

Almanac

INSIDE

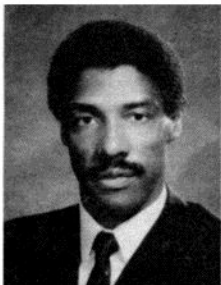
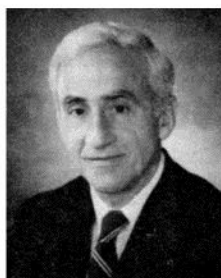
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Pullout: CRC's Penn Printout

Tuesday, May 8, 1990

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Commencement
The weekend forecast is a record turnout for events featuring (clockwise) Barbara Bush, Roy Vagelos, and Julius Irving—and for School ceremonies as well. See details, page 2.

Next Steps in Staff Salary Equity

A report on page 7 outlines committee recommendations to follow up on the recent Staff Equity Study, and lists priorities assigned by Human Resources Vice President Barbara Butterfield.

Unauthorized HMO/PA Mailing

University employees are receiving unauthorized home mailings from HMO/PA (US Healthcare). The Mailing contains an application form which should not be filled out. All employees who received this mailing should forward the package to the Benefits Office via intramural mail so we can return them to HMO/PA/NJ. Please direct any questions regarding this mailing to the Benefits Office at Ext. 8-7281 as open enrollment has closed for this year, and any changes in health plans will have to be made during open enrollment in April 1991.—Janice Grisan, Benefits Specialist

Psi U Case: Restraining Order on Withdrawal of Recognition

Judge Nicholas D' Alessandro of the Philadelphia Court of Common Pleas issued a restraining order Friday against enforcement of Penn's withdrawal-of-recognition of Tau chapter of Psi Upsilon, the fraternity at 300 S. 36th Street known as the Castle.

A hearing is scheduled today (May 8) on the fraternity's filing for a preliminary injunction, reportedly based on due process issues. In seeking the temporary restraining order the fraternity attorneys argued that the campus hearing that led to withdrawal of recognition "did not comport with the standards of fair hearing;" and that the decision "not based on competent evidence" was "arbitrary and capricious."

University General Counsel Shelley Green said, "We will defend the integrity of the University's internal disciplinary process" in court.

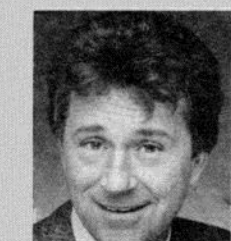
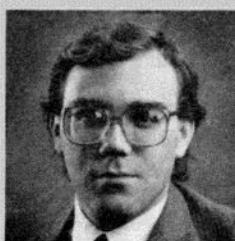
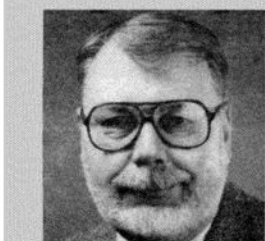
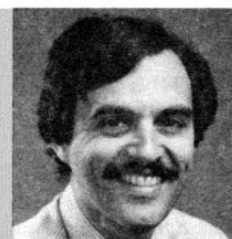
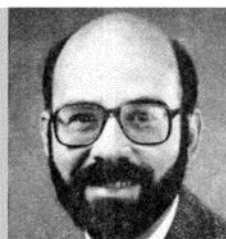
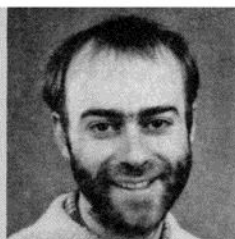
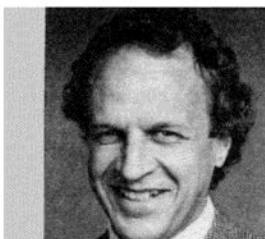
VPUL Kim Morrison's May 1 decision (page 4) was to have withdrawn recognition effective immediately for an indefinite period, presuming "no automatic right of return," and the University-owned house was to have been vacated within 24 hours of the last final exam. She said the University would retain the house and use it for an approved undergraduate Greek organization or as part of the University's residential system. Dr. Morrison released for publication (pages 5-6) the *Findings of Fact* of the Fraternity/Sorority Advisory Board, which indicated that Psi U officers planned and carried out, with the involvement of pledges, the seizure and harassment of a rival fraternity member on January 20. The decision found collective responsibility for violations of University regulations and public laws including Pennsylvania criminal and anti-hazing statutes.

Under Penn's Fraternity Recognition Policy, reestablishment of a formerly active chapter is the same as for establishment of a new chapter, starting with an application for provisional recognition. Dr. Morrison's May 1 decision specified that no such application could be made by Psi U for three years, and no member or pledge as of January 20, 1990, could participate in an application.

Penn's chapter of Psi U was founded 99 years ago, and built the Castle nine years later on what was then off-campus land. Psi U transferred title of the Castle to the University for \$1.00 in 1926—the first of several houses to do so in response to real estate taxation.

Law School Teaching Award

David Rudovsky, the 1986 MacArthur Fellow who is a Senior Fellow in the Law School, has been chosen by graduating J.D. students for the School's Harvey Levin Award for Excellence in Teaching. The award is named for an alumnus (B.S. '55, L.L.D. '58) and antitrust law specialist who died in 1976 at the age of 43. Since 1978 his law firm, Schnader, Harrison, Segal and Lewis, has donated funds for the purchase of books selected by each year's winner to be given to the Biddle Law Library. Mr. Rudovsky came to Penn in 1972 as an instructor, became visiting associate professor in 1987, and has been a Senior Fellow since 1988.



Wharton Teaching Awards

Winners pictured here are announced on page 2. Left to right are (top row) the triple winner Dr. Smith; Drs. Allen, Ghandi, Hershey, and Jaffe; (bottom row) Drs. Knutson, Larcher, Tyson, and Ward.

Wharton School Teaching Awards

Dr. Kenwyn K. Smith, associate professor of management, is the winner of three teaching awards at Wharton this year: the \$1500 Anvil Award, given to the professor voted "most outstanding" for quality of instruction and concern for the students; the Excellence in Teaching Award, which he shares with seven others voted best instructors in the MBA program for the last three semesters; and the Class of 1984 Teaching Award, endowed by the Class to fund a cash award for the highest-ranked winner of the Excellence in Teaching Award.

The Anvil Award, established in 1969 and

named to symbolize the school's origins by a bequest of iron magnate Joseph Wharton, is funded by a permanent endowment from Helen Kardon Moss.

Excellence in Teaching: The eight winners for 1990 are Dr. Smith; Dr. Franklin Allen, associate professor of finance and associate director of the Wharton doctoral program; Dr. Jamshed K.S. Ghandhi, associate professor of finance; Dr. John Hershey, professor and chair of decision sciences, professor of health care systems, director of research at the Leonard Davis Institute and associate director of Wharton Affairs; Dr. Peter H. Knutson, associate

professor of accounting; Dr. David F. Larcker, Ernst & Whinney Professor of Accounting and professor of health care systems; Dr. William C. Tyson, associate professor of legal studies, accounting and management; and Dr. Scott Ward, professor of marketing.

Sigma Kappa Phi Award: Dr. Jeffrey Jaffe, associate professor of finance, is the recipient of the Evening School honor fraternity's Outstanding Professor Award.

TA Teaching Honor: Catherine Handscomb, doctoral candidate in statistics, was chosen by the Undergraduate Day School Wharton Advisory Board for its Outstanding Teaching Award.

Commencement 1990: A Record 4000 Capped and Gowned

For Commencement in recent years the Book Store has been renting 3400 to 3500 caps and gowns annually. This year the figure seems likely to surpass 4000, according to Assistant Director Bill Petrick—not because the graduating classes are larger, but because more students have opted to take their degrees in person in the landmark year of Penn's 250th Anniversary.

At last count, the faculty signed up to march in the vanguard of the academic procession totals 174, according to the Office of the Secretary, where Commencement is coordinated.

The colorful procession, dotted with pipers and drummers from the Watson Highlanders, starts from Superblock at 9 a.m. Monday, May

14, taking the traditional route down Locust Walk to Ben Franklin's statue, then past Irvine Auditorium to Spruce Street and on to Franklin Field where some 25,000 parents, siblings, friends, the Glee Club and the First Army Band will be waiting for the start of ceremonies at 10:15 a.m.

What else is different this year? Mostly that Commencement is followed not by the sudden quiet that usually comes, but by a rise in campus activity for the 250th's Peak Week May 16-20.

Because the Commencement Speaker is the First Lady of the United States, Barbara Bush, the U.S. Secret Service will be on hand for the first time since 1975, when President Gerald

Ford was Commencement Speaker.

President Sheldon Hackney will confer a total of 4924 degrees—2439 bachelors, 1542 masters, 250 Ph.D.'s, and the advanced professional degrees in medicine (150), dental medicine (96), veterinary medicine (106), law (235), education (10), social work (10) and nursing (1). Only the honorary degree diplomas will be handed out on the spot. Undergraduates of The College, Wharton School and Wharton Evening School will have received their diplomas physically at School Commencements on Baccalaureate Sunday, May 13; the rest are given at School Commencements immediately after the Franklin Field event or at afternoon hours shown on the schedule below.

Ivy Day Saturday, May 12

For the 4 p.m. gathering in Irvine Auditorium, seniors chose the legendary Philadelphia 76er "Dr. J," Julius Erving, who will give a talk on "Life and Its Idiosyncrasies," then congratulate outstanding seniors as they accept their awards for academic and athletic excellence and community service. Outdoors, the Class of 1990 unveils its Ivy Stone—the first round one in the tradition dating to 1873. It will be set in College Hall.

Baccalaureate Sunday, May 13

The Baccalaureate concert begins at 1:30 and the ceremony at 2 p.m. at Irvine Auditorium. This year's speaker is Dr. P. Roy Vagelos, alumnus, trustee, chairman/CEO of Merck & Co. Inc., and father of graduating senior Ellen Vagelos. His topic is "Helping Others, Serving Society."

May 13 School Commencements and Receptions

Wharton Undergraduate & Wharton Evening School

Ceremony: 4 p.m., Palestra. **Speaker:** Dean Russell E. Palmer.

School of Nursing

Ceremony: 5 p.m. Harrison Auditorium, University Museum. **Speaker:** Barbara Hafer, Republican candidate for governor. (See Reception, May 14)

College of Arts and Sciences

Ceremony: 7 p.m., Civic Center, Convention Hall. Students assemble at Civic Center at 6 p.m. Arrangements for persons with disabilities: Sharon Mulholland, 110 Logan Hall, Ext. 8-8814. **Speaker:** Chaim Potok, author of *The Gift of Sher Lev* and other works. **Reception:** Civic Center Plaza, immediately following ceremony.

Commencement Monday, May 14

Procession: Starting 9 a.m., Superblock; **Ceremony:** 10 a.m., Franklin Field. **Speaker:** Barbara Bush, First Lady of the United States.

School Commencements and Receptions

Immediately following Commencement unless otherwise indicated

College of General Studies

Reception: Wistar Institute Courtyard (36th Street North of Spruce, opposite Logan Hall).

Graduate Faculties (A.M., M.S., Ph.D.)

Reception (School of Arts and Sciences): Room 200 College Hall. *All others to their respective school functions.*

Graduate School of Fine Arts

Ceremony: Meyerson Hall. **Speaker:** G. Holmes Perkins, former dean of GSFA.

School of Engineering & Applied Science

Ceremony: Palestra. **Reception:** West Lawn of Towne Building. (See Ceremony, May 13.)

School of Nursing

Reception: Nursing Education Building, street-level reception area.

School of Dental Medicine

Ceremony: 1 p.m., Irvine Auditorium. **Speaker:** Pennsylvania State Senator Arlen Specter. **Reception:** Dental School.

Wharton Graduate Division

Ceremony: 1 p.m., Civic Center Auditorium. **Speaker:** Akio Morita, chairman and founder of Sony Corporation. **Reception:** Class of 1920 Dining Commons.

Graduate School of Education

Ceremony: 2 p.m., International House. **Speaker:** Dean Marvin Lazerson. **Reception follows.**

Annenberg School for Communication

Reception: Annenberg School, Plaza Lobby, 2:30 p.m.

School of Veterinary Medicine

Ceremony: 2:30 p.m., Zellerbach Theatre, Annenberg Center (seating begins at 2 p.m.). **Speaker:** Jane Goodall, primatologist and naturalist. **Reception:** Lobby, Zellerbach Theatre.

School of Social Work

Ceremony: 3 p.m., Harrison Auditorium, University Museum. **Speaker:** Dr. Mary Frances Berry, Geraldine R. Segal Professor of History. **Reception follows.**

School of Medicine

Ceremony: 4 p.m., Irvine Auditorium. **Speaker:** Dr. Diane Jorkasky, clinical associate professor of medicine. **Reception:** Alumni Hall, Faculty Club.

From the Senate Office

The following statement is published in accordance with the Senate Rules. Among other purposes, the publication of SEC actions is intended to stimulate discussion between the constituencies and their representatives. We would be pleased to hear suggestions from members of the Faculty Senate. Please communicate your comments to Senate Chair Almarin Phillips or Faculty Senate Staff Assistant Carolyn Burdon, 15 College Hall/6303, Ext.8 -6943.

Actions Taken by the Senate Executive Committee Wednesday, May 2, 1990

1. SCAFR request to continue. SEC adopted unanimously the motion "that the term of the 1989-90 Senate Committee on Academic Freedom and Responsibility be extended to May 31, 1990, so that it may complete reports on work begun during its regular term."
2. SEC nominees to the Council Steering Committee. Selected six continuing SEC members for election to four faculty positions. Election by incoming and continuing Council members to occur at the May 9 Council meeting.
3. Vacancy on Academic Planning and Budget Committee. It was agreed to fill a two-year unexpired term from the rank-ordered SEC list created by mail ballot in March 1990.
4. Agenda items for the fall. Several matters were raised for possible review during the next academic year.

Call for Nominations: GSFA Dean

Applications and nominations are invited for the position of Dean of the Graduate School of Fine Arts.

Correspondence should be directed to Professor Anne Whiston Spirm, Chair, Dean Search Committee, c/o Office of the Secretary, 121 College Hall/6382.

The University of Pennsylvania is an equal opportunity affirmative action employer.

All in the Family: May 9 Deadline

Senior Vice President Marna Whittington has asked all administrators to remind everyone in their units that all members of the University family are not only welcome at Peak Week events, but warmly encouraged to register and attend. (See *Almanac* January 16 for guidelines on adjusting operations so staff can go to the 100-plus sessions held during working hours.) "Although the Peak Week \$45 registration fee for staff members, faculty and students has been waived, advance registration is required," she adds, and payment is required of all at some festivities involving food and entertainment. Notable among these are *Ben's Bandstand Bash* May 18 and the *PennULTIMATE* extravaganza with Bill Cosby, Dolly Parton and Kenny Rogers May 19. Details are in registration packets at Houston Hall, and the deadline is May 9.

Speaking Out

Tenuring Women in Economics

Paul Taubman (*Almanac* 4/24/90) offers some reasons why the Department of Economics has been unsuccessful in hiring women as assistant professors. In particular, Professor Taubman cites incidents of women who refuse offers from Penn in order to accept offers from better departments or from business schools at higher salaries. While this phenomena explains why specific candidates of either gender might ultimately decline an offer, it does not indicate why economics has been able to hire men, but not women, assistant professors. Surely, the Department of Economics has similar difficulties in attracting male candidates who receive better offers. Professor Taubman's letter seems to imply that it is only the women (and not the men) who receive offers from Penn and also receive better offers from other places. If this were the case, then the department may well be holding women candidates to higher standards than men.

The experiences of other economics departments suggest that affirmative efforts to hire women would be expected to yield more than one woman assistant professor among the department's 24 recent appointments. The American Economic Association (AEA) has been collecting data on the status of women in the profession for several years. These data reveal that women received over 21% of the Ph.D.s in economics last year and were more likely than men to be employed at academic institutions. Women were over 20% of the assistant professors of economics at universities granting the Ph.D. degree in economics. Finally, there is no evidence that other universities paid women more than men to reach these proportions. The salary data

collected by the AEA indicate that economics departments (and the top 14 departments in particular) do not pay women faculty more than men.

How is it, then, that any department hires substantially fewer women assistant professors than availability data lead us to expect them to hire? While the reasons include chance or random occurrences and outright discrimination, in many cases, the reason is that a lack of affirmative or conscious efforts to include women means that they have less of a chance to be hired than equally qualified men. While we all want to hire assistant professors who will be productive colleagues, we are most interested in those who will increase our own productivity. We all like to work with scholars who stimulate our own creative energies. We are more likely to be intellectually stimulated by people we see frequently in a variety of contexts, i.e., by people with whom we feel "comfortable." We are more likely to feel "comfortable" with people like ourselves. Ideas are shared over poker games, at sports functions, and on other social occasions that lead to formal research. Male senior faculty are likely to encounter more difficulty in sharing these occasions with a young woman colleague than with a young man. Social barriers interfere, unconsciously, with the extent to which senior faculty subjectively evaluate the research potential of women assistant professor candidates. Because these same phenomena also affect relationships between women graduate students and male advisers, they may also affect the actions that advisers take to place talented women students. These social barriers can only be overcome by conscious or affirmative efforts to rely on objective evidence of scholarship and to question "feelings" that

a young man's "potential" is somehow greater than a young woman's with similar objective credentials. That is why affirmative action hiring policies result in both a more diverse and a more highly qualified faculty.

—Janice Fanning Madden,
Professor of Regional Science

The following was sent to Senior Vice President Marna Whittington, who responds further below.

Up In Smoke

Since the "No Smoking" Policy was enacted there has been smoking by women in the women's lavatory, men in the men's lavatory and people in the staircases, hallways, and elevators. And "why not?"—there is not one sign at any of these locations to indicate that there is to be no smoking.

As an employee, I find it offensive to walk into a smoked-filled ladies' room that has no ventilation. It is not only annoying, but sickening. As a scientist, I find it dangerous when smoking is permitted near gases and chemicals. I say "permitted," since there is no enforcement of the "no smoking" regulation nor is there any indication that the policy exists.

Would your office please rectify this health hazard as expediently as possible.

I would appreciate a response to this request.

—Andrea Weisberg,
Research Specialist, Physiology/Med.

Response: Dr. Whittington advises that she has responded directly to Ms. Weisberg, and wishes to reiterate for the University community the Policy on Smoking. Please see page 6.—Ed.

Speaking Out welcomes short, timely letters on University issues from all members of the campus community. The normal Tuesday noon deadline is held open until Thursday noon for time-dependent comment, but advance notice of intent to submit is appreciated.—Ed.

Decision and Findings in the Withdrawal of Recognition of Psi Upsilon

To the University Community

May 1, 1990

In accordance with my responsibilities under the Fraternity/Sorority Advisory Board Judicial Charter, I have reviewed the written decision of the Advisory Board, the Chapter status report and the charges filed against the chapter in the complaint brought against Psi Upsilon Fraternity.

The Advisory Board has identified forty-four Findings of Fact upon which it has based its recommendations to me. These Findings are attached to this letter.

The Board has found by a preponderance of the evidence that Psi U is collectively responsible for the activities described in the Findings of Fact.

With reference to violations of specific sections of the Recognition Policy, the Board has found as follows:

1. Psi U has an obligation under the Recognition Policy to accept collective responsibility for the activities of individual members of the undergraduate chapter as they relate to conduct of members and conduct of guests of members which is knowingly tolerated by members of the fraternity and is in violation of the University's Code of Conduct. Specifically, the activities described in the Findings of Fact show a failure of Psi U members to act in a mature and responsible manner respecting the rights of all persons as required by the Code of Conduct.

2. The activities described in the Findings of Fact violate Psi U's obligation under the Recognition Policy to contribute positively to the University community and to the development of the individual members.

3. The activities described in the Findings of Fact violate Psi U's obligation under the Recognition Policy to abide by all University regulations because those activities constitute a violation of the University's Antihazing Regulations which are applicable to all University students and student groups.

4. The activities described in the Findings of Fact violate Psi U's obligation under the Recognition Policy to abide by all University regulations because they violate the University's policy against racial harassment in that the incidents involved behavior, both verbal and physical, that stigmatized and victimized an individual on the basis of race and ethnic origin, that had the effect of interfering with that individual's academic performance, and created an intimidating and offensive academic and living environment.

5. The activities described in the Findings of Fact violate Psi U's obligation under the Recognition Policy to abide by state law because those activities violate the Pennsylvania Antihazing Statute.

6. The activities described in the Findings of Fact violate Psi U's obligation under the Recognition Policy to abide by state law because those activities violate certain Pennsylvania criminal statutes.

Based on these findings, and in accordance with the recommendations of the Fraternity/Sorority Advisory Board, I have made the following decisions:

1. *Psi U's recognition under the Recognition Policy shall be withdrawn immediately.*¹

¹ Section V, 4. of the Recognition Policy defines *Withdrawal of Recognition* as follows: "At the time of withdrawal, the alumni corporation will cease its operations of a chapter house, terminate residence for members of the fraternity, and revoke all privileges and authority for the undergraduate chapter to function. Current individual members registered at the University could be liable for suspension from the University for failure to comply in accordance with any such Withdrawal of Recognition. Withdrawal of Recognition terminates all agreements between the University and the undergraduate chapter of the fraternity."

2. *The Psi U chapter house will be closed immediately.* All occupants must vacate the house and remove their personal belongings no later than 24 hours after their last scheduled examination. The chapter and the House Corporation will be held responsible for the upkeep and condition of the house until such time as the house is vacant.

3. The property located at 300 South 36th Street will be retained and used for dormitory purposes by the University for an approved undergraduate Greek organization as recognized pursuant to the University's Recognition Policy, or as part of the University's residential system.

4. The withdrawal of recognition is for an indefinite period of time and presumes no automatic right of return. No application from Psi U for provisional recognition under Section II of the Recognition Policy will be permitted until the Fall 1993 semester and no one who was a member or pledge of Psi U as of January 20, 1990 may be part of any future application process.

In accordance with Section II.B of the Fraternity/Sorority Advisory Board Judicial Charter, it will be the responsibility of the Director of the Office of Fraternity and Sorority Affairs to ensure that these sanctions are enforced.

In reviewing the materials submitted by the Fraternity/Sorority Advisory Board, including the Chapter Status Report, I have taken note of the fact that Psi U has been on the Penn campus for 99 years and that the chapter's membership is composed of students from diverse racial, ethnic and socio-economic backgrounds. Such diversity is to be applauded; it is consistent with the University's goals and it should be the goal of all chapters within the Greek system. But diversity, however exemplary, cannot be the cloak behind which to hide the egregious misconduct of this case nor should it be used as the justification for failure to take appropriate action. Moreover, although Psi U's longevity is impressive, a chapter with such a longstanding history at Penn should have had equally longstanding positive traditions by which to introduce its pledges into their relationship with the fraternity and through which to support the fraternity's presence and its contributions to the University community.

It is important to note that the Fraternity/Sorority Advisory Board, which is composed predominantly of members of the Greek system, believes that the actions of Psi U are neither indicative nor representative of the actions of other fraternities and sororities on the University's campus. I endorse fully the Board's belief that such actions cannot be condoned by a Greek system or by a University which affirms and supports the concept of respect for the personal dignity and worth of each member of the University community. I join with the Board in hoping that actions such as these are never repeated at Penn and that those who participated recognize how detrimental their actions were to the fraternity and to the individuals involved.

I want to offer public thanks to the members of the Fraternity/Sorority Advisory Board who met for two lengthy evenings to hear testimony and to make recommendations on this matter. This was a difficult and painful case for those involved, and the University appreciates their efforts.

Finally, it is important to remember that in this painful, tragic and potentially divisive case there is one central victim, William (Billy) O'Flanagan, who experienced the impact of the actions described in the Findings of Fact. On behalf of the University, I want to express my concern for his welfare and his recovery from this ordeal and my hope that members of the University community will offer him and his family every expression of support. Whenever human dignity is trampled, we are all diminished. I hope that for Billy O'Flanagan, the healing process has begun, and that for our community, it will occur in the reaffirmation of the principles we cherish whose violations are at the heart of this case.

—Kim M. Morrisson,
Vice Provost for University Life

Findings begin past insert

**Attachment to the Decision of the VPUL on Psi Upsilon:
Findings of Fact submitted by the Fraternity/Sorority Advisory Board***

The following facts were found by a preponderance of the evidence based on testimony presented at the hearing and the fact that Tau Chapter of Psi Upsilon Fraternity ("Psi U") did not contest the factual allegations set forth in paragraphs 1 through 38 of the charges, although Psi U thought that the statements contained therein were slanted and argumentative:

1. During the late morning or early afternoon of Friday, January 19, 1990, some Psi U officers discussed seizing a member of Delta Psi Fraternity ("St. A's").

2. On the evening of January 19, 1990, a number of Psi U members and officers attended a dinner at a local restaurant. During the dinner, some Psi U members and officers, including some of the participants in the earlier discussion, discussed a plan to seize a St. A's member.

3. Around noon on January 20, 1990, four Psi U officers, including some of the participants in the earlier discussions, discussed, formulated and agreed upon plans to kidnap a St. A's member. [Certain Psi U officers] were present during this planning session. During this planning session, one of Psi U's [officers] asked [another Psi U officer] to purchase masks that would be used to conceal the identities of those participating in the plan.

4. Later that day [a Psi U officer] purchased a quantity of black ski masks for use in connection with the plan.

5. During the afternoon of January 20, 1990, one of Psi U's [officers] spoke to [a Psi U Pledge Class Officer] and asked him to notify all the Psi U pledges of a meeting scheduled for that evening. This Psi U Pledge Class Officer then asked two other pledges to help him make the necessary telephone calls. The three Psi U pledges contacted other pledges to inform them of this meeting.

6. Early in the evening of January 20, a strategy meeting and practice session (the "Planning Meeting") was held at the Psi U fraternity house, at which detailed plans were formulated and agreed upon for the seizure of a St. A's member from a residence shared by a number of St. A's members at 231 South 41st Street ("Residence"). Among the reasons why this particular Residence was selected as the site was the fact that Christopher Sheffield ("Sheffield"), a University student and St. A's member, lived there. Some Psi U members believe that Sheffield had participated in a number of incidents involving Psi U property and members. Some Psi U officers and members were present during portions of the Planning meeting. The Planning Meeting was led by one of Psi U's [officers].

7. During the Planning Meeting [three Psi U officers] assigned specific roles and duties to Psi U's officers, members and pledges in connection with the plan. Psi U officers, members and pledges developed and agreed upon a comprehensive plan including: (a) the use of a decoy to lure the intended victim into a position from which he could be seized and abducted; (b) the wearing of disguises; (c) the posting of lookouts to avoid interference or apprehension; and (d) methods of seizing, abducting and restraining the intended victim.

8. During or soon after the Planning Meeting, in accordance with instruction from one of Psi U's [officers] and using money provided by this [officer], a Psi U pledge purchased duct tape for use in restraining the intended victim.

9. During the Planning Meeting, Psi U officers, members and pledges also reviewed and practiced the way in which the intended victim would be seized, abducted and restrained.

10. Following the Planning Meeting, further discussion and planning continued among Psi U officers, members and pledges about the schedule for implementation of the planned abduction. At some point, one of Psi U's [officers] told the Psi U pledges to return to their residences and to dress in black or dark-colored clothes.

11. Following the Planning Meeting, one of Psi U's [officers] asked [another Psi U officer] to purchase flowers to be used as a decoy to lure the intended victim into a position from which he could be seized and abducted. The Psi U [officer] purchased these flowers sometime around 7:30 that evening.

12. Some Psi U pledges and some Psi U officers assembled at the residence of one of Psi U's [officers] and a Psi U pledge positioned the car that would be used to abduct the victim.

13. At the request of Psi U officers (and in response to a "go ahead" telephone call from the residence of one of Psi U's [officers]), a woman University student phoned the Residence of the intended victim and stated that flowers would be delivered to that house. The caller knew and

understood that this telephone call was part of a decoy intended to lure the victim into a position from which he could be seized and abducted. This telephone call was placed from the Psi U fraternity house. William O'Flanagan ("O'Flanagan") answered the call and told the caller that Sheffield was not there.

14. Some Psi U officers and pledges approached the residence. Psi U officers and pledges were assigned as lookouts at selected locations around the house and moved into position. Two Psi U pledges were stationed at the rear of the house in order to thwart the intended victim's escape. Two other Psi U pledges were positioned in the car that would be used to abduct the victim. Additional Psi U members, including a Psi U officer, watched the seizure and abduction of the victim from another nearby automobile.

15. Approximately four Psi U pledges and one [Psi U officer] approached the entrance to the Residence; one of them rang the doorbell.

16. O'Flanagan, a University student, St. A's member and resident of 231 South 41st Street, answered the door. O'Flanagan was barefoot and wearing only a T-shirt and sweatpants.

17. A Psi U pledge held a clipboard and the flowers referred to in paragraph 11 above. This pledge pretended to be a flower deliveryman and explained that he had a delivery for Sheffield. O'Flanagan stated that Sheffield was not at home. The Psi U pledge nevertheless presented the flowers to O'Flanagan and told him that [he] should sign for their delivery. When O'Flanagan reached for the clipboard to sign for the flowers, the pledge grabbed O'Flanagan by the wrist. O'Flanagan recognized this Psi U pledge as someone with whom he was acquainted, having played basketball together.

18. Three other Psi U pledges and one [Psi U officer] who had previously been positioned on either side of the door, stepped forward and helped the first Psi U pledge seize O'Flanagan. Other than the "flower deliveryman," all of O'Flanagan's abductors, approximately eight to ten individuals, were wearing dark clothes and ski masks.

19. O'Flanagan struggled with his abductors, was punched in the face and dragged to the ground. After a few moments, the Psi U officers and pledges subdued O'Flanagan, carried him away struggling from the house and shoved him into the back seat of the waiting car. Next to the car, there was another vehicle containing several people who appeared to O'Flanagan to be with the group in the first car.

20. One of Psi U's [officers] oversaw the events described in paragraphs 15 through 19 above from a location near the Residence.

21. While the events described in paragraph 18 and 19 above were taking place, a University student and friend of O'Flanagan was walking near the Residence. When this student saw what was happening and attempted to come to O'Flanagan's assistance, a Psi U pledge grabbed him to stop him from aiding O'Flanagan.

22. As soon as O'Flanagan entered the waiting car, he exchanged eye contact with a Psi U member whom O'Flanagan recognized. This Psi U member said, "Let me out of the car" and exited the vehicle. Next, two Psi U pledges restrained and bound O'Flanagan. The Psi U pledges blindfolded O'Flanagan by placing a pillowcase over his eyes. O'Flanagan expressed to his abductors a fear of suffocation. They bound O'Flanagan's wrist tightly with the duct tape with his palms facing each other and bound his legs by wrapping duct tape tightly around his ankles. Someone in the car said, "We have you now Sheffield."

23. O'Flanagan was first taken to the residence of one of Psi U's [officers]. During this ride, in the backseat of the car, on either side of O'Flanagan were two Psi U pledges. In the front of the car were a Psi U pledge and one of Psi U's [officers]. During this ride, one of the Psi U pledges ordered O'Flanagan, "Keep your fucking mouth shut!"

24. The car stopped outside the residence of one of Psi U's [officers] and O'Flanagan remained in the backseat with the two Psi U pledges for a short period of time.

25. Meanwhile, some Psi U officers and pledges assembled in the residence of one of Psi U's [officers] and discussed their next steps.

26. Following these discussions [two Psi U officers] and four Psi U pledges joined O'Flanagan in the car and took him on a drive of approximately 15 to 20 minutes duration. During this drive, the Psi U officers and pledges played a tape of a Malcolm X speech containing references to violence directed at whites. Because this tape was played at a loud volume, O'Flanagan believed that no one would be able to hear any possible cries for help.

27. The Psi U officers and pledges drove O'Flanagan to a secluded playground/park area. O'Flanagan said, "I'm not Sheffield, I'm Billy

* Identification of individuals by name or position has been deleted.—K.M.M.

OF RECORD

O'Flanagan." Someone then said, "Oh shit." O'Flanagan replied, "Take me back now and I'll forget about it", but they ignored his request.

28. They forced O'Flanagan out of the car and made him hop barefoot, with bound feet, to a set of metal gym equipment. Then they used a set of handcuffs to tether O'Flanagan to a metal pole. One of those present commanded O'Flanagan "For the rest of the night, you won't do anything we don't tell you to do!" or words to that effect.

29. They encircled O'Flanagan whispering to him again and again the phrase, "Sheffield deathfield!" O'Flanagan told them that he was not Sheffield. They, however, did not release O'Flanagan. They also taunted O'Flanagan by referring to lynchings in the South, in Alabama.

30. O'Flanagan remained handcuffed to the metal structure for a period of time. He was barefoot and only minimally clothed, and the night was cold and rainy.

31. At some point, one of the Psi U officers said to O'Flanagan, "I am going to get my knife out." The same officer then said, "Don't fucking move!" The Psi U officer took out a knife and, in front of the others, pushed the point of the knife into O'Flanagan's bare arm, from his shoulder to his wrist. Throughout this time, O'Flanagan remained blindfolded, handcuffed and bound. He was in extreme physical and emotional distress and believed himself to be in imminent danger of death.

32. This Psi U officer then slid the knife between O'Flanagan's wrists to cut the duct tape binding his hands and then cut the tape binding his ankles.

33. O'Flanagan was uncuffed and was told, "Don't try to move away." Sometime thereafter, O'Flanagan was given socks and a coat to wear, and shortly thereafter was recuffed to the metal structure. O'Flanagan thought that this person seemed reasonable.

34. O'Flanagan was kept at the playground/park area in the custody of two Psi U pledges while the Psi U officers and pledges who had come to this site went to get food and check in by telephone with [a Psi U officer] at the Psi U fraternity house. Before these Psi U officers and pledges left, one of them said to O'Flanagan, "We're coming back with something you won't want to eat!"

35. After a period of time, the other Psi U pledges and the Psi U officers returned. They uncuffed O'Flanagan's right wrist, directed him to place both of his hands on the shoulder of a Psi U officer or pledge standing in front of him, marched him to a nearby clearing and pushed him to the ground. One of them declared, "All members rise. The meeting will now begin!"

36. They then conducted a mock "trial" which consisted in part of O'Flanagan's being subjected to physical discomfort, emotional distress and repeated and intense verbal abuse. The Psi U officers and pledges talked about lynchings, and O'Flanagan felt threatened. O'Flanagan was surrounded by these individuals, and they shouted obscenities and abu-

sive language at him. Among the phrases used were statements such as: (a) "Fuck you!"; (b) "racist"; (c) "You're a neo-Nazi racist fuck!"; (d) "You're a racist!"; (e) "You're anti-semitic and you hate all these Hebes and want to send them back to Israel!"; (f) "[Last name of a St. A's member] joined St. A's to get away from niggers and Jews!"; (g) "In your face!"; (h) "You pissed on my house!"; and (i) "I hate you!". O'Flanagan repeated that he was not Sheffield. A Psi U member said, "Do you think I'm stupid? I know you're not Sheffield, but you live with him. I want to beat the shit out of you, but they wanted to take you back." O'Flanagan recognized this voice as being the same person whom he had previously recognized in the car as mentioned in paragraph 22.

37. The Psi U officers and pledges then shoved O'Flanagan back in the car, recuffed him and drove him to the intersection of 34th and Chestnut Streets. During this 10 to 15 minute ride, they again played the same Malcolm X tape. At the intersection, they pulled O'Flanagan from the car, blindfolded. O'Flanagan believed he was being left in the middle of a highway or a busy street. As they departed, one of Psi U's [officers] said "We encourage you to retaliate because we'll come back stronger. Now it's war!"

38. Throughout his seizure, abduction and restraint, which lasted approximately two and one-half hours, O'Flanagan was in fear of imminent serious bodily injury and, at one point, death.

39. Approximately eight days after the January 20, 1990 incident, at approximately midnight, while O'Flanagan was at his girlfriend's apartment, someone knocked at the apartment door, identified himself as a Psi U member, asked for O'Flanagan and said he was there to straighten things out.

40. Although Psi U's pledge program was suspended sometime in mid-February 1990, the pledge class of Psi U was initiated into the fraternity, except for the final administrative steps of paying the fee and being added to the national roster.

41. Psi U has an active alumni association which has spent a substantial amount of time and money refurbishing the Psi U Chapter House. Psi U does not have an active local chapter alumni advisor.

42. Approximately six weeks after the incident, the national fraternity of Psi U placed the chapter on Full Review Status, which is one step short of revocation of the charter. The national fraternity intends to review again the chapter's status after completion of internal appeals and other administrative procedures. Additionally, one of Psi U's members has been expelled and seven have been suspended by the national.

43. Generally members and officers of Psi U have not been active in programs run by the Office of Fraternity and Sorority Affairs.

44. Psi U has been on the Penn campus for 99 years and the chapter is composed of people from diverse racial, ethnic and socio-economic backgrounds.

OF RECORD

Policy on Smoking in Non-Residential Buildings *Reprinted from Almanac December 8, 1987*

It is the policy of the University of Pennsylvania that smoking is not permitted in non-residential University buildings except in designated areas. There must be at least one designated area per building for reasons of fire safety as well as to accommodate the needs of smokers.

Designated Areas

It is the responsibility of Deans, Vice Presidents, and Resource Center Directors, or their designees, to designate Smoking Permitted areas and to ensure that adequate numbers of locations are assigned and equipped to accommodate the needs of smokers, taking into account the needs of persons with disabilities.* It is also their responsibility to assure that appropriate signs are posted in their buildings.**

Classrooms: Consistent with a policy of no smoking except in designated areas, smoking is not permitted in classrooms.

Work Areas: Faculty and staff in fully enclosed private offices may designate their offices smoking or nonsmoking areas.

In deciding whether to designate work spaces shared by two or more persons, as well as cubicles, as Smoking Permitted areas, an effort shall be made to accommodate individual preferences to the degree prudently possible. When requested, supervisors shall make a reasonable attempt to separate persons who smoke from those who do not. When such an accom-

modation is not possible, the preferences of the nonsmoker shall prevail.

Department heads may establish stricter guidelines for work areas with the approval of the appropriate Dean, Vice President, or Resource Center Director, provided there is at least one Smoking Permitted area in every building.

Common Areas: Sections of lounges, lobbies and eating locations may be designated as Smoking Permitted areas. Where duplicate facilities exist, one of those spaces may be a permitted area in its entirety.

Restrooms: One or more restrooms may be designated Smoking Permitted provided there are adequate numbers of smoke-free restrooms in the building. There must be at least one Smoking Permitted area per building that is not a restroom.

Other Areas: Except for laboratories and other areas where smoking is prohibited by regulation/code, any other space which is controlled by a school or administrative unit may be designated Smoking Permitted provided that the area is enclosed by floor to ceiling walls/partitions.

Enforcement

The policy relies on the thoughtfulness and consideration of smokers and nonsmokers as well as their cooperation in adhering to the specific arrangements in their work areas and in other University buildings. It is the responsibility of the University of Pennsylvania community to observe this policy and to direct those who are smoking to Smoking Permitted areas.

Concerns regarding the implementation of this policy should be referred to the immediate supervisor for resolution. If the matter cannot be resolved, it should be referred to the appropriate Dean, Vice President or Resource Center Director.

* For the purposes of this policy, the term disabilities refers to personal, physical impairments or conditions that limit individual mobility and any personal medical conditions that would be aggravated by the smoking of others.

** Standardized signs are available through Physical Plant.

OF RECORD

Scheduled Holidays for 1990-91

The following holidays will be observed by the University in the upcoming fiscal year (July 1, 1990-June 30, 1991) on the dates listed below:

Fourth of July, *Wednesday, July 4, 1990*
Labor Day, *Monday, September 3, 1990*
Thanksgiving, *Thursday and Friday, November 22-23, 1990*
Christmas Day, *Tuesday, December 25, 1990*
New Year's Day, *Tuesday, January 1, 1991*
Memorial Day, *Monday, May 27, 1991*

The special vacation granted to faculty and staff between Christmas and New Year's Day will be *December 26, 27, 28, 31, 1990*. If an employee is required to be on duty to continue departmental operations for part or all of this period, the special vacation is rescheduled for some other time.

In addition, staff are eligible for a floating day off each fiscal year which may be used for any reason, scheduled mutually with one's supervisor. Floating days are not cumulative.

Staff members who are absent from work either the workday before, the workday after a holiday or both days, will receive holiday pay provided that absence is charged to pre-approved vacation or personal days, or to sick days substantiated by a written note from the employee's physician.

Vacations and holidays for Hospital employees or those employees in collective bargaining units are governed by the terms of Hospital policy or their respective collective bargaining agreements.

Reminder: Memorial Day, the remaining holiday of the current 1989-90 fiscal year (ending June 30, 1990), will be observed on *Monday, May 28, 1990*.

—Office of Human Resources

Call For Humanities Proposals

Each year the Humanities Coordinating Committee of the School of Arts and Sciences dispenses funds to make possible Faculty Seminars in the Humanities. Funding requests for 1990-91 are now invited. Preference will be given to University of Pennsylvania-based faculty seminars and groups that do not have access to other sources of funding. These funds are not meant to replace or supplement normal budgets for departmental colloquia.

To qualify, each application should include: 1) a description of the seminar's purpose and how it is both interdisciplinary and humanistic; 2) a list of faculty participants; 3) an outline of the proposed program for 1990-91; 4) a statement on any other funding sources (and amounts) available to the seminar.

Please note that a detailed budget proposal is required. The available funds will be divided evenly among those seminars that are approved. Judging from past years, allocations are anticipated to fall in the range of \$500 to \$700 per seminar. Funds are normally for payment of honoraria and travel expenses for outside speakers, refreshments following lectures, and related publicity costs.

Proposals should be received in 16 College Hall/6378 (Graduate Division of Arts and Sciences) by *Friday, September 7, 1990*. Questions: Debra Israel, Ext. 8-4940.

Lillian Sholtis Brunner Fellowship

In 1991 the Lillian Sholtis Brunner Summer Fellowship for Historical Research in Nursing will again be offered by the University's Center for the Study of the History of Nursing. This fellowship will support six to eight weeks of residential study and use of the Center's collections. Selection of Brunner scholars will be based on evidence of preparation and/or productivity in historical research related to nursing. Brunner scholars will work under the general direction of nurse historians associated with the Center. It is expected by the Center that their research will help insure the growth of scholarly work focused on the history of nursing.

Applicants for the \$2,500 Brunner Fellowships should contact Center Director Joan Lynaugh, 898-4502, School of Nursing, Nursing Education Building, 420 Service Drive, for more information. The deadline for receiving applications for Brunner fellowships is *December 31, 1990*.

Recommendations on Staff Salary/Promotion Equity

To the University Community

Meeting April 20, 1990, the Equity Study Implementation Planning Committee drafted and prioritized projects that could be expected to have a positive affect on improving data and pay and promotion practices at the University. These recommendations result from over three months of discussion with targeted staff and faculty, suggestions presented by staff members at the open roundtables sponsored in March by Human Resources, and letters received by committee members and administrators since the release of the Pay Equity Study in February.

The committee and Human Resources staff have begun work on the top priority issues and will be building them into the short- and long-range action plan for Human Resources (note that other departments hold responsibility for a couple of the items). For example, we are providing reports to schools and centers that look at current pay and predicted pay in order to support a more aggressive balance between equity and performance for the July 1 Salary Increase Program. The committee will reconvene in the fall to discuss progress and needed refinements or additions to the project list.

By establishing priorities, I believe we create a viable framework in which to move forward. Although we have ranked the priorities #1, #2, and #3, we consider all of the recommendations as top priorities to be completed within our three-year plan.

I share these recommendations with the campus community because of the impact of the study's findings, particularly on the need to improve our data bank and information supply. Since publication of the study, I have emphasized our commitment to improving our internal pay and promotion practices and using the study as a touchstone on which to base our recommendations. I am pleased with the progress of this committee in beginning this revision process.

—Barbara Butterfield, Vice President for Human Resources

Projects Derived From the Internal Pay and Promotion Equity Study

Priority One

— Merge responsibility tables in the census and payroll data bases; include job groupings within A1 categories, i.e. clinical, supervisor, manager, business/entrepreneur if reasonably possible.

— Clarify data ownership, responsibility for input and data definitions.

— Develop and publicize an internal promotion policy within the University.

— Implement the salary management plan applying guidelines for movement through the range to issues of color and gender; apply the program by meeting with individual schools, centers and administrative units to address salaries not at the predicted quintiles.

— Complete availability analysis and establish hiring goals with special attention to appropriate populating of higher classification grades relative to gender and color availability in candidate pools.

— Communicate progress to the field.

Priority Two

— Establish and support a link between SALINC and performance appraisal which

will permit a study of the correlation of these two variables.

— Merge race code definitions across all users, i.e. Admissions, Bursar, Payroll, etc.

— Develop a turnover report (based on data collected using sampling technique) by age, job family, race, sex, school, center or administrative unit, and exit reason.

— Develop and implement a point factor based classification evaluation approach.

— Provide on-line information access to job descriptions, salary ranges and policy.

— Define career ladders or paths in the most frequently used and highly populated grade levels.

— Complete a study of pay equity for "ungraded" staff.

Priority Three

— Consider revision of the tuition support policy for employees expanding access to other accredited institutions.

— Examine the validity of bona fide occupational qualifications.

— Conduct a new study in-house.

Spring Gardens on View: June 3

Visits to eight private gardens on the Main Line, plus refreshments at Gladwyne's Henry Foundation Arboretum, are part of the fourth annual University of Pennsylvania Philadelphia Garden Tour, to be held Sunday, June 3, from 12:30 to 5 p.m. Many of the plants to be seen on the tour will be included in a May 31 lecture on garden design, to be given at Morris Arboretum by Ed Lindemann, horticulturist and designer for the Philadelphia Flower Show. Proceeds from ticket sales for the tour (\$20) and the lecture (\$10) benefit Penn's Arthritis Research Program and the Morris Arboretum. A special Patron Ticket for the tour, at \$40, includes lunch at a bonus garden. Tickets must be ordered by May 22. For more information call Betsy Lukens: 247-5777.



University of Pennsylvania Police Department

This report contains tallies of part 1 crimes, a listing of part 1 crimes against persons, and summaries of part 1 crime in the five busiest sectors on campus where two or more incidents were reported between April 30, 1990 and May 6, 1990.

Total: Crimes Against Persons—0, Thefts—16, Burglaries—4, Attempted Thefts of Auto—1, Thefts of Auto—1

Date	Time	Location	Incidents
34th to 36th; Spruce to Locust			
04/30/90	12:56 PM	Irvine Auditorium	Typewriter & clock from room
05/01/90	9:08 PM	Houston Hall	Books & wallet taken
38th to 39th; Spruce to Locust			
04/30/90	3:47 PM	Dining Commons	Unattended knapsack taken
05/04/90	8:38 PM	Dining Commons	Canned food taken
39th to 40th; Spruce to Locust			
05/04/90	11:50 PM	Harrison House	CD's taken from room
05/05/90	12:06 AM	Harrison House	CD's taken from room
36th to 37th; Locust to Walnut			
05/01/90	10:21 PM	Annenberg Center	Checks taken from theater
05/02/90	3:17 AM	Delta Psi	Arrest/male on fire escape
34th to 36th; Locust to Walnut			
04/30/90	9:09 PM	Van Pelt Library	Arrest/male theft
04/30/90	11:46 PM	Van Pelt Library	Calculator taken

Safety Tip: Combining common sense procedures with an add-on security system can make your car extremely difficult to steal. Always lock the doors and roll up the windows when you park. Most thieves will pass up a well secured automobile.

18th District Philadelphia Police

At presstime the 18th district's report had not been received by the University Police, who transmit it to *Almanac*. A two-week report is expected for May 15.

Weight Management Study

The Adolescent Weight Management Study of the Philadelphia Child Guidance Clinic and The Children's Hospital of Philadelphia is seeking overweight 14- to 16-year-old girls needing to lose 40 pounds or more, to participate in a treatment study using a family-based approach. A comprehensive program includes a low-calorie diet (the OPTIFAST (R) Program), behavioral counseling and parental involvement. Participants will receive a complete medical evaluation, followed by one year of treatment, including intensive medical supervision.

To participate in this study or for additional information, please call Dr. Berkowitz at 243-2875.

Update

MAY AT PENN

FITNESS AND LEARNING

16 Introduction to Financial Analysis Using a Personal Computer; introduction to computer-generated spreadsheets, designed for small business owners new to personal computing; 6-8 p.m., Room B-10, Vance Hall. Registration: Ext. 8-4861 (The Wharton and Temple Small Business Development Centers).

SPECIAL EVENTS

13 Senior Awards Program; 11 a.m., Dunlop Auditorium, Medical Education Building (African American Association, Administrators, Faculty and Staff and the Black Graduate And Professional Student Association, Afro-American Studies Program).

TALKS

9 Aging Research; plenary poster session detailing current research in gerontology at Penn; 4-6 p.m., first floor classroom, Ralston House, 3615 Chestnut (Center for the Study of Aging).

10 Hormonal Regulation of Aspartate Amino Transferase; Jacques Hanoune, Unite de Recherches, Insirm, Paris; noon, Room 532, Levy Building (Department of Biochemistry).

11 Inhibitory Alternatives: New Forms of Gaba Receptors and Glutamic Acid Decarboxylase; Allan Tobin, biology, U.C.L.A.; noon, INS Library/Conference Room, John Morgan Building (Mahoney Institute).

15 Stimulus-Secretion-Synthesis Coupling in Chromaffin Cells; Dominique Aunis, Centre de Neurochimie du CNRS, Strasbourg, France; noon, INS Library/Conference Room, John Morgan Building (Mahoney Institute).

Free Skin Cancer Screening

Private, individual screenings for skin cancer will be provided free of charge by dermatologists from the Penn Medical Center at their King of Prussia office on Saturday, May 19, 9 a.m.-1 p.m. This complimentary service is being sponsored by the American Cancer Society in coordination with Penn Medical Center's Department of Dermatology to raise public awareness of the dangers of skin cancer.

To schedule an appointment for a free screening by a Penn dermatologist or to receive more information, call 337-8882.

Penn's Medical Center's King of Prussia office is located in The Merion Building, 700 Henderson Road at South Gulph Road.

Almanac

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