INSIDE SEC Agenda 5/3/89, p. 2 Senate Chair's Plenary Report, pp Death of Dr. Walter, p. 2 Council Synopsis 4/12, p. 3 Clinical Collaboration Grants, p. 3 CrimeStats, Update, p. 4 Pullouts: Faculty Affirmative Action

- SEC Agenda 5/3/89, p. 2 Senate Chair's Plenary Report, pp. 2-3

Pullouts: Faculty Affirmative Action, pp. A-D International Students, pp.I-VIII

Tuesday, May 2, 1989

Published by the University of Pennsylvania

Volume 35, Number 33



Dean Lazerson

Endowing the Deanship at GSE: \$1.5 Million Weiss

The deanship of the Graduate School of Education has been endowed at \$1.5 million and will be known as the George and Diane Weiss Dean's Chair. It is part of a larger set of gifts by the Connecticut couple who recently funded the Hum Rosen Professorship in SAS in honor of a longtime recruiter, and have educationally adopted 112 youngsters from West Philadelphia's Belmont School.

Dean Marvin Lazerson, the first incumbent, called the Weiss gift "a statement of what we have been accomplishing over the last few years, and of what we intend to become. It is a statement about our commitment to outstanding research, about our active involvement in improving education, especially in our cities, and about the quality of our faculty and students. But is also a statement," he added, "about George and Diane Weiss, who have put their hearts and souls into improving education." Mrs. Weiss is a member of the GSE Overseers and Mr. Weiss is a University trustee. Both have been actively involved with the Belmont youngsters and the support services provided to help them realize the promise of college scholarships to all who complete high school.

Dr. Lazerson, who joined Penn as dean in 1987, is a Columbia alumnus who took his Ph.D. at Harvard in American history and has published five books and numerous articles often dealing with historical trends in education and society. A member of Harvard's Graduate School of Education faculty from 1969-72, he remained a frequent visiting professor there and at Stanford and other U.S. institutions after moving to the University of British Columbia in 1972.



Dr. Steinhardt

Mary Amanda Wood Chair: Dr. Steinhardt

The new Mary Amanda Wood Professor of Physics is Dr. Paul Steinhardt, who joined Penn as assistant professor in 1981 and has been full professor since 1986.

A 1974 alumnus of CalTech, Dr. Steinhardt took his master's and Ph.D. in physics at Harvard and remained there as Junior Fellow in the Society of Fellows until he came to Penn. He concentrates on two principal areas in research--particle physics effects on astrophysics and cosmology, and physical properties of quasicrystals, amorphous solids and other novel solid state structures. The world-wide visiting professor and lecturer is the author of some 60 papers in his field and has two books-The Physics of Quasicrystals: Lectures and Reprints, (with Ostlund, 1987) and Fourth Workshop on Grand Unification (ed. with Weldon and Langacker, 1983). He is a Fellow of the American Physics Society and has been an Alfred P. Sloan Foundation Fellow here and William Pyle Phillips Lecturer at Haverford. Among many other recognitions was his selection in 1985 by Esquire for its register of Men and Women Under Forty Who are Changing the Nation.

The Mary Amanda Wood Chair was endowed by James L. Wood in memory of his mother, with Dr. Gaylord Harnwell as its first incumbent (from 1947 until he became President of the University in 1953). It was then held by Dr. Keith Brueckner, Dr. J. Robert Schrieffer, and most recently by Dr. Elias Burstein, now Emeritus Professor.

Six Honorary Degrees at Commencement '89: Four are Educators

At Penn's 233rd commencement on May 22. where CBS Newsman Mike Wallace and commedienne Joan Rivers will receive two of the six honorary degrees, the other four are to a Penn professor emeritus, an innovative Philadelphia public school teacher, and two leading medical educators.

Mike Wallace, the co-editor of CBS's awardwinning "Sixty Minutes" and holder of other journalism prizes will be this year's commencement speaker, and Joan Rivers is the senior class's choice to give the Ivy Day speech May 20; her daughter, Melissa Rosenberg, graduates from SAS this year. (See Almanac March 21 for more on their careers.)

The four honorary degree recipients who were chosen for their achievements in education are:

-Dr. E. Digby Baltzell, professor emeritus of sociology at Penn, who will deliver the baccalaureate address on May 21. A native Philadelphian and Penn alumnus, Wh '40, Dr. Baltzell joined Penn's sociology department in

1947 and established a national reputation with his three books: Philadelphia Gentlemen: The Making of a National Upper Class, The Protestant Establishment, and Puritan Boston and Quaker Philadelphia: Two Protestant Ethics and the Spirit of Class Authority and Leadership. An admired teacher for nearly four decades, Dr. Baltzell has focused much of his sociological analysis of American class behavior on his hometown.

-Dr. Ruth W. Hayre, a Philadelphia public school educator and Penn alumna who last year established the fund called "Tell Them We Are Rising" to combat high school drop-out rates through ensuring the college tuitions for graduates of two sixth-grade classes from North Philadelphia. A member of the Philadelphia Board of Education, Dr. Hayre began her career in public education as an English teacher, and later was vice-principal and then principal of William Penn High School. In 1963, she became district superintendent and, after retiring in 1976, served as a lecturer in urban education and administration at Penn's Graduate School of Education.

-Dr. Arnold S. Relman, editor of The New England Journal of Medicine who was the Frank Wister Thomas Professor of Medicine and chairman of medicine at Penn's School of Medicine before joining the faculty of the Harvard Medical Schoool in 1977. A pioneer in the field of acid-based physiology, he served as mentor to a generation of leaders in renal medicine. Editor of The Journal of Clinical Investigation from 1962 to 1967, he was also director of medical services at HUP from 1968 to 1977.

-Dr. Janet Davison Rowley, professor of medicine at the University of Chicago School of Medicine where her work in cancer research has had a major impact in the diagnosis and treatment of leukemia and lymphoma. Dr. Rowley has received numerous national and international awards for her medical research, and is a member of the National Academy of Sciences, the Institute of Medicine, the American Society of Hematology, and the American Association of Cancer Research.



James E. Walter 1922-1989

Dr. James E. Walter, professor of finance, died April 22 at the age of 67, after collapsing during a tennis game. A member of the Penn faculty since he arrived in 1962 as full professor, Dr. Walter had been chairman of the graduate group in business and applied economics, 1963-72, and was chair of the finance department from 1975 to 1977.

He earned his bachelor's degree in economics from Duke in 1942, his master's in industrial administration from Harvard's Graduate School of Business Administration in 1943 and took his Ph.D. in economics from the University of California, Berkeley in 1950. Penn awarded him an honorary degree in 1971.

Before coming to Penn he taught at Berkeley, Duke, Carnegie Institute of Technology and Harvard. He has been a visiting professor at the University of British Columbia, Universidade Nova de Lisboa, Shanghai Jiao Tong University and Chulalongkorn University.

He was the author of six books and 18 articles in addition to a volume on Financial Management for Thoughtful Executives that he was completing, to be published by Oxford Press. He was a former associate editor of the Journal of Finance.

Dr. Walter was also active in University governance, serving on the Faculty Senate's Economic Status Committee since 1985 and chairing it in 1986-87. He was also a member of the Council Committee on Recreation and Intercollegiate Athletics, 1982-83. He is survived by his wife, Amy Buesing Walter; sons Marc and Randall; a daughter, Barbara; three granddaughters; and a sister. Contributions may be made to the Wharton School.

Henry R. Pemberton, a Penn vice president from 1951-63 and holder of a 1963 honorary degree from the University, died April 21 at the age of 90. Mr. Pemberton graduated from Episcopal Academy in 1917, and his career was twice interrupted his by war. He cut short his Wharton studies to serve as a Navy quartermaster in World War I, and his subsequent career with Drexel & Co. to volunteer for the army in World War II. After discharge at the rank of colonel he became director of finance at Penn in 1943, then acting treasurer in 1946, financial vice president vice president for administraion in 1954, and business and finance vice president in 1961.

Mr. Pemberton was also an associate trustee and secretary of the trustees for the Moore School and served on the boards of the Penn Medical Center, Graduate Hospital and Presbyterian-U. of P. Medical Center.

He is survived by his wife, Elizabeth Siter Pemberton; son, Henry; daughter, Ann H. Mallory, and three grandchildren.

SENATE-

From the Chair

The following agenda is published in accordance with the Senate Rules.

Agenda of Senate Executive Committee Meeting For Incoming, Outgoing, and Continuing Members Wednesday, May 3, 1989, 3-4:30 p.m.

- 1. Approval of the minutes of special meeting held April 12, 1989
- 2. Chair's Report

- 3. Selection of six SEC nominees (4 positions) for the 1989-90 Steering Committee of the University Council
- 4. Continued discussion of draft policy on misconduct in research

- 5. Discussion of draft benefits philosophy
- 6. Decision on whether or not to hold the SEC meeting scheduled for June 7
- Adjournment by 4:30 p.m. immediately followed by a reception for members of the Senate Executive Committee and members of Senate committees

Questions can be directed to Carolyn Burdon, Faculty Senate Staff Assistant, Ext. 8-6943.

Chair's Report: Spring Meeting of the Faculty Senate

Following is the substance of Dr. Balamuth's address to the Faculty Senate at the Plenary Meeting April 26. Coverage of the meeting is scheduled for next week's issue.-Ed.

I'll begin my report by telling you something about what the Faculty Senate has been doing this year. As usual, among the most important activities in which the Senate leadership is engaged is consultation—the twice-monthly meetings that the three chairs present, past, and future-hold with the President and the Provost to discuss matters of current interest. I am grateful to my colleagues Bob Davies and Jerry Adams for their cooperation and support. I would also like to take this occasion to thank the President and the Provost for the forthcoming way they have confronted issues of importance. We have not always agreed on everything, but I am satisfied that the administration is as committed as we are to the principle of frank and open discussion of important matters of mutual interest. I am confident that this important institution will continue to serve as a healthy vehicle for dialogue between the faculty and the administration. One thing I have learned during my term is that the business of governance requires time, energy, and attention, just like anything else that is worthwhile. In this context I would like to thank the members of the Senate Executive Committee for the spirited and reasoned way they have considered matters of importance this year. One of the rewards of being Senate Chair is the opportunity to meet colleagues outside one's own discipline and to engage in open, honest debate. I also have a particular word of thanks for Lorraine Tulman, who has served as Secretary of the Senate for an exceptional two years. She will be a very hard act to follow.

Since I have not asked the chairs of the standing committees of the Senate to make reports at this meeting I would like to summarize briefly the work of these important groups. The Senate Committee on the Faculty, chaired by Morris Mendelson, has concentrated on potential changes at the University as a result of the 1986 Federal law which prohibits mandatory retirement on grounds of age for tenured professors after January 1, 1994. This is a problem that is receiving considerable attention both nationally and here at Penn, where the President has just appointed a task force to consider the implications of the change. The President accepted the recommendations of the Senate Executive Committee that this task force include the chairs of several Senate committees, including the Committee on the Faculty, and we are grateful for that consideration. This year the Committee on the Faculty felt that an important first step in attacking the problem was to gather some empirical information on attitudes and plans of Penn faculty members regarding retirement. Accordingly, a detailed questionnaire was designed and sent to all members of the standing faculty who will reach age 70 between 1994 and 2000. I am confident that the results of this questionnaire will inform the deliberations of both the President's task force and next year's Committee on the Faculty, which is expected to consider the matter further. This year's committee also considered and made recommendations on some other matters, such as a series of proposed revisions to the University's policy regarding leave of absence for the purpose of child care.

The Senate Committee on Administration, chaired by Noam Lior, has also been active in querying the faculty with a questionnaire. This one arose out of the committee's perception that new ways need to be explored to learn the faculty's attitudes towards issues relating to important decision-making processes within the University. 38% of the standing faculty (714 people) returned these questionnaires, the results of which have recently been published in Almanac (April 18, 1989). I am cautiously optimistic that the committee has identified a good way to communicate with our very busy, overcommitted faculty. The Senate Committee on Administration has also embarked on a review of administrative costs. This is a process which this committee has been asked to undertake regularly, at about 3-4 year intervals. The issues can be extremely complicated; those of you who have participated in such exercises will know that often the trick is to know which questions to ask. Since the committee only received the detailed material requested from the University administration about 2 weeks ago, some months after it was requested, there will probably not be time this semester to give this matter the careful scrutiny it deserves. The committee plans to make a preliminary analysis of the data and then leave the main

continued past inserts

Senate Chair (from page 2)

work to next year's committee. I have the assurance of my successor, Bob Davies, that understanding the present rate of increase of administrative costs will be the number one priority of next year's Senate Committee on Administration.

Some of you may recall that last year the Senate Executive Committee permanently modified the charge of the Senate Committee on Students and Educational Policy to include oversight of the admissions process. This year the committee, under the chairmanship of Howard Brody, focussed on the faculty's role in the admission of undergraduates. From meeting with admissions representatives of the four undergraduate schools, the committee found that the faculty is not exercising its statutory responsibility. Article

9.6 of the Statutes of the Trustees provides: Subject to general policies established by the Trustees, the responsibility for determining the quality of the student body shall rest with the Faculty of that school. Each Faculty shall articulate the criteria for selection of applicants for admission and shall establish a written admissions policy that describes these criteria. Each Faculty shall also monitor implementation of its admissions policy and amend it where necessary.

The committee this year adopted the following resolution:

That, each undergraduate school should amend its bylaws, so that a Committee on Undergraduate Admissions is a standing committee of that faculty. Each school committee on undergraduate admisions should be charged with carrying out the faculty's responsibilities in the admissions process as described in Article 9.6 of the Statutes. That responsibility shall include oversight of the school's admissions policies, including reporting to its faculty every year as to the quality of the incoming class, plans for recruitment, and changes in the admissions policy. The chairs of these school admissions committees should meet at least once a year with the Senate Committee on Students and Educational Policy to keep the Faculty Senate informed about its activities.

I have transmitted this resolution to the Provost with the recommendation that he ask the faculties of the four undergraduate schools to adopt it.

In addition to the standing committees of the Senate, there are the committees whose members are independently elected by the faculty at large. The Senate Committee on Academic Freedom and Responsibility, chaired by Jim Ross, has had a very busy year. This year's committee has been extremely conscientious and has held numerous meetings to consider both individual cases and broader questions of philosophy and procedure. We are all in their debt. Another very important group is the Senate Committee on the Economic Status of the Faculty, chaired by Janice Bellace. This group has held discussions with the Provost over salary policy, and has provided appropriate advice. The committee has also considered some questions related to the explosive growth in the cost of some employee benefits, particularly health care costs. This is an area which is likely to occupy more of the time of future committees. This year has also been the first year of operation of the Senate Committee on Conduct, chaired by Ken George. The committee has begun its important work in a thorough and responsible manner. Finally, I would like to thank the members of the Senate Nominating Committee, chaired by Oliver

Williams, for their work in nominating the officers of the Senate and members of various Senate committees for next year.

The newly elected officers of the Senate are Almarin Phillips as Chair-elect and Donald Brandas Secretary-elect. Mary Catherine Glick moves up to Secretary.

It should be clear from these remarks that any successes the Senate has had this year result from the hard work and determination of a great many people. I'd like to take a moment here to thank everyone who has taken the time and energy to contribute to the work of the Senate this year. Your efforts have been, and are, sincerely appreciated. I also have a special word of thanks for the Senate's Staff Assistant, Ms. Carolyn Burdon, for all of the help and support she has given me throughout my term. Her service to the Senate over many years—I believe it is 18—provides a kind of continuity and dependability which I have found particularly valuable. The Faculty Senate is in her debt.

-David P. Balamuth

-COUNCIL-

Synopsis April 12, 1989

Chairman of the Steering Committee David Balamuth read a resolution adopted by the Senate Executive Committee requesting an investigation of possible violations of the Guidelines on Open Expression "in connection with the recent hearings in the Vincent Phaahla case." (Almanac 4/18/ 89). Mr. Phaahla questioned SEC's now taking a position in a matter on which that body had earlier declined to take a stand (Almanac 2/28/89). Professor Balamuth responded that a position was still not being taken on the merits of the case. In discussion, it was clarified that SEC via its resolution was filing a complaint and that, if the case goes to a hearing, the presence of a representative from SEC, rather than full membership, would suffice.

Amendments to the bylaws (Almanac 3/14/89) to eliminate the Academic Review Committee for Centers and Institutes and to change the procedures for election to the Steering Committee were adopted.

Vice Provost for University Life Kim Morrisson presented an interim report on the development of a diversity education program (Almanac 4/4/89). During the discussion, concern was expressed that the program may be directed to the inculcation of values through "social engineering." It was argued, on the other hand, primarily by members of the Oversight Committee which has been developing the program, that it, far from being an attempt to instill beliefs, is based on the University Policies and Procedures booklet and that students will be able to embrace or reject any values that may be presented. The program was described as "a way to create a more communal environment from a rich diversity." It was suggested that it may be difficult to evaluate the effectiveness of the program. The Council adopted a resolution approving the program and recommending its implementation for one year, during which its operation will be assessed and a report issued.

-Robert G.Lorndale, Secretary

Clinical Collaboration Grants

The School of Nursing and the School of Medicine announce the continuation of the Clinical Collaboration Program that was established in 1986 to support the joint efforts of nurses and physicians.

Funding will again be offered to projects that encourage the collaboration of health professionals as they work together to solve particular problems in the health care delivery system.

Projects will be funded for the 1989-90 academic year. Each effort will receive up to \$10,000 of support.

In order to qualify for funding, a project must:

- focus on the clinical practice of nurses and physicians in collaborative health care delivery model.
- involve an experienced nurse who is a full-time member of the faculty of the School of Nursing or a doctoral candidate at the School of Nursing.
- implement a collaborative practice model within the funded year.
- include an evaluation plan to analyze the year's results.

Special preference will be given to projects that:

- involve a physician who is a full-time faculty member at the School of Medicine.
- 2) are conducted at HUP or CHOP.
- provide for direct consumer involvement.

To apply for funding for the Clinical Collaboration Program, please submit a letter of application, an executive summary of the proposed project, curriculum vitae for all the clinicians involved, and a proposed budget to the selection committee detailing the project and discussing its relationship to the specified guidelines of the program. All letters should be directed to: Selection Committee, Clinical Collaboration Program, 465 Nursing Education Building, and must be received no later than *June 1*, 1989. For more information call Ext. 8-1665.

—Claire M. Fagin, Margaret Bond Simon Dean of Nursing —Arthur K. Asbury, Acting Dean, School of Medicine

Children's Psych Services at GSE

The Psychological Services for Children Clinic continues its second year of operation staffed by doctoral students from the Graduate School of Education program in Professional Psychology, and directed by Dr. Maxine Field.

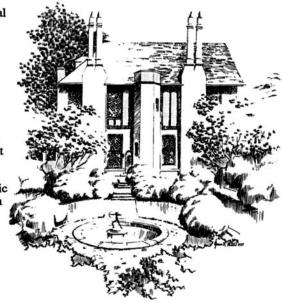
The GSE-based clinic provides a supervised practicum experience for graduate students while serving children and families from the University and larger community. This year, for example, they have assessed children with school learning problems, provided second opinions on school placement, consulted and worked with schools and families on the management of behaviorally difficult children, and worked in developmental and play therapy with young children.

The clinic is located just off campus, at the Marriage Council, 4025 Chestnut Street. For more information: Dr. Field, Ext. 8-5356 or Ext. 8-1927.

Mother's Day in the Grand Manor

Afternoon tea will be served in the formal English Gardens of the University's Wharton Sinkler Estate in Chestnut Hill this year, open to all members of the University. Tea will be followed by a tour of the Manor House that has been a showplace since the 20's. (It was willed to Penn in the '70s.) The Manor House, with an exterior modeled on that of the famous sixteenth-century English manor Sutton Place, was assembled for Philadelphia's Sinkler family by architect Robert McGoodwin from the period woodwork, glass, stone and tile that had been collected over 15 years from historic houses in England. The garden where tea is served was copied from one that Henry VIII had made for Anne Boleyn at Hampton Court.

Teatime is 2 p.m. Sunday, May 14. Tickets are \$8 (\$5 for students). For information and reservations, call Ext. 8-7237.



DRAWING BY JAMES R. MANN

Department of Public Safety

This report contains tallies of Part I crimes, a listing of Part I crimes against persons, and summaries of Part I crime in the five busiest sectors on campus where two or more incidents were reported **between April 24** and **April 30, 1989.**

Total Crime: Crimes Against Persons-0, Thefts-11, Burglaries-1, Thefts of Auto-0, Attempted Thefts of Auto-0.

Date	Time Reported	Location	Incident
36th St.	to 38th St., Hamilton	Walk to Spruce S	t.
04/24/89	10:32AM	Bodine Dorm	Window safety harness taken from machine.
04/26/89	6:15PM	Carruth Dorm	Cash taken from desk.
04/28/89	6:32AM	Morgan Dorm	Basement storage area forced.
34th St. t	o 38th St., Civic Cen	ter Blvd. to Hamilt	ton Walk
04/25/89	8:44AM	Lot #44	Wipers taken from vehicle; graffiti on driver door.
04/26/89	12:18PM	Med. Ed Bldg.	Cassette radio taken.
30th St. t	o 34th St., Walnut S	t. to Market St.	
04/27/89	8:39AM	LRSM Bldg.	AM/FM radio and running suit taken.
04/27/89	3:00PM	LRSM Bldg.	Temperature control taken from loading platform.

There were no 4th and 5th busiest sectors for this period.

Safety Tip: To reduce your chances of becoming a victim of a crime, be alert at all times and notice people who walk past you. Muggers often walk past their victims, then turn around and grab them from behind.

18th Police District

Reported crimes against persons from 04/17/89 to 04/23/89 in the portions of the 18th District from the Schuylkill River to 49th St., and Market St. to Schuylkill/Woodland Ave.

Total: Crimes Against Persons—7. (Robbery/gun-3, Robbery/strongarm-2, Robbery/knife-1, Aggravated Assault/knife-1)

Date	Location/Time Reported	Offense/weapon	Arrest
4/17/89	4300 Ludlow St., 6:35PM	Robbery/gun	No
4/17/89	4200 Ludlow St., 10:31PM	Robbery/gun	No
4/18/89	4600 Chestnut St., 3:30AM	Robbery/knife	No
4/19/89	4000 Walnut St., 2:25PM	Robbery /strongarm	No
4/21/89	4000 Woodland Ave., 9:59PM	Aggravated Assault/knife	No
4/21/89	4700 Cedar Ave., 10:35PM	Robbery/gun	No
4/23/89	4000 Market St., 3:20PM	Robbery /strongarm	No

Update

EXHIBITS

3 Recent Artworks of Lili White; weekdays 9 a.m.-5 p.m., Christian Association. Opening reception May 5, 5-7 p.m. Through May 27.

11 Medical Illustrations by Frank Netter; sixty paintings by a world famous medical illustrator who has chronicled many of the historic developments of twentieth-century medicine; 6-8 p.m., 2nd Floor, Silverstein Building. Also May 12, 9 a.m.-5 p.m. (Department of Orthopaedic Surgery).

FITNESS/LEARNING

8 Registration for International House English Classes; sign-up for 10-week classes which begin May 22 and focus on learning or improving spoken English skills. Information: 895-6552. Through May 12 (International House).

SPECIAL EVENTS

10 Showcase of Center for Study of Aging Faculty Research; some 50 researchers from disciplines such as biophysics, medicine, molecular biology, demography and sociology will display their current research and educational activities on aging; 4-6 p.m., Bodek Lounge, Houston Hall (Center for the Study of Aging).

14 Mother's Day Buffet; annual Faculty Club event; 3-7 p.m. Tickets: \$17.95. Reservations: Ext. 8-4618.

TALKS

2 Experimental Phased Array Ultrasonic Breast Scanning; Jill Groff and Richard Pauls, department of electrical engineering; noon-1 p.m., Room 216, Moore School (Moore School of Electrical Engineering).

4 Quail-Chick Chimeras for the Study of Self-Tolerance Induction; Nicole Le Douarin, Institut D'Embryologie Cellulaire et Moleculaire Cedex, France; 4 p.m., Auditorium, Wistar Institute (Wistar Institute).

12 Tadeusz J. Wiktor Memorial Lecture: Science and Imagination; Nobel Laureate Francois Jacob, Cellular Genetics Unit, Pasteur Institute, Paris, and College de France; 4 p.m., Medical Alumni Hall, Maloney Building, HUP (Wistar Institute).

Almanac

3601 Locust Walk Philadelphia PA 19104-6224 (215) 898-5274 or 5275 ALMANAC@A1.QUAKER

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 ASSOCIATE EDITOR EDITORIAL ASSISTANT STUDENT ASSISTANTS

Karen C. Gaines Marguerite F. Miller Catherine E. Clark Ellen McKernan, Joanne Rim, Daniel B. Siegel, Lynn Westwater

ALMANAC ADVISORY BOARD: F. Gerard Adams, David Balamuth, R. E. Davies, Lorraine Tulman for the Faculty Senate. For the Administration, William Epstein; for Staff Assemblies, Sarah Jarvis (A-1), Irma Feldman (Librarians) and Joseph Kane (A-3).