

Almanac

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Tuesday, April 14, 1987

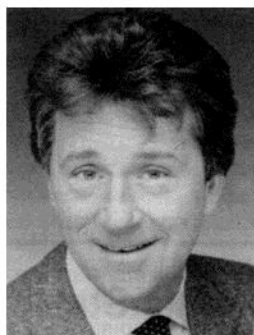
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Lindback Awards: Thursday at Lower Egypt



Michelle M. Fine



William C. Tyson

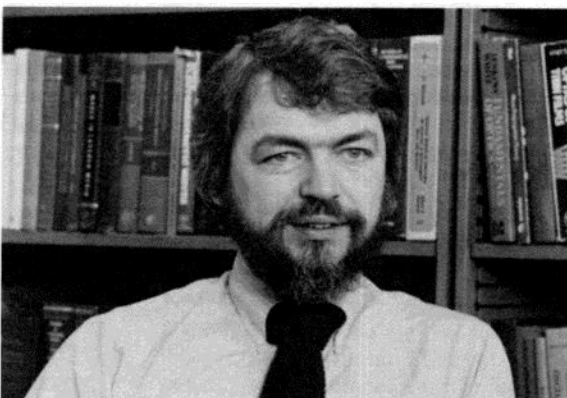
The annual Lindback Awards party has moved to the Museum's Lower Egyptian Gallery to handle annually larger crowds of faculty, staff and students who come to toast the winners. All are welcome to the 4-6 p.m. celebration Thursday, April 16, where Provost Thomas Ehrlich will give for the last time the four that come from nonhealth schools. On the health school side, the four deans have been invited to make the presentations made for many years by Dr. Thomas Langfitt.



Joyce Beebe Thompson



Stephen A. Cooper



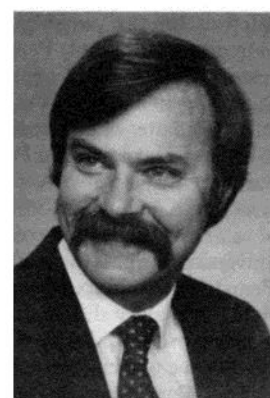
Dwight L. Jaggard



Teresa Pica



Gail B. Slap



Charles D. Newton

Lindbacks: 1986-87

Dr. Michelle M. Fine, associate professor of education, has elicited "extraordinary responses from her classes, while amassing truly outstanding scholarly credentials in research" during her six years at Penn. Students say she challenges them to explore "both intellectual and emotional understanding" of complex subjects in psychology and society. Described as "a true teacher of teachers" at GSE where she involves students and younger colleagues in the teaching of her courses, she is also an "energetic citizen of the University" who has been a faculty resident in the Quad.

Dr. Dwight L. Jaggard, associate professor of electrical engineering at SEAS, was praised by colleagues and by students at all levels, from introductory classes to advanced graduate seminars for which he has "consistently achieved the highest evaluations for the department" during his seven years here. One student wrote, "I consider his performance the ideal by which I evaluate all other professors." Others, both current and former, say they are grateful for his concern for their educational goals, and simply for "making sense out of all this mess."

Dr. Teresa Pica, assistant professor of education and director of educational linguistics at GSE where she has been for four years, was praised for "energy, enthusiasm, and fascination with her field of applied linguistics." She keeps lectures live with new research, including her own, and "comments meticulously on student papers and assignments, returning them in record time with advice as to where they might be published or presented." She sends students off with the exhortation, "I want you to be scholars." One sums her up as "the most conscientious professor I have ever met."

Dr. William C. Tyson, assistant professor of legal studies and accounting, is in his fifth year at Wharton and has already run the gamut of teaching awards there. He is praised for "a level of professionalism which creates a lasting impression of excellence," as well as for "intellectual rigor . . . willingness to explore new ideas . . . accessibility . . . coherence of teaching methodology." He is said to impart "an analytical thinking process with applications that extends well beyond the realm of academics, and even beyond the temporary adulation of [the teacher's] skills."

From the Health Schools

Dr. Stephen A. Cooper, associate professor of physiology and pharmacology at Dental Medicine, is credited by the School with a significant rise in pharmacology board scores and with 75-100% attendance at normally problematic time slots such as 5-7:30 p.m. Students say he has "transformed a historically dull, and often neglected, subject into a pleasurable learning experience that will endure for years after our education is complete." Such words as "dynamic . . . well-organized . . . approachable . . . responsive . . . fair . . . humorous" and "very, very knowledgeable" turn up the in dossier.

Dr. Charles D. Newton, professor and chief of orthopedic surgery at Veterinary Medicine, has the School's Norden and Student Government awards for teaching, plus a local "Warm Fuzzy" award for helpfulness. Students and colleagues speak of his "well-organized and well-prepared lectures" which have led to textbook revisions; study guides that alumni use for years; and a gift in surgical training for "soothing the terrified, saving the plungers, encouraging the less dexterous," said

(continued next page)

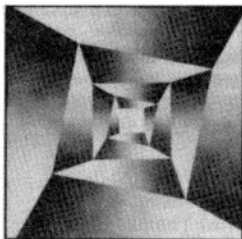
an alumnus. "This is an enormous responsibility in teaching and training."

Dr. Gail B. Slap, assistant professor of medicine and member of the CHOP adolescent medicine section, has "a vast and superbly organized fund of knowledge which she knows how to share." Students and residents are "awed" by her case presentations backed by recent studies, her "encyclopedic knowledge, flawless logic, infinite compassion and dedication to teaching." Colleagues cite the elegance of her lectures, her academic as well as clinical productivity, and her University service. "There are few who are [so] consistently cited as role models by people at all levels."

Dr. Joyce Beebe Thompson, associate professor of nursing and director of the graduate program in nurse-midwifery, "puts into practice all the wonderful things teaching should be." Students cite responsiveness, patience, building self-confidence ("It was a privilege to study with her" with the emphasis on "with" versus "under"). Colleagues applaud the quality of her graduates as well as her far-reaching influence on nurse-midwifery today. For six books, numerous articles, and consulting such as her recent stint in Africa, she is praised as practitioner/ethicist of the field.

SCAFR: Drs. Delluva, Kors, Ross

With 712 ballots received and counted, the Faculty Senate has elected to three-year terms on the Senate Committee on Academic Freedom and Responsibility Dr. Adelaide M. Delluva of biochemistry/Vet, Dr. Alan C. Kors of history, and Dr. James R. Ross of philosophy. Drs. Ross and Delluva were nominated by committee along with Dr. Michelle Fine of GSE, and Dr. Kors was nominated by petition along with Dr. Henry Teune of political science.



REMINDER

Pennflex Enrollment Forms are due *April 15*. Those who anticipate not being able to meet the deadline should call the Pennflex hotline, Ext. FLEX (3539).

Wanted: Nominations for Provost

The recently appointed Provost's Search Committee (*Almanac* March 31) seeks the names of possible candidates for the office of Provost. The committee hopes to report to the President during the summer; if a suitable candidate has not been identified by then, an acting provost will be appointed, and the search will continue into the fall.

All members of the University community are urged to submit the names of possible candidates, both inside and outside the University, with special attention given to women and minority candidates. Any nomination should be accompanied by a statement of the candidate's credentials. Letters should be sent by Monday, *April 27*, to the Provost's Search Committee, c/o Office of the Secretary, 121 College Hall/6382.

—*David J. DeLaura, Professor of English
Chair, Provost's Search Committee*

SENATE

Report of the Senate Committee on the Economic Status of the Faculty

Topics covered by your Committee on Economic Status of the Faculty during the 1986-7 Academic Year include (1) faculty salaries, (2) salary deferrals for tax purposes, (3) coverage of medical expenditures for retired faculty, and (4) Pennflex. As your representatives, we have discussed Items 1 and 2 above with the Provost, accompanied by Glen Stine, and Items 3 and 4 with Jim Keller.

In the matter of faculty salaries, the goal of your Committee has been to achieve a salary level at Penn that ranks among the top salaries paid by our peer institutions. A survey of 26 peer universities, drawn from *Academe* data for 1985-86, places Penn in eleventh position on the basis of salaries paid to full professors. Professional salaries at the top three universities surpass those at Penn by some 12 percent. The numbers show Penn to be within six percent of the fifth ranked institution. As shown at right, the salary differentials do not carry over to the associate and assistant professor levels. Penn ranks fifth in the narrower group of seven Ivy League universities.

Your Committee on Economic Status finds that full professors have tended to receive smaller relative salary increments than those accruing to the associate and assistant professors in recent years and recommends that systematic steps be taken to render the salary differential comparable to the top five institutions. Indeed, we would like to see a definite time table, say, three years, set for the achievement of this goal.

The Provost notes that Penn has moved up at least one step in the rankings during the past year and appears to concur with the basic goal. The Provost nonetheless is reluctant to commit to a specific schedule. He affirms that salary increments for the coming year should be at least equal to the progress made during the current year.

The University budget provides for both basic and merit increases. There is also a University reserve fund to cover special circumstances. Your Committee has urged the Provost to follow the principle that the minimum increase be at least equal to changes in the cost of living.

In the matter of salary deferrals for tax purposes, we have yet to meet with Ms. Whittington to pursue the matter. A meeting is scheduled for April 20th, and we expect to have information available in sufficient time to act.

As for the medical coverage of retired faculty, the President informs us that the Blue Cross contract relating to retired faculty and staff and their spouses has been amended to increase major medical maximum coverage from \$25,000 to \$100,000.

The Administration also confirms the Committee's understanding that the performance of Pennflex will be reviewed annually with the Committee on Economic Status of the Faculty and that the Committee will be provided with sufficient data to permit the monitoring of such

items as (1) the rate of change in costs, (2) the impact, if any, of adverse selection, and (3) University-Faculty cost-sharing arrangements. We have been assured that no faculty member will receive a reduction in University-supported benefits this year by virtue of the introduction of Pennflex. Your Committee will endeavor to see that University-supported benefits are kept at least at the same level in subsequent years.

—*James E. Walter, Chair,
For the Senate Committee on the Economic Status of the Faculty*

Comparative Faculty Salaries 1985-86

University	Professor	Associate Professor	Assistant Professor
Harvard	\$66,000	\$35,900	\$31,300
Stanford	63,100	43,200	34,700
Yale	59,900	36,400	28,500
Princeton	59,800	37,600	28,900
CalTech	59,400	44,100	35,500
U.C. Berkeley	59,200	38,200	33,100
MIT	58,400	41,400	33,100
UCLA	57,600	37,400	32,800
Chicago	57,000	37,400	31,300
Columbia	56,700	40,900	30,500
Pennsylvania	56,200	40,000	32,900
Carnegie	55,800	37,900	33,400
Cornell	54,100	38,500	30,800
Michigan	51,800	38,300	32,200
Rice	51,100	37,200	29,700
Illinois	51,000	35,600	31,500
Georgia Tech	51,000	37,100	33,700
U.N.C.	50,700	36,800	30,400
Amherst	49,800	33,900	26,900
Williams	49,500	34,500	27,500
Case Western	48,300	35,700	30,300
Texas (Austin)	48,300	33,200	29,300
Purdue	48,000	34,000	28,200
Minnesota	47,200	34,500	29,600
Wisconsin (Madison)	44,600	32,800	29,300
Texas A & M	44,300	33,600	27,600
Average	\$53,800	\$37,160	\$30,880

Source: *Academe* (AAUP), March-April 1986.

Student Union Task Force

In response to a charge by the University Council to study the feasibility of the construction of a student union, and to continuously monitor the progress of its development, the Council Committee on Facilities has appointed, in November 1986, a Task Force for conducting this study. The Task Force was composed to properly represent undergraduate and graduate students, faculty, administration, the Office of Facilities Planning, the Office of the Vice Provost for University Life, and the Committee on Facilities (CF). Its members are George Forman (CF, Director Facilities Management, Medical School), Tom Hauber (Associate Director, Student Life), Titus Hewryk (Director, Facilities Planning), Robert Palmer (CF, Professor, Classical Studies), Joyce Presley (CF, GAPSA), Rene Singleton, (Assistant Director, Student Life), and Michael Some (CF, SAS '87). Michael Some, who is also one of the authors of the Undergraduate Assembly report on the need for a new student union (March 3, 1986), was appointed Chairman of this Task Force.

Even before the Task Force was appointed, the Committee on Facilities had resolved that the student union should be designed to accommodate the needs of both undergraduate and graduate students. An even broader purpose was proposed by Vice Provost Bishop, who suggested that we consider the construction of a "Campus Union" which would serve students, faculty, and staff alike. This idea has much appeal, in offering the needed services to the entire campus community, in making more cost-effective use of facilities, and in helping bring this community together in an unprecedented way, and was endorsed by the Committee

on Facilities.

The charge to the Task Force from the Chairman of the Committee on Facilities was the following:

"Your deliberations and final report to the Committee on Facilities should consider and answer at least the following questions:

1. The need for the Union, and its scope;
2. The required facilities, including area, major furnishing, and equipment for each;
3. Relation to other facilities and commercial development planning in the University area;
4. Site studies (Bookstore site, 36th and Walnut, Houston Hall renovation/expansion were the major ones mentioned so far); and
5. Roughly estimated costs.

I believe that a high-quality Union facility would be of great value in improving the life of the Penn community and making the University even much more attractive, and I would be happy to assist in this effort as much as needed."

The Committee on Facilities will make its report to Council during the meeting of April 29, 1987. Comments and suggestions from the Penn community, for consideration in the preparation of the report, are invited. They can be sent to any of the members of the Task Force, to the undersigned, or to the Secretary of the Committee on Facilities, Mrs. Virginia Scherfel (700 Franklin Building/6295, Ext. 7599).

—Noam Lior, Chairman, Council Committee on Facilities

For Faculty and Staff: Federal Credit Union

The recent creation of the Student Credit Union at the University of Pennsylvania is a good opportunity to remind all faculty and staff at the University and its affiliates of the existence of the *U of P Federal Credit Union*. The Credit Union offers several savings accounts with the convenience of payroll deduction (which are open to those whose check is directly deposited in another bank): share (savings), Christmas, vacation, family and share draft (checking). All these accounts, with the exception of checking, will earn 4% compounded quarterly with a minimum balance of \$100. One of the most attractive features of the Credit Union is its loan program, which provides a variety of credit possibilities (usually below market rates) for qualifying members.

To be eligible for any loan, a person must be (a) employed by the University of Pennsylvania or an affiliate for at least ten months, (b) have a good credit rating, and (c) fill out an application form. (All applications are subject to review by the Credit Committee.) Thus, even if one is not a member of the Credit Union today, but has been working at Penn for at least ten months, it is possible to apply for a loan immediately after opening an account. A brief description of the loan program follows. (All rates are subject to change without notice.)

Fully Secured Loan. Interest rate: 9%

You can borrow up to the balance of your share (savings) balance, which remains unavailable ("frozen") in proportion to loan balance. You set the payback period according to your needs (but no longer than 24 months).

Holiday/Vacation Loan. Interest Rate: 10.9%

No shares are pledged (i.e., you have full access to your share balance), but you must have a good to excellent credit rating. Minimum loan is \$500, maximum is \$2,000, and the maximum payback period is 12 months.

Computer Loan. Interest rate: 11.5%

You can borrow up to \$3,500, and have up to 30 months to pay the loan off. Purchases have to be made through the Computer Connection (next to the University's Bookstore). You bring us the write-up of

the computer you are buying, and we issue a check payable to you and the Computer Connection. No shares are pledged.

New Car Loan. Interest rate: 10.9%

You can borrow up to 75% of the purchase price (up to \$10,000) if you're willing to pay back in 48 months. Or borrow up to 80% of purchase price (again, up to \$10,000) if you can pay back in 36 months. You must bring in a dealer write-up, and then we issue a check payable to you and dealer. No shares are pledged.

Used Car Loan. Interest rate: 11.9%

Your credit union will finance 60% of purchase price (up to \$10,000) with a maximum payback period of 36 months. In addition, the car cannot be more than three years old. Bring in a dealer write-up, and the check is issued payable to you and the dealer. No shares are pledged.

Personal Loan. Interest rate: 15%

You can borrow up to four times the balance in your savings account. The maximum is \$2,500 plus pledged shares if the balance in your savings is above \$625, and the maximum payback period is 36 months.

Line of Credit. Interest rate: 15%

A line of credit loan can be up to \$3,500 with 10% of shares pledged. If your needs are higher, your limit can be \$3,500 plus your share balance if it is more than \$350. Minimum payments are 4% of outstanding balance.

The U of P Federal Credit Union is located at 3900 Chestnut Street. New accounts must be opened in person at the office, where loan applications can also be picked up. The staff is able to help anyone with questions about the Credit Union, the different types of accounts and loans available, and other services that the Credit Union provides. We hope faculty and staff will keep in mind the Credit Union as an option to meet their financial needs: it constitutes, in effect, one more "benefit" associated with working at Penn.

Supervisory Committee

—Roosevelt Dicks

—Pedro F. Hernandez-Ramos

FOR COMMENT

Facilities at Penn

The University has many facilities for conferences and meetings, as well as facilities which could accommodate parties and dinners, both on and off campus. However, little information is available to the campus community on their capacity and features, availability, methods for reservation, costs, etc.

The Council Committee on Facilities resolved in December 1986 to recommend to the Senior Vice President that a list of all such facilities be prepared, to include in detail the capacity, features, availability, reservation method, costs, and all other pertinent information on each of these facilities, and that a list (or brochure) be made available to the campus community.

Apart from the obvious issue of easy access to such campus facilities (and all should be accessible), the Committee pointed out that this information would allow more effective and intensive use of these facilities, and thus go a long way both towards defraying their maintenance costs, and toward the avoidance of costs of construction or dedication of new facilities to this purpose.

The Senior Vice President instructed the Department of Physical Plant to prepare such a list, and its first draft is ready and out for comment to the Building Administrators. We would like to hereby invite the campus community to inform either Ms. Patricia Pancoast, Physical Plant, Franklin Building/6289, or the undersigned, of any little-known facilities for the above-described purpose. A complete list will subsequently be published in the near future.

—Noam Lior, Chairman, Council Committee on Facilities, 212 Towne Building/6315

Update

APRIL ON CAMPUS

Correction: the Brown Bag Discussions with Helen O'Bannon will take place April 28, noon-1 p.m. in the Francis C. Wood Room, 2nd floor, Medical Laboratories Building, 37th Street and Hamilton Walk.

FILMS

International House

All films begin at 7:30 p.m. Admission \$3.50, \$2.50 for members, students and senior citizens.

15 *Memoirs of an Everyday War and Sweet Country*; two recent Chilean productions including personal stories and political commentary.

16 *The Sparrow*; a film set in Egypt just before the June 1967 war.

FITNESS AND LEARNING

Career Planning and Placement

Registration: Ext. 7530.

16 *Making a Living and Doing Your Art*; a program for graduate students in the fine arts; 7 p.m., Ben Franklin Room, Houston Hall.

20 *Organizing the Academic Job Search*; for graduate students soon to be entering the academic job market; 4:30-6 p.m., Ben Franklin Room, Houston Hall.

21 *Women in Science: Timing Professional and Personal Events*; 4:30 p.m., Ben Franklin Room, Houston Hall.

Computer Resource Center

15 *Atari User Group April Meeting*; 4 p.m., Ben Franklin Room, Houston Hall.

Gwendolyn Bye Dance Center

Personal Gym is a new program offered by the Dance Center, located in the Annenberg Center, based on the Pilates method of exercise. Private and semi-private dance packages are available by appointment only. One hour introductory lesson with use of gym: \$40; one hour private lesson: \$25; one hour semi-private lesson: \$10. Info: Ext. 2881.

MUSIC

22 *Curtis Organ Wednesday Noon Recital*; last program of the semester, Irvine Auditorium, free and informal, bring lunch (The Curtis Organ Restoration Society).

TALKS

16 *Regulation of the Ins P₃-sensitive Calcium Channel*; Andrew Thomas, School of Medicine, Jefferson Medical College; 4 p.m., Physiology Library, Richards Building (Department of Physiology, Pennsylvania Muscle Institute).

The Evolution of Enzyme Function; Jeremy R. Knowles, professor of chemistry, Harvard University, delivers the fifth annual Mildred Cohn Lecture; 4 p.m., Lecture Room A, Medical Labs Building (Departments of Biochemistry and Biophysics).

America, Technology and Your Future; James C. Fletcher, director, National Aeronautics and Space Administration; 5 p.m., Room 350, Steinberg Hall-Dietrich Hall (School of Engineering and Applied Science, Moore School Council).

21 *Structural Studies of Protein Monolayers Utilizing Novel X-Ray and Neutron Diffraction Methods*; J. Kent Blasie, department of chemistry; noon, Room 404, Anatomy-Chemistry Building (Departments of Biochemistry and Biophysics).

22 *Traveller's Diarrhea—What's New?*; Martin Wolfe, Travellers' Medical Service; 2:30-3:30 p.m., Hope Auditorium, CHOP (Gastrointestinal Section of the Department of Medicine).

Modernization in an African Setting: The Nigerian Experience; Bolanle Awe, director, Institute of African Studies, University of Ibadan; 4 p.m., 200 College Hall (University of Pennsylvania-University of Ibadan Exchange Lecture, Office of International Programs and Ibadan Administrative Committee).

Creation of New Plant Varieties; Frank Santamour, research geneticist, U.S. National Arboretum; 7-9 p.m., Morris Arboretum. Info: 247-5777 (Morris Arboretum).

Deadline

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

Civility in Question: April 20

Are rudeness and disorderly conduct on the rise at Penn? The A-1 Assembly's open forum, "Civility Under Siege," invites all members of the University to explore incidents and issues, possible causes and suggested solutions to behavioral problems in the workplace and living space of the campus.

Audience questions and comments will be welcome at the two-hour session starting at noon Monday, April 20, A-1 Assembly Chair Dr. Francine Walker said.

Former Ombudsman Dr. Barbara Lowery of Nursing moderates a panel which includes Dr. Jacob Abel of SEAS, former Senate Chair and also former Ombudsman; Dr. Charles Dwyer of GSE and Wharton; Wayne Glasker of GAPSA; President Sheldon Hackney; A-3 Assembly's Joseph Kane of Radiation Safety; and Anu Rao, director of the Faculty/Staff Assistance Program.

Council: For Children's Center

President Sheldon Hackney called Council's discussion and unanimous vote for retention of the Penn Children's Center "very persuasive" and said it will be taken into consideration as the University comes to a decision about the Center's being closed if it does not have a full-time enrollment of 38 by June 1.

Council also passed the by-laws change (*Almanac* March 31) which increases membership by five (three SEC seats and one each for GAPSA and UA.) Dr. Michael Cohen queried the relationship of the by-laws to UA's unrelated announcement that it will allocate a seat to the head of the United Minorities Council. UA's Eric Lang agreed to President Hackney's proposal that the Steering Committee discuss the issue of allocation of a seat gained under the at-large component in the by-laws. GAPSA's resolution on divestment (outlined in *Almanac* April 7) also passed. Details of the April 8 discussion on parking will be published in a future issue.

Department of Public Safety Crime Report

This report contains tallies of Part I crimes against persons, and summaries of Part I crimes in the five busiest sectors on campus where two or more incidents occurred between April 6 and April 12, 1987.

Total Crime: Crimes Against Persons—0, Burglaries—3, Thefts—17, Thefts of Auto—0

Area/Highest Frequency of Crime

Date	Time Reported	Location	Incident
Spruce St. to Walnut St., 33rd St. to 34th St.			
04-08-87	4:42 PM	Smith Hall	Unattended wallet taken from room.
04-09-87	9:31 AM	Towne Bldg.	Coat and 3 figurines taken from office.
04-10-87	11:19 AM	Moore School	Secured Schwinn 12-speed bike taken.
Hamilton Walk to Spruce St., 36th St. to 38th St.			
04-10-87	4:08 PM	Lower Quad	Unattended jacket taken from grass area.
04-10-87	10:30 PM	Lower Quad	Unattended knapsack taken.
04-11-87	5:45 PM	Class of '28 Dorm	Radio taken from unlocked room.
Walnut St. to Market St., 30th St. to 34th St.			
04-06-87	2:52 PM	Hill House	Unsecured room entered/personal items taken.
04-07-87	3:11 PM	Hill House	Jewelry stolen/recovered/suspect-J.I.O.
04-10-87	12:56 PM	Hill House	Cash taken from unattended room.
Spruce St. to Locust St., 39th St. to 40th St.			
04-09-87	11:49 AM	Van Pelt House	Secured Ross 10-speed taken from rack.
04-12-87	9:07 PM	Van Pelt House	Cash taken from unattended wallet.
Locust Walk to Walnut St., 34th St. to 36th St.			
04-08-87	6:45 PM	Van Pelt Library	Wallet taken from unattended jacket pocket.
04-09-87	5:22 PM	Van Pelt Library	Wallet and contents taken from unattended bookbag.

Safety Tip: The success of a community crime prevention effort is predicated on close interaction with the community. The Department of Public Safety asks the Penn community to be its "eyes and ears." Report suspicious circumstances immediately by dialing 511 or Ext. 7333.

Next Week: Eight Guggenheims

At presstime, news of eight Guggenheim Fellowships to SAS faculty reached campus. Rather than invade the Lindback Award space on page 1 of this issue, we are holding the Guggenheims—and other important national scholarly awards to faculty—for next week's front page. —K.C.G.

Almanac

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