Eyes on the Prize: America's Civil Rights Years (1954-65)*, a time during which the struggle for social justice in America became a mass movement, will be screened January 20 at 7:30 p.m. in High Hall North. It is sponsored by the Black Graduate and Professional Student Association.

---

### Changes in Social Security Tax (FICA) & Federal Withholding Tax for 1987 W-4 Filing Requirement Under Tax Reform Act of 1986

Beginning on January 1, 1987 the following changes have accrued and will affect the paychecks of all employees of the University of Pennsylvania:

#### Social Security Tax

The maximum amount of earnings upon which social security taxes (FICA) will apply for 1987 is \$43,800, an increase of \$1,800 over the 1986 base of \$42,000. The FICA rate on an employee's wages for 1987 will remain at 7.15%. As a result of the increase in the earnings base the maximum amount of FICA tax payable by an employee in 1987 is \$3,131.70, an increase of \$128.70 over the 1986 maximum of \$3,003.

#### Federal Withholding Tax

The value of one withholding allowance for Federal Withholding Tax will increase from \$1,080 to \$1,900 on an annual basis. For weekly-paid employees, the value of one withholding allowance increases from \$20.77 to \$36.54 on a weekly basis. For monthly-paid employees, the value of one withholding allowance increases from \$90.00 to \$158.33 on a monthly basis. Further, there has been a change in the withholding rates, from 7 rates, ranging from 12% to 37% in 1986, to a 5-rate range of 11% to 38.5% in 1987.

#### Pennsylvania State Personal Income Tax and Philadelphia City Wage Tax Unchanged

The Pennsylvania State Personal Income Tax will remain at 2.1%. The Philadelphia City Wage Tax will remain at 4.96% for those

employees residing within the city and at 4.3125% for those outside the city.

#### Form W-4 (Employee's Withholding Allowance Certificate)

Under the new tax law, all employees are required to file a new Form W-4 by October 1, 1987. The new form will enable employees to estimate their taxes more precisely, and reflect changed tax liabilities under the new tax law. Employees are encouraged to file early, to avoid under-withholding and possible penalties that could result if they do not adjust their withholding to reflect the new tax law earlier in the year. Both spouses must submit new forms if both are employed. If an employee has not submitted a new Form W-4 by October 1, 1987, the employer must start withholding as if that employee claimed just one allowance in the case of a single employee and two allowances for married employees.

There is help available with the completion of the new, more complex Form W-4. Anyone who would like more information from the IRS can get copies of Publication 505, *Tax Withholding and Estimated Tax* and Publication 919, *Is My Withholding Correct?*, by calling 1-800-424-FORM. In addition, the Tax Accounting Section of the payroll department will conduct workshops to assist all employees who wish to attend. Watch for dates and locations to be announced.

Any questions relating to the above changes should be directed, preferably in writing, to Val Gossman, Director of Payroll, Room 327 Franklin Building 6284, or Ext. 1443.

—*Alfred F. Beers, Comptroller*

To the University Community:

## Volunteers Needed for Committee Service

Once again the Committee on Committees begins its work with an invitation to the faculty and administrative staff to nominate themselves for service on University committees.

We will be spending most of the spring term assembling lists of prospective members who are most interested in and most qualified for service on the 15 key committees listed here. They are the advisory bodies which will help shape academic/administrative policy, administer certain all-University projects, such as faculty awards and honorary degrees, and assist operations, such as the Book Store and Libraries, to be of greater service to the campus.

To make our committees effective we need to consider the largest possible pool of candidates with the broadest range of experience and viewpoints. We encourage faculty and staff who have not previously participated to volunteer so that we can have an appropriate blend of new ideas and experience.

Before submitting your name you may wish to have a better understanding of the work being done by a particular committee. One way to obtain such information is by reviewing the committee reports which have been published in *Almanac* (see October 28 issue).

Except where noted, all of the committees listed here are open to both faculty and staff. We plan to submit our recommended committee member lists to the Steering Committee in April. In order that we may meet this deadline, we ask you to make your nominations by *January 30*.

### The 1987 Committee on Committees

F. Gerard Adams (chair-elect, Faculty Senate) *ex officio*

Joan I. Gotwals (libraries)

Marilyn E. Hess (pharmacology)

John F. Lubin (management)

Joan E. Lynaugh (nursing)

John Nevius (GAS)

Pam Poznick (Wh '88)

Paul Shaman (statistics)

Brian J. Spooner (anthropology)

Arthur F. Whereat (medicine), *Chair*

### Committees and Their Work

**Book Store** considers the purposes of a university bookstore and advises the director on policies, development, and operations.

**Communications** has cognizance over the University's communications and public relations activities.

**Community Relations** advises on the relationship of the University to the surrounding community.

**\*Disability Board** continually evaluates the disability plan, monitors its operation, and oversees the processing of applications for benefits and the review of existing disability cases.

**Facilities** keeps under review the planning and operation of the University's physical plant and all associated services.

**\*Faculty Grants and Awards** recommends policy on University research grants to faculty members, reviews applications for these grants, and recommends those which should be funded.

**\*Honorary Degrees** does most of its work during the fall term; solicits recommendations for honorary degrees from faculty and students and submits nominations to the Trustees.

**\*International Programs** is advisory to the director of international programs in such areas as international student services, foreign fellowships and studies abroad, exchange programs, and cooperative under-

takings with foreign universities.

**Library** is advisory to the director of libraries on policies, development and operations.

**Personnel Benefits** deals with the benefits programs for all University personnel. Special expertise in personnel, insurance, taxes, or law is often helpful.

**Recreation and Intercollegiate Athletics** has cognizance of all programs in recreation, intramural and club sports, and intercollegiate athletics; advises the athletic director on operations and recommends changes in policy when appropriate.

**Safety and Security** considers and assesses the means to improve safety and security on the campus.

**Student Affairs** has cognizance of the conditions and rules of undergraduate and graduate student life on campus.

**Student Fulbright Awards**, active early in the fall, evaluates applications from graduating seniors and graduate students and makes recommendations to the Institute of International Education, which awards Fulbright grants on behalf of the State Department.

**Undergraduate Admissions and Financial Aid** has cognizance over undergraduate recruiting, admissions, and financial aid matters that concern the University as a whole but are not the specific responsibility of individual faculties.

\*Open to faculty only. One or more administrators serve as liaison to most of these committees.

Mail to: Committee on Committees, Office of the Secretary, 121 College Hall/6382.

Committee \_\_\_\_\_  
Candidate \_\_\_\_\_  
Title or Position \_\_\_\_\_  
Campus Address \_\_\_\_\_

Committee \_\_\_\_\_  
Candidate \_\_\_\_\_  
Title or Position \_\_\_\_\_  
Campus Address \_\_\_\_\_

Committee \_\_\_\_\_  
Candidate \_\_\_\_\_  
Title or Position \_\_\_\_\_  
Campus Address \_\_\_\_\_

Committee \_\_\_\_\_  
Candidate \_\_\_\_\_  
Title or Position \_\_\_\_\_  
Campus Address \_\_\_\_\_



# Speaking Out

## Splice of Life

A few weeks ago, in the fifth-floor men's room in Williams Hall, I encountered a distinguished visitor to whom I had been introduced an hour before. He was to lecture on "Circumcision, Scarification, and Victorian Cookbooks" as part of the Desperately Interdisciplinary Visiting Lecture Series. Since he had been identified as an ethnobiologist, I thought I might ask him a question or two that had been on my mind for some time. The following is a transcript of our conversation, which I retail in the hope that it will promote in others the epiphany that it engendered in me. (Over the years that I have been chairman, I have formed the habit of hiding in the stalls and taping my male colleagues' conversations, which explains why I was able to record this particular exchange. Now, if I could only get a wire into the Other Room . . . but I digress.)

I ("I"): "Professor Kirschwasser, why is it that members of university committees, not to mention others, almost never bother to look up and read the books and articles that pertain to the matters at hand? After all, they are all trained researchers."

V ("Visitor"): "My dear Cheeseback, you are such a silly old humanist! To do such research would be to violate the root-like essence of committeeization. The function of a committee is to merely committeeize; that is, to meet, to talk off the top of one's head, and to produce a report that nobody reads, not even the next committee on the same subject. It is what we call a social, tribal ritual."

I: "What an interesting term! I must try to remember it."

V: "You would do well. Perhaps, humanist though you are, you now understand that to do research and to write a serious report based on that research would be like expecting a quorum at a faculty senate meeting. It would upset the basic economy of the tribe. It would violate, as it were, a taboo. You are familiar with the term 'taboo'?"

I: "Taboo or not taboo. That is the question."

V: "Ah, yes, Chespack, I was told about you. I must go now and prepare my multimedia equipment for my lecture. Everything, including the spraying of pheromones, is coordinated by a computer. Even the answers to the inevitable recurrent questions are programmed. Lectures too, you see, are tribal rituals, electronics aside."

I: "The concept of visual aids is not exactly foreign to me. I do shadowgraphs with my hands in some of my courses. You should see my Voltaire. Of course, you have to have fresh batteries in the flashlight. But before you go, could you take the time to answer some questions about interdisciplinary work? Why is it such a rage, and why, given its fantastic prominence, has no one ever read, apparently, the studies that have been done on it and its results?"

V: "Chasepick, your naivete is colossal! Don't you know that granting agencies started it all by refusing to give money for traditional work, so that everything had to be called interdisciplinary if it was to pry loose one red cent? Naturally, what granting agencies want is what everybody had better want. The alternative is tubesville. Money is the name of the game, along, of course, with tribal rituals."

I: "But some of the studies I mentioned argue that this emphasis on interdisciplinary studies has had some bad results. It often merely variegates undergraduates' ignorance, and it forces graduate students to run before they can walk, so to speak, and then they often can't get jobs because traditional departments do the hiring, and . . ."

V: "They were right about you. You really do belong in a museum."

The conversation ended there, but it continued to resonate in my mind. As a result, I am now working (although slowly, since it's hard to get good quill pens these days) on a grant proposal for a study of the semiotics of animal husbandry and particle physics. As soon as I solve the waste-removal problem, I'll be at the cutting edge. See you there?

—Clifton Cherpack,  
Professor and Chair, Romance Languages

## In the Manner of H?

According to "January on Campus" the Faculty Club is offering a "Convivial Hour in the Manner of Sherlock Holmes" on January 15. As I remember, Holmes was a heroin addict. Just what are they offering for their six bucks?

—Gerald Weales, Professor of English

**Ed. Note:** The Faculty Club says no nefarious game's afoot. Just a happy hour (non-members welcome) celebrating the 100th anniversary of the Master's birth in print. The \$6 covers a free drink and mounds of finger foods (Baker Street Beef on skewers, chicken with orange including the five pips). Special guests to match canonical wits with are Sherry Rose Bond and Scott Bond, founders of The Clients of Sherlock Holmes. The January event is actually one of a series. What makes a happy hour into a Convivial one seems to be the participation of University members or guests in a light program that fits the theme: For December, the Music Department provided performers " . . . in the Manner of Henry VIII," and Folklore reportedly has something special in the works for later in the term. David Cantor is the person to call (Ext. 4618) if anyone else wants to suggest a Convivial Hour in the manner of a favorite person or period.

## The System Sometimes Works

Often it seems that "working through the system" does not work or produce effective results. However, GAPSA is pleased to report three recent examples in which using the established channels has yielded a favorable response from the "powers that be."

1. Last May, GAPSA forwarded to the University Council a resolution complaining about the hours at the gyms. Back then Hutchinson Gym was open from noon to 8:45 p.m. and Gimbel Gym was open from noon to 9:45 p.m. However, these hours were bad for graduate students, who are often in labs or at a clinic, hospital or field placement most of the day.

Though it might seem a trivial matter, it offended graduate students that they pay \$4 million a year in general fee revenue, and the Department of Recreation receives \$949,000 from the general fee, but graduate students could not use a service (given their hours) for which they were paying so much money. While relatively few graduate students use most of the services funded out of the general fee, they do like to use the gyms. Accordingly, GAPSA adopted a resolution asking that the hours be extended, and forwarded this to Council. The Steering Committee, in turn, charged the Committee on Recreation and Intercollegiate Athletics to look into the matter.

Happily, this year the Department of Recreation has seen fit to honor our request. As a result, Hutchinson Gym is now open from 9 a.m. to 8:45 p.m. and Gimbel Gym is open from 11 a.m. to 10:45 p.m. GAPSA praises the Recreation Department for responding to student concerns.

2. Last year GAPSA campaigned for the inclusion of maternity benefits in the Student Insurance Plan. Almost 80% of the students who use the student insurance plan are graduate students, as most undergraduates are covered under their parents' plan. GAPSA is pleased to report that this year, as we requested, the student insurance plan includes maternity coverage. GAPSA publicly thanks Vice Provost James Bishop and Student Health Director Marjeanne Collins for their responsiveness on this issue.

3. Last June GAPSA and the UA urged the University to establish a scholarship program for black South African students. President Sheldon Hackney and the Trustees have moved on this suggestion, and are now poised to implement it. GAPSA commends them for doing so.

These may seem to be trivial matters. But they demonstrate that *sometimes* "working through the system" can be effective. If students perceive that the established channels produce results they will use them. Conversely, however, if students *perceive* that the established mechanisms for conveying student concerns (the UA and GAPSA) to the University Council and the Administration are ineffective and do not work, if they per-

*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.

ceive that the "powers that be" ignore the mechanisms for student input, then students will ignore those mechanisms and pass them by as irrelevant. Under those circumstances, students will conclude that the "proper channels" don't work and therefore they must take matters into their own hands and resort to more unorthodox expressions of their views. The sit-in is a classic alternative mode of expression.

GAPSA praises the Administration for its responsiveness with regard to accessibility to the gyms, maternity coverage in the student insurance plan, and the South African scholarship program. We would like to be able to praise responsiveness more often.

—Wayne Glasker, Chair, Graduate and Professional Student Assembly

## On Faculty Club Unionization

*Members of the Faculty Club support staff involved in a petition for recognition have requested the publication of the text below; sent December 23 to Peter Hirsch, director of the Philadelphia Regional Office of the National Labor Relations Board. Responses from others appear further below. Ed.*

We the undersigned employees of the Faculty Club of the University of Pennsylvania, have been working together, side-by-side, under the same roof, for many years. We hold the membership of the Club dear to our hearts. We strive to achieve the highest ideals of professionalism in our service to them. We believe that the Club members, in return, hold us dearly as well. The very foundation of our recent organizing efforts has been this common history, this common work experience, and this common loyalty to the Club.

We wish to make it clear to all those concerned that we have organized *ourselves*. We found that our individual approaches toward resolving various difficulties at the Club had not been successful. In small groups we met, discussed our common problems and evaluated our situations. Ultimately, some of us decided to explore whether it might not be in our best interest to seek union representation in our dealings with the Club management and with the University Administration.

At no time did *any* union solicit us. Because they had already been on campus, we did contact both the Teamsters Union and, more recently, District Council 47 of AFSCME. *Neither* union expressed interest in representing us. Indeed, AFSCME's Council 47, whose Local 54 is now claiming that it represents us, actually referred us then to Local 274 of the Hotel Employees and Restaurant Employees Union (H.E.R.E.). Many of us, from our past hotel and restaurant jobs, knew Local 274, HERE, to be the traditional representative of those in our business. Only later did we discover that Local 274 was already representing campus employees at the University-acquired Hilton Hotel.

Finally, a few of us contacted Local 274, HERE, and set up a series of informational meetings for our larger group. After several meetings with Mr. Patrick Coughlan, HERE's business agent, those of us then present came to a firm commitment to union-

ize. We delegated Local 274, HERE, as our representative.

By the time we were ready to present our petition to the University Administration, we constituted a solid majority of the staff. It was signed by 29 of the 49 non-management employees of the Club. To date, we have 35 signed authorization cards on file.

We wish to let it be known that we do not feel that the University Administration has dealt entirely straightforwardly with us in its response to our petition. In spite of the fact that our demand for recognition had come from a solid majority of Club Employees, the University Administration refused to voluntarily recognize Local 274. The Administration's initial response was in the form of a memorandum addressed to the entire Faculty Club Staff (see enclosed\* copy, memo of November 12). On the surface, the University Administration seemed merely to be informing us that it would require a safe and secret NLRB-supervised election, although it did *hint* also that we might not have all the facts. A week later, we received a second memo, reiterating the demand for an election. Yet, on that very same day (November 18), in a separate formal letter to Local 274 (see enclosed\* copy), the University negated our very ability to participate in an election by challenging our appropriateness as a unit.

We find any challenge to our appropriateness as a bargaining unit to be incomprehensible. It is a present and an historical fact that the Faculty Club staff performs on a day-to-day basis as a functional unit, complete in and of itself. We are housed at a single location with our own supplies, tools and equipment, with our own supervisors, management and Director, with our own rules, procedures and regulations, that is, with our own unique set of working conditions—all of which are proper and necessary topics for the bargaining table. We feel not only that we *are* an appropriate unit, but also that we are the *only* unit appropriate for the purpose of bargaining. To divide us would be unnatural; to expand our group would mean inviting to *our* bargaining table participants who do not share our common interests and common identity.

Because the appropriateness of the Faculty Club as our unit is so clear, any call for a formal hearing on that issue might be understood merely to be a delay tactic. However, recent developments have led us to believe that the challenge to the appropriateness of our unit is really part of a larger strategy to have us included in *another* bargaining unit on campus.

Recent developments focus upon a collective bargaining agreement between the University Administration and Local 54, AFSCME, covering the Dining Services Department employees. It was not until December 5 that the Administration finally disclosed to us the existence of this contract—indicating in a memorandum that we might already be part of the bargaining unit covered by it, and that AFSCME was filing a grievance to that effect (See enclosed\* copy of memo).

Now, the University Administration, in that correspondence, took no public stand on the matter. However, it obviously would

be very much to the Administration's advantage if we were *automatically* to be included in the Dining Services' Unit. The Administration could then avoid its responsibility to negotiate an agreement with *us*. It thus appears to us that the Administration's challenge is rooted not so much in a proper concern that our unit be an appropriate one, as it is in the much more narrow concern that a more preferred administrative arrangement, of its own making, be maintained. It is a challenge that has only been brought to bear upon us in the course of the Administration's pursuit of its own self-interest at the expense of ours.

Moreover, even in the specific context of this agreement, we are unable to understand the basis for the challenge. Surely, the Dining Services unit, described in that agreement, is a totally inappropriate one for us. First of all, we have never been "University Dining Service employees." Rather, we have always been referred to as "Faculty Club Employees"—not only by Club management, Club members and guests, but also by the University Administration itself.

More importantly, the job descriptions in the contract do not reflect the actual job responsibilities and duties of most of our staff, for example, Cooks, Pantry Chefs, Porters, Busspersons, etc. Moreover, we can find absolutely no classifications or job descriptions whatsoever for our Restaurant Servers and Restaurant Bartenders. In addition, by virtue of the contract's Understanding No. 2, our Banquet Servers and Banquet Bartenders are specifically singled out for exclusion from coverage.

Most importantly, the Faculty Club cannot be described as a "future food service operated by and for the benefit of the University" (see Article VIII, Section 1), and so may not be drawn under the contract upon that basis. The Faculty Club has been in existence for many years, operating on a day-to-day basis in the same way that it does now. We are the staff of a private Club whose Board of Governors has made several different arrangements over the years for the handling of its administrative business—first, with the University Administration in the Club's early years; then with Restaurant Associates, a New York firm under contract with the Board from 1981 through June, 1986; and most recently, with the University Administration again, under contract with the Club's Board since June, 1986.

Any fair reading of the Agreement in question will show that it cannot cover the Faculty Club staff, nor was it ever intended to do so.

Furthermore, any attempt to merge our Staff with the Dining Services' unit belies the reality of the situation, which is that we have *no* interests at all in common with Dining Service employees. We have no staff interaction or communication with them. We have separate physical facilities. Our day-to-day operations are not dependent. We have separate managers, supervisors and directors. We have different rules, procedures, regulations and traditions. To attempt to link us up with a limited unit with which we have had no relationship in the past, may be a great convenience to the University Administration, but it has no value to us at all.

(continued on page 6)



(continued from page 5)

We take as a further indication that the University Administration is not dealing with us straightforwardly on these matters, the fact that it withheld from us the existence of this contract, and its supposed applicability to us, until after we had sought representation by the Union of our choice. Had we never organized, we suspect that we might never have learned of it.

In addition, we have serious doubts in our minds about the role that AFSCME has chosen to play in these matters. How can a labor union claim, as it does, to represent the Faculty Club Staff when it has in its contract no job classifications for many of us, and inapplicable job descriptions for most of the rest of us? How, indeed, can AFSCME claim, as it now does, to represent the Faculty Club Staff when, during our initial organizing, Ms. Barbara Allen having telephoned AFSCME for assistance was told that AFSCME does not represent bartenders, waitresses or waiters, and that she should, therefore, contact Local 274, HERE, instead?

Why does AFSCME only *now* claim to represent Faculty Club Employees with whom it has had absolutely no contact whatsoever? Is this a Union which acts alone, without the participation or involvement of the worker?

If we are truly represented by AFSCME, now, as it so claims, were we not also eligible for that representation long ago? Where was AFSCME then? Indeed, where is AFSCME now?

Our process of unionization should not be complicated any further or delayed any longer. The prior agreement between the University Administration and AFSCME clearly does not apply to us. Therefore, no delays or postponements should be based upon it.

While recognition of Local 274, our chosen representative, is put on hold, the problems we experience as employees continue unresolved. New difficulties with management have arisen following our petition. Against our express wishes, we remain unrepresented as a group and are forced to continue to deal with management and the University Administration as individuals only. In addition, the Administration continues to hire new employees for the Club, some of whom have personal relationships with management, which, in our minds, puts at future risk our presently well-established majority.

In summary, we wish to make it clear that we organized ourselves, because we found that it was in our best interest to do so. We chose Local 274 for that same reason. We do *not* think it appropriate that the University Administration choose a representative for us. We do *not* think it appropriate that another Union presume to appoint itself. *Therefore,*

We the undersigned employees of the Faculty Club of the University of Pennsylvania, ask you to find, as we know to be true, that the only appropriate unit for us is one made up of those who share our common history, our common work and our common loyalty, that is, a unit comprising all Faculty Club non-management staff.

We, the undersigned employees of the Faculty Club, ask you to find, as we do, that

the Dining Services unit is *not* an appropriate one for Faculty Club staff.

We, the undersigned employees ask you to find, as we do, that Local 274, HERE, is the freely-chosen representative of a solid majority of our staff.

We, the undersigned, ask finally that, if you must order an election, you do so speedily, so that the truth of these matters may be settled.

—Names withheld from publication in accordance with University General Counsel's advice regarding protection of privacy of individuals engaged in organizing. Thirty-four signatures appeared on the original letter to Mr. Hirsch, and were furnished to Almanac as required under our Guideline on withholding names.

\* Enclosures are available at Almanac, Ext. 5274.

### Response from AFSCME Local 54

Thank you for your courtesy in sharing with me a letter addressed to the Regional Director of the National Labor Relations Board concerning the Faculty Club of the University of Pennsylvania. I will limit my reaction to two points:

1. Local 54, AFSCME first assented its claim to represent the employees of the Faculty Club in July of 1986 immediately after it was announced that the University had assumed responsibility for operating the Club. Our claim is based on a provision of our collective bargaining agreement with the University and was made months before any other union sought recognition as representative of the Faculty Club employees. When the University denied our claim by not responding to our legitimate requests for information we took appropriate action by filing a grievance. The University has denied that grievance which is now being submitted to arbitration.

2. At no time was any authorized representative of Local 54 or District Council 47 (with which we are affiliated) contacted by Faculty Club employees. District Council 47 represents a broad range of occupations in the public sectors throughout Philadelphia. It already represents the University of Pennsylvania Dining Service Employees (Local 54) and Library Employees (Local 590) and would never decline to represent any Faculty Club employees. If we did not wish to represent Faculty Club employees, we would not have asserted our right to do so as early as July of 1986.

—Ghulam R. Muhammad,  
President, Local 54

### Preliminary Response from Administration

Your request for a response from the administration to the letter to Mr. Peter Hirsch, Regional Director of the National Labor Relations Board is appreciated.

Given the legalities and the complexities associated with this matter, sufficient time was not available to prepare a response for this issue (January 13) of the *Almanac*.

The administration's response will be forwarded to you for publication in a subsequent issue of the *Almanac*.

—George W. Budd  
Associate Vice President  
Staff and Labor Relations

## NLRB: Postponing Re Faculty Club

**Ed. Note:** On the basis of an oral communication to University Counsel from NLRB on Friday (after the *Speaking Out* column at left had closed), the following was sent to Faculty Club staff:

### All Faculty Club Employees:

Please be advised that we have just been told that the National Labor Relations Board is postponing indefinitely the Hearing that was set for Monday, January 12. We have been informed that the reason for the postponement is that Local 274 of the Hotel and Restaurant Employees Union and Local 54 of AFSCME are participating in an internal proceeding before the AFL-CIO in Washington, D.C. to determine which Union the AFL-CIO considers appropriate to try and represent certain employees in the Faculty Club.

As you may know, the National Labor Relations Board has before it the question of the appropriateness of a unit as narrow as just the Faculty Club. The National Labor Relations Board's determination on this question is being held in abeyance pending a resolution of the matter before the AFL-CIO.

I will be happy to respond to anyone's questions. I do appreciate the frustration that everyone must feel as the result of the complexities of this legal process.

—George M. Budd, Associate Vice President,  
Staff and Labor Relations

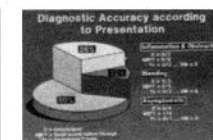
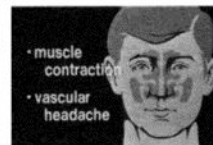
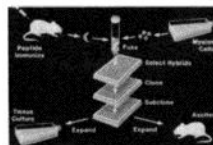
### Reminder to Editors

*Almanac's* periodic inventory of campus publications and scholarly journals edited here is in the last stages of preparation for printing. Editors and publishers who have not sent sample issues or otherwise provided the information requested in our call for input (*Almanac* November 11, 1986) are urged to phone any member of the staff at Ext. 5274. K.C.G.

## Graphics, Illustrations and Computers

A half day seminar, *Presentation Graphics, Research Reporting and Biomedical Illustration Using a Dedicated Computer System*, will be held January 20 from 10 a.m. until 2 p.m. in the Conference Room on the main floor of Blockley Hall. The Department of Biomedical Communications, in conjunction with Management Graphics Inc., is sponsoring this session which will include an extensive demonstration of graphics imaging equipment and the opportunity to work on actual problems. The seminar will explore many areas including: Slide Presentations, forecast use into the 1990's; Manual Methods vs. Computer based Solutions for Production; Text, Charts and Graphs: the Cornerstone of Research Reporting; Prohibitive Costs, a Thing of the Past; and A Potential Graphics Imaging Network at Penn.

Those using slide, overhead transparencies or any type of presentation materials and interested in reducing costs are especially invited to attend. Information: Art Siegel, Ext. 6516.





## Penn Tower Hotel

When the new sign goes up later this spring on the former Hilton Hotel at 34th and Civic Center Boulevard this is how it will look. The name officially changed as of January 1. The University purchased the Hotel last May and is doing extensive renovations, while continuing with business-as-usual in space not actually under construction. "Our intent is to establish the Penn Tower Hotel as a premier choice for conventions, conferences, symposia and tour groups considering Philadelphia," Mrs. Helen O'Bannon, senior vice president, said. "We also want to serve the 'thoughtful traveler' who prefers civility over hustle and bustle."

The 21-story building, in its changing role, will provide seven floors of offices (5th, 6th, 7th, 8th, 9th, 10th, and rooftop level) for Penn's Medical Center. There will be 230 guest rooms on floors 11-20, with 40 of these (16th and 17th floors) reserved as a Club Level with concierge, VIP lounge, continental breakfast and afternoon hors d'oeuvres. The fourth floor has a swimming pool and other athletic facilities, plus seven of the 14 meeting rooms seating 10 to 700. On the Bridge level, where the Hotel is connected to Silverstein, (second and third floors) are other meeting rooms plus an 8,000 square-foot grand ballroom divisible into four smaller banquet rooms and the Assembly Room, Wharton North and Wharton South Rooms. Restaurants and shops occupy the street floor. In the basement, Student Health will eventually take the space housing the HUP cafeteria as Phase IV construction continues through spring.

To inform Hotel guests of University events they might attend, *Almanac* sends the Hotel bulk copies of its monthly pullout calendar. Others interested in distributing information about events should call the Hotel at 387-8333 and ask for the Sales Office.

## Internal Grant Program Announcements

### Educational Computing Development

**Purpose:** To support the integration of computer technology into the curriculum. The program follows after two years of grants supporting development of computing in individual courses. The emphasis in this final year will be on grants to entire departments or schools to support the integration of computing as part of formally approved curriculum plans.

**Provides:** Development grants at a departmental or school-wide level to provide personnel support to help create new curricular material, research expenses leading to new computer-based curricular directions, or expenses to import and convert curricular material from other schools. The program does not support the expense of operating, monitoring, or maintaining ongoing teaching laboratories.

**Typical Grant:** Grants provide up to \$10,000 per course to be used over a one year span toward summer stipends, student wages, or release time. More than one course may be supported in a single departmental or school-wide proposal.

**Number:** About 20 courses will be supported in Spring, 1987. This is the last year of a three year cycle of grants: the program will not be repeated in academic year 1987-1988.

**Procedure:** A proposal of two pages, maximum, should be submitted to the Dean of the school. Proposals should discuss: activities to be performed under the grant, the relevance of those activities to the purpose of the grant, the funding required, requirements for University support outside the grant, continuing support requirements, and a project evaluation mechanism.

**Deadline:** Proposals should be submitted to the office of the Dean by *February 13, 1987*.

**Evaluation:** After approving the proposals, the Dean will forward them to the Vice Provost for Computing. A committee representing the schools will review the proposals. The Vice Provost will then make an award to each School as a single dollar amount for all proposals. The Dean will determine the allocation of that amount among the School's proposed projects

after consultation with the Vice Provost.

**Award:** The Dean will be notified of the award by March 27, 1987. Funds will be available in April, 1987.

### United Parcel Service Grant '87

**Purpose:** To support the use of computer technology in research and graduate instruction.

**Provides:** Support to design, construct, and use computer technology in research and graduate instruction, particularly in areas relevant to the interests of the United Parcel Service. Examples include public policy studies, urban issues, transportation and related problems, sociological analyses, political decision systems, and information flow models.

**Typical Grant:** Up to \$10,000 per faculty member to be used over a one year span toward summer stipends, student wages, or release time.

**Number:** About 20 such grants will be available in Spring, 1987. This is the last year of a three year cycle of grants: the program will not be repeated in academic year 1987-1988.

**Procedure:** A proposal of two pages, maximum, should be submitted to the Dean of the school. The proposal should discuss: activities to be performed under the grant, the relevance of those activities to the purpose of the grant, the funding required, requirements for University support outside the grant, continuing support requirements, and a project evaluation mechanism.

**Deadline:** Proposals should be submitted to the Dean or a designate by *February 13, 1987*.

**Evaluation:** After approving the proposals, the Dean will forward them to the Vice Provost for Computing. A committee representing the schools will review the proposals. The Vice Provost will make an award to each School as a single dollar amount for all proposals. The Dean will determine the allocation of that amount among the School's proposed projects after consultation with the Vice Provost.

**Award:** The Dean will be notified of the award by March 27, 1987. Funds will be available in April, 1987.

## Irwin I. Ship Fellowship

The late Dr. Irwin I. Ship, professor of oral medicine at the School of Dental Medicine, was responsible for the establishment of the affiliation agreement between the Hebrew University and the School of Dental Medicine of the University of Pennsylvania. We are pleased to announce that applications for the Irwin I. Ship Fellowship for 1987-88 will be considered. The Fellowship is open to members of the School of Dental Medicine community to pursue scholarly activities at the Hebrew University in Jerusalem. To apply, the applicant should send a brief statement of the purpose of the visit and a curriculum vitae to Dr. Gary H. Cohen, Department of Microbiology, School of Dental Medicine. Deadline for the application is *March 1, 1987*. Notification of the award will be made by April 1, 1987. We anticipate that this award will be approximately \$1,000.

—Dr. Gary H. Cohen —Dr. Michael Pliskin  
—Dr. Dan Malamud —Dr. Irving Shapiro

## Scholarship Fund for Women

The University of Pennsylvania's College of General Studies, Penn's continuing education division, has established a new scholarship fund. Created for part-time women students over the age of thirty, the fund, known as Bread Upon the Waters, was the brainchild of CGS alumna Elin Danien.

Ms. Danien, who works full-time as Events Coordinator for the University Museum, says she was intent upon offering some form of financial aid for others like herself who are members of the "old bag brigade."

The College of General Studies is seeking candidates for the fund who demonstrate academic merit and financial need. For information, contact Rhea Mandell at Ext. 6940.

### Summer Grants Reminder

Grants-in-aid up to \$1500 and research fellowships up to \$3000 are available for standing faculty (with preference to assistant professors) via the Committee on Faculty Grants and Awards. Deadline is *February 2* for applications, available from the Office of Research Administration, 409 Franklin Building. Call Lynn Bevan for information at Ext. 7293.





The Drama Guild production of *The Foreigner* comes to the Annenberg Center January 16-February 8. Bill Fagerbakke (Owen Musser, the biggest local yokel in Tilghman County, Georgia) looks in disbelief at the wild antics of Bill Cwikowski (Charlie Baker, a painfully shy Englishman). For ticket information call Ext. 6791.

# Update

JANUARY ON CAMPUS

## EXHIBITS

**18 Edward Newbold—Wildlife Artist**, paintings and limited edition prints of this nationally known wildlife painter; Monday-Friday, 10 a.m.-4 p.m., Sundays 2-4 p.m., George D. Widener Education Center, Morris Arboretum. Through March 7.

## FITNESS/LEARNING

### Computing Resource Center

**14 How to Choose a Microcomputer**; noon-1 p.m., 1st floor conference room, Van Pelt Library. Information: Ext. 1780.

**16 Introduction to Microsoft Word (IBM PC)**; 1-4 p.m., Room 413, Bennett Hall. Registration: Ext. 1780.

CRC-Wharton Minicourses are held in Steinberg-Deitrich Hall. Registration forms are available at Room 315, SH-DH or at the CRC Lab, 5th floor, Van Pelt Library. Faculty and staff can register in person or by mail. Information: Ext. 1780 or 7000.

**14 Introductory MS-DOS**; 4:30-6:30 p.m.

**15 Introduction to Spreadsheets**; 4:30-6:30 p.m.

**16 Introductory WordPerfect**; 10 a.m.-noon. Lotus Spreadsheets; 2-4 p.m.

**20 Introductory WordPerfect**; 4:30-6:30 p.m.

## 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 **December 14, 1986 and January 11, 1987**.

**Total Crime:** Crimes Against Persons—0, Burglaries—10, Thefts—36, Thefts of Auto—0

### Area/Highest Frequency of Crime

Date	Time Reported	Location	Incident
<b>Civic Center Blvd. to Hamilton Walk, 34th St. to 38th St.</b>			
12-17-86	9:09 AM	Leidy Lab	Storage area broken into; tools taken.
12-17-86	9:42 AM	Nursing Ed Bldg.	Medical supply case taken from locked office.
12-18-86	10:02 AM	Johnson Pavilion	Checkbook taken from unattended backpack.
12-19-86	7:30 PM	Nursing Ed Bldg.	Cash taken from unattended jacket in mailroom.
12-19-86	7:49 PM	Goddard Labs	Wallet taken from unattended room.
12-23-86	10:04 AM	Nursing Ed Bldg.	Computer taken from room; no forced entry.
12-27-86	6:55 PM	Nursing Ed Bldg.	Coinchanger box taken from vending machine.
12-29-86	9:12 AM	Nursing Ed Bldg.	Computer taken from room.
12-29-86	10:23 AM	Nursing Ed Bldg.	Computer taken from room.
12-31-86	10:02 AM	Nursing Ed Bldg.	Computer equipment taken from secured office.
01-05-87	9:37 AM	Nursing Ed Bldg.	Computers taken from offices.
01-07-87	11:00 AM	Nursing Ed Bldg.	Computers taken from offices.
01-07-87	12:52 PM	Johnson Pavilion	Wallet taken from backpack under desk.
<b>Locust St. to Walnut St., 36th St. to 37th St.</b>			
12-15-86	2:06 PM	Faculty Club	Wallet taken from unsecured closet.
12-15-86	3:21 PM	Faculty Club	Cash stolen from purse in unsecured closet.
12-17-86	2:18 PM	Annenberg Center	Unattended jacket taken from area.
12-21-86	9:36 AM	Phi Sigma Kappa	Stereo equipment taken from frat house.
12-23-86	2:14 PM	Faculty Club	Money taken from unattended coat.
<b>Spruce St. to Walnut St., 33rd St. to 34th St.</b>			
12-15-86	10:48 AM	Moore School	Wallet taken from unlocked room.
12-22-86	9:58 AM	Moore School	Photograph taken from student lounge.
01-09-87	12:27 AM	Bennett Hall	2 employees' purses taken by male.
<b>Walnut St. to Market St., 30th St. to 34th St.</b>			
01-04-87	12:29 PM	Lot #26	Window on Mercedes broken; radio taken.
01-05-87	10:16 AM	Lot #26	Window broken, radio taken from Peugeot.
01-06-87	10:45 AM	Lot #26	Items taken from escort service booth.
01-08-87	1:11 PM	Lot #37	Sun roof taken from vehicle.
<b>Spruce St. to Locust Walk, 37th St. to 38th St.</b>			
12-29-86	12:03 PM	McNeil Bldg.	Textbooks taken from office.
01-06-87	4:20 PM	Vance Hall	Unattended wallet taken from office.
01-11-87	8:01 PM	McNeil Bldg.	Books taken from room.

**Safety Tip:** A theft occurs every five seconds in the U. S. Why is this crime so prevalent? Probably the one most attributing circumstance is carelessness. This means giving the thief the opportunity to commit the crime. Opportunity includes unlocked room doors and valuables left unattended. Care must be taken by each individual to reduce the opportunity that continues daily.

**21 Introduction to Spreadsheets**; 4:30-6:30 p.m.

## User Group Meetings

**14 IBM PC & Compatibles User Group**; noon, Room 235, Houston Hall with online demonstration of Penn's Landing, the group's new bulletin board system. Information: Susan Mallett, Ext. 9085.

**15 Vax User Group**; 3:30 p.m., Room 554, Moore Building. Information: Ext. 4707.

**16 Apple II Family User Group**; noon, Room D-44, GSE (Apple Lab). Information: 386-1014.

**21 Atari User Group**; 5 p.m., Room 308, Houston Hall. Information: 243-5516.

**Macintosh (PemmUG)**; 6:30 p.m., Room 121, Annenberg School. Information: 243-7758.

## TALKS

**14 Biochemical Epidemiology of Biliary Tract Cancer**; Brian Strom, assistant professor of medicine, clinical epidemiology unit; 2:30-3:30 p.m., Hope Auditorium, CHOP (Gastrointestinal Section, Department of Medicine).

**Paradox in a Behavioral-Existential Context**; Michael Ascher, professor of psychiatry, Temple University; 1-2 p.m., Seminar Room, Marriage Council (Marriage Council of Philadelphia).

**15 Structure and Expression of the Na<sup>+</sup>K<sup>+</sup>-ATPase Alpha and Beta Subunit Genes**; Jerry B. Lingrel, department of microbiology and molecular genetics, University of Cincinnati Medical Center; 4 p.m., Physiology Library, 4th floor, Richards Building (Department of Physiology).

**16 Diversity: Combining of Microwave Images**; Bernard D. Steinberg, professor of electrical engineering and director, Valley Forge Research Center; 11 a.m.-noon, Room 216, Moore School of Electrical Engineering (Valley Forge Research Center).

**Belgium and the Belgians in the World**; Herman Dehennin, Belgian Ambassador to the United States; 8 p.m., Room B-3, Meyerson Hall (Dutch-Flemish Studies Program).

**20 Interdiffusion in Artificial Amorphous Multilayers**; Franz Spaepen, Harvard University; 4 p.m., LRSM Auditorium (Department of Materials Science and Engineering).

**21 Group Treatment of Adults Molested as Children**; Philadelphia Sexual Abuse Project, Judith Stern, Pamela Freeman and Rosalind Dutton; 1-2 p.m., Seminar Room, Marriage Council (Marriage Council).

**Colonic Glycoproteins: Meaning in Heterogeneity**; Daniel Podolsky, gastrointestinal unit, Massachusetts General Hospital, Harvard University School of Medicine; 2:30-3:30 p.m., Hope Auditorium, CHOP (Gastrointestinal Section, Department of Medicine).

## Deadline

The deadline for the weekly calendar update entries is Tuesday, a week before the date of publication.

# Almanac

3601 Locust Walk, Philadelphia, Pa. 19104-6224  
(215) 898-5274 or 5275.

The University of Pennsylvania's journal of record, opinion and news is published Tuesdays during the academic year and as needed during summer and holiday breaks. Guidelines for readers and contributors are available on request.

**EDITOR** Karen C. Gaines  
**ASSISTANT EDITOR** Marguerite F. Miller  
**EDITORIAL ASSISTANT** Mary Corbett  
**STUDENT ASSISTANTS** Catherine E. Clark, Mary A. Downes, Amy E. Gardner, Michelle Y. Holloway, Michael S. Markowitz, Leonard S. Perlman, Daniel B. Siegel  
**ALMANAC ADVISORY BOARD Chair**, Lucienne Frappier-Mazur; F. Gerard Adams, Dan Ben-Amos, Linda Brodkey, Jean Crockett, Michele Richman, Roger D. Soloway, Michael Zuckerman, for the Faculty Senate; William G. Owen for the Administration; Carol Carr for the Librarians Assembly, John Hayden for the A-1 Assembly, Joseph Kane for the A-3 Assembly.