

Almanac

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Penn's Way, Over Halfway!

Support for the Penn's Way '92 campaign has been "tremendous so far," according to the campaign's co-chair, Dean Ray Fonseca of the Dental School. "But there's still so much more to do before we reach our \$400,000 goal" by the December 31 deadline. As of December 10, the total stood at \$265,948.

In the campaign's weekly prize drawings which donors enter automatically on pledging:

- Audrey Bedford, director of the Alumni Council on Admissions, won a weekend getaway at the Penn Tower Hotel;
 - Ronald Sanders, registrar of the University, won a Pulsar watch;
 - Charles Leavitt of Business Services received a gift certificate for the Book Store.
- Pam Kosty, campaign coordinator for the Museum and its public information officer, won the doorprize at a December 3 Mid-Campaign Open House for coordinators and solicitors. She received a certificate for dinner for two at the Hourglass in the Faculty Club.



Outpouring

Spirits undampened by a soft drizzle, hundreds of students, staff and faculty strolled College Green on Monday, munching cookies and drinking hot chocolate to the sound of music. They also filled Santa's sleighs with food, warm clothing and toys for distribution to the People's Emergency Center, Eliza Shirley Emergency Shelter, Horizon House and Genesis II. At left, under the umbrella, President Sheldon Hackney welcoming the crowd.

Almanac Photo/MFM

Crime Alert: The Season to Increase Personal Caution

The following is compiled from three crime alerts issued by the Division of Public Safety at Penn.

It is a fact that crime increases during this period of the year. Extra caution and Penn resources must be used. The University City area has experienced a number of sexual assaults, burglaries and robberies at point of weapon.

- On November 15, at about 1:15 p.m., city and campus police responded to a residence in the area of 300 S. 41st Street occupied by Penn students. Three incidents of robbery and one incident of attempted sexual assault had reportedly occurred at point of gun. Shortly afterwards a suspect was arrested. Our students did not sustain physical injuries. A joint investigation is being conducted by Philadelphia and University Police, and information is available from Detective Jack Yagel, West Detective Division, 686-3183, University Detective Jane Curry, 898-4485, or University Director of Victim Support and Special Services Ruth Wells.

- On December 2, at about 6:05 p.m., Philadelphia police responded to a residence in the area of 43rd St. and Larchwood Ave. A Penn woman had been accosted as she stood on her porch, and dragged into a nearby alley. The assailant attempted to rape her but she resisted and screamed. Her husband came out of their residence at which time her assailant and his accomplice fled. The victim/survivor sustained minor injuries. A joint investigation is being conducted by Officer Doris Daniels of the Philadelphia Sex Crimes Unit, 686-1668/69, and Penn Detective Division, 898-4485.

- Between 1:30 p.m. on December 7 and 3:30 a.m. December 8, University and Philadelphia police responded to these felonies:

- An employee was robbed at gunpoint inside the subway concourse at 36th and Sansom Streets.
- A Penn woman was raped and robbed, and her roommate was sexually assaulted and robbed inside their residence in the area of 45th and Spruce Streets.
- A male student was robbed and assaulted outside his residence.

University and Philadelphia investigators are pursuing all available information, and coordinating all aspects of the crimes reported including locations, modus operandi, descriptions, etc. SEPTA police, 580-4131, and University Police have increased patrols in problem areas. Our Crime Abatement Teams (CAT) maintain continuous surveillance.

Police need your help. If a situation aroused your suspicion, if you heard anything, or saw anything that may possibly be helpful in the investigations, call 573-3333 anonymously, and report the information to public safety.

[Please see also important information on page 8 of this issue—Ed.].

Rules Governing Final Examinations

The rules governing final examinations are as follows:

1. No student may be required to take more than two final examinations on any one calendar day.

2. No instructor may hold a final examination except during the period in which final examinations are scheduled and, when necessary, during the period of postponed examinations. No final examinations may be scheduled during the last week of classes or on reading days.

3. Postponed examinations may be held only during the official periods: the first week of the spring and fall semesters. Students must obtain permission from their dean's office to take a postponed exam. Instructors in all courses must be ready to offer a make-up examination to all students who were excused from the final examination.

4. No instructor may change the time or date of a final exam.

5. No instructor may increase the time allowed for a final exam beyond the scheduled two hours without permission from the appropriate dean or the Vice Provost for University Life.

6. No classes (covering new material) may be held during the reading period. Review sessions may be held.

7. All students must be allowed to see their final examination. Access to graded finals should be ensured for a period of one semester after the exam has been given.

In all matters relating to final exams, students with questions should first consult with their dean's offices. We encourage professors to be as flexible as possible in accommodating students with conflicting schedules. Finally, at the request of the Council of Undergraduate Deans and SCUE, I particularly encourage instructors to see that all examinations are actively proctored.

—Michael Aiken, Provost

From the Senate Chair

On Faculty Salaries

Although we as faculty like to think we are more wedded to the life of the mind than to mundane materialistic gain, probably no current issue has stirred more discussion and correspondence than that of faculty salaries. This is not surprising, given the temper of the times as well as the difficulties created by the state's threat of reducing its grant to the University by half.

The Faculty Senate leadership has taken and continues to take faculty concern over salaries very seriously. At its November 6 meeting, the Senate Executive Committee unanimously adopted the following motion (as reported in *Almanac* November 12, 1991): "It is the sense of the Senate Executive Committee that the provost should, in formulating salary recommendations for 1992-93, take seriously into account the increases foregone in 1991-92 for the purpose of corrective action, and that this matter be included in the provost's directions to the schools."

We have all received a letter about salaries from Provost Aiken. The following is the chronology in relation to planning for salaries in the Spring 1991 as documented by Almarin Phillips, then Faculty Senate Chair:

"The Faculty Senate operates largely through the Senate Executive Committee (SEC), its officers and committees in matters relating to faculty salaries. The primary vehicles are:

- the Senate Committee on the Economic Status of the Faculty;
- consultation meetings of the President, Provost, and the Past Chair, Chair and Chair-elect of the Faculty Senate;
- meetings of the three Faculty Senate Chairs;
- other meetings and communications involving the Provost with the Chair(s) of the Faculty Senate;
- limited information deriving from the service of the Past Chair of the Faculty Senate on the Academic Planning and Budget Committee.

"The Faculty Senate organization affords ample opportunity for constructive interactions with the administration on salary matters. During the 1990-91 academic year, the Senate Committee on the Economic Status of the Faculty met at least eleven times, not counting special meetings with the Provost. The committee met with the Provost on five occasions during the year.

"The Past Chair, Chair and Chair-elect of the Faculty Senate met with the President and Provost in consultation sessions prior to every meeting of the Steering Committee of the University Council and prior to every meeting of the University Council. At least 17 regular consultation meetings occurred and the Senate Chairs met with the Provost in consultation-like meetings on a number of other occasions. Such meetings were at times requested by the Provost; at other times, by the Senate Chairs. In addition, the Faculty Senate Chair had many meetings and frequent telephone conversations with the Provost. The Provost, it should be noted, often places calls to the Senate Chair both to relay information and to solicit advice and reactions.

"The Senate Chairs and the Economic Status Committee were made aware of the general 'parameters' being used for the 1991-91 budget during the Fall Term 1990. The same groups recognized and had opportunities to comment on the forecasts of the economic/demographic/political environment used by the administration for its long-term planning.

"The announcement in February 1991 that the Casey administration was proposing that the Commonwealth cut \$18.6 million from its contributions to the University required drastic revisions to the initial 1991-92 budget plans. Among the changes were a decrease in the budgeted increases in faculty salaries and an increase in the already budgeted increase in undergraduate tuition.

"Consultation meetings provided updatings of the budget situation and of the actions being taken to prevent the adverse budget actions by the Commonwealth. The Senate Chair(s) knew quite accurately what the new budget would propose for faculty salaries and, within the limits of confidentiality imposed on them, reported the information to the Senate Executive Committee at the meeting held on March 6, 1991.

"Members of SEC were understandably apprehensive; the Senate Chair had neither the means nor the desire to allay this apprehension. A motion was passed at that meeting instructing the Senate leadership to do everything it could to minimize the effects of the instant budget difficulties on faculty salaries. A meeting of the Senate Chairs with the Provost to inform him of the SEC action took place on March 8, 1991.

"The Senate Chairs had felt that the Provost was in fact the ally of the faculty in salary negotiations within the administration. The meetings with the Provost after March 8 were cordial, but constructive. They included intense consideration of the peculiar situation concerning salaries for the faculty of the School of Veterinary Medicine and the extent to which the rest of the University (and the rest of the faculty) could be asked to support the Veterinary School.

"In a March 20, 1991 meeting in Annenberg open to the entire University community, the Provost's remarks contained the information that faculty salaries would increase by '4 to 5%' for fiscal 1991-92, an amount somewhat less than had been initially planned. At the meetings of the trustees on March 22, however, action was taken to roll back the tuition increase proposed by the administration. This raised the immediate possibility that the proposed increase in faculty salaries would be rolled back, too.

"The Senate Chair spoke with the Provost during a break in the trustee meeting before any further action was taken. The Provost did not need convincing that it was wholly unacceptable to balance the decrease in tuition revenues through smaller increases in faculty salaries. By the time the trustee meeting reconvened, it had been decided to permit the University to have a \$6.7 million deficit. No further decreases in faculty salaries were considered. At this point, few held hope that the Commonwealth cuts (except those explicitly for the School of Medicine, the School of Dental Medicine, and the School of Veterinary Medicine) would not be those recommended by the Governor.

"The Senate Chair was in contact with the Provost, and the Provost was in contact with the President several times during the weekend of March 23 and 24. The result was further assurance that, indeed, the faculty salary budget would not again be altered.

"The Senate Chair gave a full report on these events at the April 3, 1991 SEC meeting. The Senate Chair said that the '4-5%' figure was still that being used. The Provost met with the Economic Status Committee to review salary guidelines on April 17, 1991. The plenary meeting of the Faculty Senate on the same day included further discussion of these matters.

"We see now that the actual increase in the faculty salary budget exceeded the amounts discussed in the Spring. This is the result of the Provost's adhering to the part of this budget over which he has control plus larger than anticipated contributions from the budgets of the several schools. There are, of course, large variances in these increases and the base salaries to which they apply. Some schools, some departments, some ranks, some individuals got larger or smaller increases than others. The policies that give rise to these variances are under review by the Economic Status Committee."

The above should make it clear that in large part, as faculty, your individual salary and your yearly increases are decisions made in your school and in your department. With this in mind, the faculty of your school may wish to put together a committee on the economic status of faculty for your particular school. As funding erodes, it may be especially useful to the faculty's interest to do so.

Some of you have written to the Faculty Senate or called. Others of you have talked with your constituency representatives. Please continue to communicate your wishes and ideas.

Best wishes for the holiday season!



From the Senate Office

Under the Faculty Senate Rules formal notification may be accomplished by publication in Almanac in lieu of direct mail. The following is published under that rule:

To: Members of the Standing Faculty
From: Louise P. Shoemaker, Chair

Nominations for Offices Requested

Pursuant to Section 11(b)(i) and (ii) of the Rules of the Faculty Senate you are invited to suggest candidates for the posts and terms stated below, with supporting letters if desired. Candidates' names should be submitted promptly to the Chair of the Senate, 15 College Hall/6303, who will transmit replies to the Nominating Committee.

The following posts are to be filled for 1992-93:

Chair-elect of the Senate (1-yr term)

(Incumbent: David K. Hildebrand)

Secretary-elect of the Senate (1-yr term)

(Incumbent: Peter Dodson)

Four At-large Members of the Senate Executive Committee (3-yr term)

(Incumbents: June Axinn, Jean A. Crockett, Marten S. Estey, James E. Wheeler)

One Assistant Professor Member of the Senate Executive Committee (2-yr term)

(Incumbent: Francis X. Diebold)

Three Members of the Senate Committee on Academic Freedom and Responsibility (3-yr term)

(Incumbents: Ian Harker, Vivianne T. Nachmias, James Ross)

Three Members of the Senate Committee on Conduct (2-yr term)

(Incumbents: Roger Allen, Jerry C. Johnson, Kenneth D. George)

Two Members of the Senate Committee on the Economic Status of the Faculty (3-yr term)

(Incumbents: Jeremy J. Siegel, Robert Summers)

Nominating Committee Elected

The Senate Executive Committee's slate of nominees for the Senate Nominating Committee was circulated to the Senate Membership on November 12, 1991. No additional nominations by petition have been received within the prescribed time. Therefore, pursuant to the Senate Rules, the Executive Committee's slate is declared elected. Those elected are:

Ivar Berg (professor sociology), *Chair*

John de Cani (professor statistics)

Lucienne Frappier-Mazur (prof. Romance languages)

Jamshed Ghandhi (associate professor finance)

Louis A. Girifalco (prof. mat'l science & engineering)

Larry Gross (professor communication)

Daniel J. Malamud (professor biochemistry/dental)

Martin Pring (assoc. prof. physiology/medicine)

Jack Reece (associate professor history)

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 Louise Shoemaker or Executive Assistant to the Chair of the Faculty Senate Carolyn Burdon, 15 College Hall/6303, Ext. 8-6943.

Actions Taken by the Senate Executive Committee

Wednesday, December 4, 1991

1. Academic Planning and Budget Committee. At the November 12 AP&BC meeting faculty members of the committee asked many of the same concerns raised by SEC members on November 6 as reported in Almanac November 12. The structure of that and subsequent meetings has been more open. SEC reiterated its views emphasizing that review of matters with faculty on AP&BC does not constitute approval of decisions made, that Academic Planning is the Provost's committee, and that Senate committees are comprised of faculty who are responsible to the faculty. It was also stated that there are serious problems regarding secrecy and that what needs to be secret and not to be secret should be reexamined. SEC again asked the chair to discuss these issues with the provost.

2. Senate Nominating Committee. Ivar Berg was selected to chair the Nominating Committee for 1991-92 (see left).

3. Policy on Misconduct in Research. Past Senate Chair Phillips reported on the history of the current policy, pointing out that it is a policy that can be changed. The policy was designed with major concern over plagiarism and falsification of research data and does not directly address such things as mismanagement or misappropriation of funds. The Senate Committee on Academic Freedom and Responsibility is studying the scope of the policy as well as possible conflicts with the procedure for dismissal for just cause. It was suggested that the Senate Ad Hoc Committee for a Speedier Just Cause Procedure be asked to take a serious look towards resolving the conflicts or inconsistencies, discuss them with SCAFR, and forward recommendations to SEC for ratification.

4. Informal discussion with President Hackney and Provost Aiken. In response to a question from the Chair, Provost Aiken explained the need for a central administration unit to bring visibility, coordination, and coherence to the many international programs at Penn and to prepare for the expected growth. Study abroad is part of this with 20% of our students participating, one-half of them on other university's programs—a \$3 million loss.

A lively discussion ensued on the harassment policies. President Hackney stated that the Comprehensive Harassment Policy is intended to extend the racial harassment policy to other legally protected groups and that there has been no thought given to changing the Sexual Harassment Policy. SEC pointed out that it establishes intent which panelists may be reluctant to decide. Some SEC members said that attempts to codify everything create new problems that draw attention to new matters and deflect attention away from resolution of the original problem. There was concern that the federal government effort has been to protect people based on gender and race, but that the University has focussed on people being offended by speech and this is a serious threat to freedom of speech. To create a hostile environment has to interfere with one's daily life and show repeated instances—it cannot be a single incident. The President pointed out that the policy does not cover intent and face-to-face use of words.

Attention all Standing Faculty: As reported in Almanac October 8, 1991, the Senate Committee on the Faculty was asked to review the report of the Task Force on Uncapping Retirement and consider faculty concerns in greater detail. A subcommittee chaired by Louis Girifalco has been established for this purpose. Please send any comments, concerns, or suggestions to the subcommittee addressed to the Faculty Senate, 15 College Hall/6303.

Employment Office on the Move

On December 11 and 12, the Employment Office will move from Room 124 to Room 233 in Blockley Hall. It will be closed on December 11 and 12 and will reopen at 9 a.m., December 13.

The office has scheduled the move after the holiday hiring deadline of December 6 in order to minimize the inconvenience to the University community.

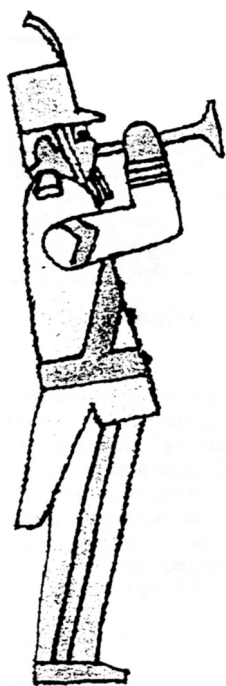
After the move, the Employment Office will continue to be open from 9 a.m. to 4 p.m. in order to receive applications, conduct interviews, and consult with hiring officers on all issues regarding employment. Although its public phone lines close at 4 p.m. daily, university staff can still contact employment office staff on their private extensions.

Memorial: Sheila O'Donnell

A memorial service will be held in Zellerbach Theater at The Annenberg Center on Friday, December 13, at 4 p.m. for Sheila O'Donnell, the development associate at the Center who was also its director of children's programming.

Ms. O'Donnell, a 1972 alumna of Beaver College who majored in fine arts and elementary education, did her graduate work in musicology at Temple and studied arts administration at Drexel. She joined the University in 1987 and was responsible for all activities for the young, including the highly successful ten-year-old Philadelphia International Theatre Festival for Children.

Ms. O'Donnell died Saturday, December 7, at her home in Chestnut Hill at the age of 41. She is survived by her husband, John; her two sons, Ian and Peter; her mother, Ruth Bremen, a sister and a brother.



University Museum Shop

Lots of wonderful stocking stuffers and interesting Pollyanna gifts can be found at the Museum Shop in the University Museum located at 33rd and Spruce Streets. Although this treasure is located at the very east of campus making the trek a long walk for some, a trip to this store is well worth the effort.

For children, there are many gifts that represent all corners of the earth that are both fun and educational. For the little girls, there are red and gold Chinese barrettes and pins that are origami-like for \$12.95. Note pads with Chinese, Panamanian, Bolivian, and Egyptian designs also make great stuffers for \$1.25/ea. or 4/\$4.50. Beautiful beaded and painted ballpoint pens from Indonesia (\$7.25) also make a great gift teamed up with the large variety of Museum cards at \$6.95/box and pencils for \$.40 each.

Decorating the tree is made easy with the many interesting and international ornaments that are very reasonably priced, as well as unusual. Mexican ceramic ornaments for \$6-\$18, depending on size, and handmade wooden ornaments from Guatemala in the \$5-\$8 range can make a tree very festive and colorful.

Those who still love a good game of cards can delight in dealing a hand with King Tut cards (two decks for \$17.95). And for the one that can't relax even during the holiday season, a signed, hand-carved and painted letter opener from Alaska is beautiful and practical for the workhorse (we all know one).

If you're having a party and want to give away a little favor or

Holidays: Just Around the Corner

Being on campus has its advantages when it comes time to shop for the holidays. Less stress. Without the jams of C in suburban malls, people who work at Penn can shop a little every day at lunchtime or after work and keep their w As is traditional, Almanac staff and students looked at hundreds of possibilities and had room to write about only a for shops tucked away from the main thoroughfares, we arranged them more or less geographically, ending up on p gifts that can be chosen, bought and delivered without going anywhere at all!

The PENNOPLY game

keep it for yourself, (and I don't blame you), Mexican glass swizzle sticks with animal designs (\$4/ea.) are a neat party mixer.

Trying to avoid stores, if at all possible? The Museum Shop also has a mail order catalog with neat gift ideas that can be sent to a distant relative. These items are also found in the Shop.

And if you really can't decide what to give to that picky person to shop for, gift certificates from the Museum Shop, in any denomination, are a great, stress-free gift. —L.C.S.

Pyramid Shop

Go east young man, woman or child (of any age) to the Kress Gallery entrance of the University Museum and into the little shop in the corner. *The Pyramid Shop* specializes in gifts for little shoppers to pick out and pay for themselves or for Santa's helpers to use as stocking stuffers. The Indian bamboo flute (\$0.75), a parrot pen (\$3), and a bracelet from India (\$1.25) are just a few of the many choices.



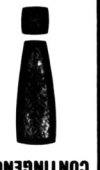


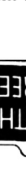

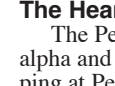
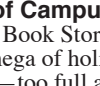

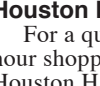


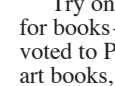
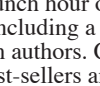

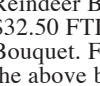


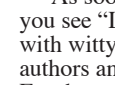
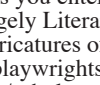

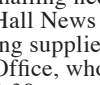

There are books aplenty, such as one on *How to Make Drums, Tomtoms and Rattles* (\$4.95), and one for the child who says "What can I do now?" —*365 Days of Creative Play for Children 2 years & up* (\$14.95).

This shop's assortment of board games won't lead to boredom: *Pyramids and Mummies* (\$32), and a cooperative game called *Friends Around the World* for ages 5-7 or 8 & up, as it can be played on two levels (\$20).

—M.F.M.

South of Spruce

The Corner Cupboard at HUP used to be a coffee shop with a newsstand and some bric-a-brac on the side. Without taking out the lunch counters or even the barstools, the shop has simply converted altogether to retail goods—primarily at modest prices and with an eye to variety. This may be the best place on campus for hand puppets, mostly \$15 to \$20. Some Gund, some Dakin, some Russ, (and not just bears and domestic animals, but tigers, lions crowned as in king-of-the-jungle, zebras, alligators and a magical

The Heart of Campus

The Penn Book Store is the alpha and omega of holiday shopping at Penn—too full and varied to cover in a single outing.

Try one lunch hour or more just for books—including a section devoted to Penn authors. Cookbooks, art books, best-sellers and the latest in humor/cynicism are plentiful.

As soon as you enter the store, you see "Largely Literary" t-shirts with witty caricatures of famous authors and playwrights, \$14.95. For the writer/scholar, try a pen from Penn: Parker & Mont Blanc are showcased from \$35 to over \$350. How about the Georgi Galerie series of monthly wall calendars (Monet, Renoir, Cezanne, at \$20.95)? Or a poster of "Doors of Penn" featuring Irvine Auditorium, Bennett Hall, Christian Association, and many more, for \$10.50. (For the same price there are "Doors of Philadelphia").

The selection of cards, ribbons, wraps, candy, stationery and desk accessories for home or office, camera supplies, albums, books on tape and other staples is unmatched in the area, of course.

The Book Store has clothing and paraphernalia with Penn insignia in all sizes including children's and toddlers. For the golfer, \$14.99 buys a set of 4 metal tees, as well as the official University of Pennsylvania ball marker. For kids, the Bones & Skeleton book-and-model for \$14.95 lets them attach the various bones together while they read about it. Finally, how about a Penn ceramic piggy bank, to save up for your next trip to the Book Store? It's \$13.50. —B.K.

Houston Hall

For a quick an hour shopping trip, Houston Hall. Reindeer Basket \$32.50 FTD Sea Bouquet. FTD lo the above bouqu national delivery mailing needs, cl Hall News for in ing supplies, and Office, whose ho 9:30 a.m. to 12:3 p.m. to 3:00 p.m.

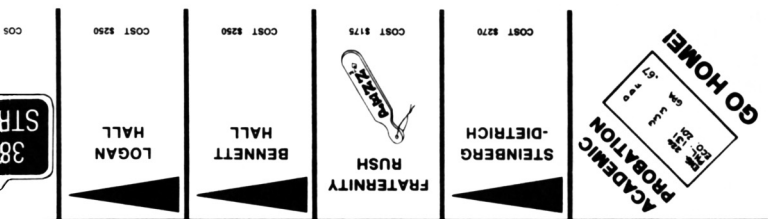
Discovery Di shops—the Class branch, and the e else. At both loc buying a member 7% discounts on (Memberships ca in themselves, o main store it's \$ Choice \$10; the special orders at has an in-store L pre-sample your

The main bran Discs carries all o sic except classic selection of new growing collection (\$5 up), blank ca (\$8), stereo headp and CD storage r (holds 20) to \$14 great gift is the C 4 discs of a partic time work (\$33 to

Video Library but worthy select ies for sale. Disn joy *Fantasia* (\$2 Disney films (\$1

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is a new creation of the Late For The Sky Production Company, \$24.95 at the Penn Book Store.



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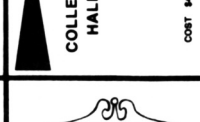
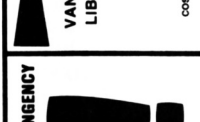
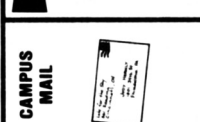
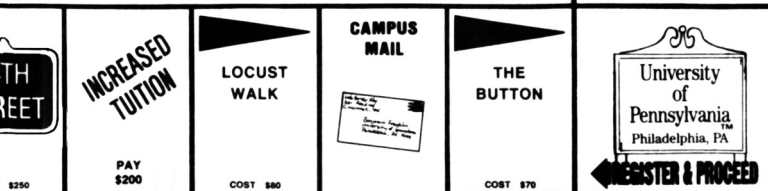
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Other titles include *Robin Hood* (the Costner version) for \$24.98, *E.T.* for \$19.95, *Rocky Horror Picture Show* for \$89.95, and the smash *Home Alone* for \$24.95.

Muffins 'n' More offers specialty cakes which can be ordered from a catalog. They have cheese-cakes (\$11-\$20), rum cakes (\$19-\$30), German chocolate cakes (\$20-\$45), carrot cakes (\$19-\$30), as well as others (\$16-\$24). The Book Shoppe gives 10% off most books until Christmas but note the policy of NO refunds, exchanges, or returns.

Campus Footwear sells stockings, socks, and men's and women's Avia, Reebok, Bass, Adidas, and Rockport shoes at reasonable prices. Campus T-Shirts offers inexpensive custom-lettered T-shirts (\$9) and other paraphernalia for Penn, fraternities, and sororities. Campus Jewelry Connection sells interesting headbands and barrettes for \$3.50, handcrafted earrings for \$8.95, and purses and other accessories.

Do not pass up Houston Hall Card Shop. Among other well-selected goods it has a Mini Tabletop Dorm/Office Christmas Tree for \$9.95; a small string of lights and lots of mini-ornaments to fit it. Obviously, a wide selection of cards and gift wrapping supplies is available (after all, it's a Hallmark). Stuffed animals are plentiful and are now 20% off. The shop also has boxed candies from \$2.95 up (and M&M dispensers at \$10.99 and \$19.99), many charming figurines, and mugs (Penn, Cartoon, and Designs) for under \$8.50.—M.H.



dragon—and lots of Jim Henson including Miss Piggy with or without nightcap.

For adults there are silk ties from London and Rome (\$12), crystal or imported straw angels and Christmas trees little boxes, ceramics that do things (salt/pepper shakers, other table accessories) as well as those that just stand there (figurines funny and serious). For stocking-stuffable food treats, there are snacks in the granola and trail mix families as well as chocolates and hard candies.

To find the Corner Cupboard: enter at Silverstein, turn right and go the full length of the corridor parallel to 34th.

The Daisy Shop is down the street, just inside the entrance to Children's Hospital. Though not exclusively for children, the Daisy Shop does make a point of something for kids of all ages (newborns included) and in faultless taste regardless of price range. The shop's love affair with the bear continues; its new entry in the Paddington family is a set of nested wooden ones, like the Russian dolls, for \$15. There are more dolls than before—all the way to a Plain Jane (\$85) who can be dressed up in Laura Ashley-type prints (\$26 the kit). There are tape-and-book combinations of carols (\$9.95), puzzles and games.

There are neat quilted "soft sculpture" toys such as a barn/purse containing the stuffed farmer and his animals, and even a Children's Hospital with stuffed doctor, nurse and patients.

Their token stocking stuffers are really low-priced—tiny plastic toys or fancy pencils at \$1 to \$3. For grown-ups, visualize goods more nearly those of a better department store than of a craft shop—Santa Claus (\$40-\$80), a crystal punch bowl set at \$30, candleholders in ceramic, \$5.25/pair; holiday potholders and dishtowels coordinated with paper goods. There is a case of really upscale gifts for women—burnished leather handbags up to \$100, jewelry in high-finish silver and gold, some daintily set with pink quartz, amethyst, malachite, sodalite and turquoise (mostly \$40 and up). —K.C.G.

Alumni Center

Holiday items, seasonal and permanent, can be purchased at the *Alumni Center*.

Beautiful, blooming bulbs in pre-planted containers will delight anyone and benefit the Association of Alumnae. Available are: red amaryllis, scarlet baby amaryllis, delft blue crocus, calla lily, orange hybrid lily, and paper-whites. They range from \$10-\$15 in a variety of configurations. A holiday wreath is on sale for \$30. Orders will be taken for a limited time, and, if you choose to mail order, shipping and handling charges, as well as Pennsylvania sales tax apply. You don't have to worry about size or color, because this gift fits even the pickiest of tastes.

For Penn boosters, a Penn muffler and Penn blazer buttons are available at the Penn Shop in the Sweeten Center. The six-foot, 100% doeskin flannel muffler in navy and red, inscribed with the Penn mark, costs \$30. The buttons include the arms of the University hand painted in cloisonne enamel on nine 18 karat gold-plated buttons. Cost is \$47.

There are many more items that are available, such as ready-to-hang diploma frames in "traditional" style with cherry frame and red, blue and cream mats (\$90) and Penn watches by Seiko, in a variety of styles, for both men and women (\$200-\$245).

Purchasing such memorabilia, not only take care of the gift list for you, but also help to underwrite General Alumni Society events such as Homecoming and Alumni Weekend.

To order any of these items or obtain more information, please call the Department of Alumni Relations at Ext. 8-6811 or 7811 between 10 a.m.-4 p.m. —L.C.S.



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page

The Shops at Penn

If you lunch the Food Court, you already stroll past some of the stores dubbed the *Shops at Penn*. While you will find ties and shirts and other "typical" presents, you might also end up with something that won't be stuffed into the back of the closet, never to be seen.

Smiles Clothes (a store found only at Penn), is the place if you've run out of ideas. Along with richly-colored cotton apparel they have knick-knacks, boxes, and accessories; silver jewelry, crystal pendants and really interesting-looking bracelets; fabric-covered boxes, or imaginatively-decorated frames and jars. For the woman who has everything, try an elegant frosted glass perfume bottle (\$13.75) or maybe pressed flowers encased in glass (\$11-14). For stocking stuffers, you'll find fabric-covered pencil and notebook sets (\$5), kaleidoscopes (\$6), potpourri tree ornaments (\$11) and many other things.

Another place to shop is *the Lodge*, if only for marked-down coats and sweaters. But what's new and exciting is the line of odds and ends: wooden games, toys and ornaments, knit Christmas stockings, holiday stationery, and old-fashioned men's shaving kits. For children and adults of all ages, a "Chocolate Moose" (\$19).

Attivo is going all out on holiday specials: buy two items, get a third free, get free dress pants when you buy a blazer; up to \$100 off leather jackets and coats (plus free leather gloves with that purchase). Also on sale are sweaters (2 for \$50) and dress shirts (\$19.99).

For the cookie connoisseur *Koffmeyer's Cookies*, new to the Shops at Penn, offers its infamous Head House Squares by the bag, and one-pound tins of chocolate-chip cookies (\$7.75).

Most outlets in this center are chains also found in the malls, with the same prices, but why spend the weekend looking for parking if there's a branch in walking distance of your desk? Among the outlets *Foot Locker*, *Sam Goody*, *Benetton*, *The Gap*, *Quantum Books*, and the *Camera Shop*. And many of these stores are open after 6 p.m. so if you run out of time on your lunch break, you can shop on the way home. —S.B.

On Sansom

Some neighbors around the corner from The Shops also make good browsing: In an old row-house on Sansom *The Black Cat* welcomes its customers into a Victorian parlorful of hand-blown vases, canes and umbrellas with

unusual handles, and wooden frames. There is a room devoted to children's gifts (decorated toothbrushes, stuffed animals and other toys), another to bathroom accessories (natural soaps and lotions), a third to kitchen "toys" and so on.

Also on Sansom Street, *Avril 50*, a few doors down, specializes in some of the finer things of life: chocolate (Ferreno Rocher, Baci, Lindt), gourmet coffees and teas, and assorted preserves. They also carry fine holiday card sets and calendars that are perhaps more sophisticated than most. —E.B.

Bazaar Shop of International House

Nearing the entrance of this well-stocked shop, the would-be shopper encounters a colorful collection of scarves. There are chiffon ones from India (\$9 and \$12), 100% wool ones from Ecuador (\$10) as well as viscose, rayon or silk in a wide choice of colors (\$12).

Not only is the assortment of items from many diverse cultures—from Russian dolls, plates and boxes to South American tree ornaments—but the prices range from the inexpensive Chinese change purses (\$1) and the Colombian straw ornaments \$1.50 to African masks and carvings (\$70-\$110). There are numerous items in a choice of sizes and prices such as the Israeli pottery (\$15.50-\$38), hand painted Israeli glass vases (\$12-\$50) or the wind chimes which hang overhead, snowmen (\$8.75) or bells (\$12).

Buying for a music lover with a sense of humor? The Bazaar Shop has charming of music boxes from China on which are poised colorful clowns. One plays *Send in the Clowns*.

Beauty and ecology combine in recycled glass: a set of salad bowls (\$4.75 ea.) with a serving bowl (\$20) made in Spain, and even a cookie jar (\$13.50).

Jewelry, from classic necklaces to exotic North African Berber work, abounds. It needs to be seen to be appreciated.

For those who would rather shop after work than at lunch-time, the Bazaar is open until 8 p.m. Monday through Friday and 1-7 p.m. on the weekend. —M.F.M.

West of 40th

People who work at the west end of campus know that the way to lunch at Saladalley lies through the heart of Urban Outfitters. And that next door to it, Video Library has all of the season's best-sellers plus the hippest collection of Madonna videos anywhere. —J.E.R.

Intangible Gifts

Many are the gifts that keep on giving:

Office of Human Resources/Penn Plus offers advance sale tickets at discount prices for faculty and staff: AMC Theatres passes, \$3.75 ea.; Academy of Natural Sciences tickets, \$4.25 for adults, \$3.25 for children (12 and under); Afro-American Historical and Cultural Museum, \$2 for adults, \$1.75 for children; Philadelphia Zoo admission, \$4.75 for adults, \$3.75 for children; Ritz Five and Ritz at the Bourse passes, \$5 ea. Tickets are handled on a first-come basis and a maximum of 8 tickets total for purchase at any one time. The office is located at 1214 Blockley Hall, but it is suggested that you call Ext. 8-7517 in advance to verify that tickets are available.

Really year-long giving can be done via memberships:

- *The Annenberg Center* annual membership is \$35 for the 35-and-under; \$50 for others. Members can dine at the Faculty Club on performance night and are invited to special events. Information: Ext. 8-4759.

- *Friends of the Library of the University of Pennsylvania* enjoy a lecture series, invitations to cultural tours, exhibition openings, social events, and a subscription to the newsletter *Bibliotheca*. Memberships range from \$10 for a student membership up to \$1,000 for a Benjamin Franklin Society membership. Information: Ext. 8-4759

- *Morris Arboretum* membership includes admission benefits at national public gardens, guest passes, a quarterly newsletter, discounts on classes, the Spring plant sale, and invitations to lectures and events. Prices range from \$40 for regular membership to \$1000 for enhanced benefits of Laurel membership. A student membership (card only) is \$20. The Arboretum also offers Garden Passports for \$3 a copy. These travel-sized guidebooks are filled with photos, maps and information on fourteen of the region's most important gardens and coupons for admissions, programs, and merchandise at various gardens and houses.

- *Institute of Contemporary Art* members get 12 months' free admission plus exclusive members' previews, family workshops, performances, discounts on gifts and catalogues, and artist lectures. Prices are \$20 for students, \$30 for an individual and \$50 for a family. Information: Ext. 8-7108.

- *University Museum* membership benefits include:

admission, subscription to Expedition magazine, invitations to international and national tours as well as previews and receptions with curators and faculty, and discounts on parking and the Museum shop. Prices range from a student membership for \$25 to the Loren Eiseley Associates Membership for \$1000. Information: 8-4026.

Consider giving the gift of health:

- *Hutchinson Gymnasium* offers Fitness Center memberships for faculty and staff, \$155 and for students, \$105. Who would not enjoy the use of nautilus and aerobic machines. Starting January 2 and ending August 14. The Gym also offers Recreation Privileges for your spouse or dependent for only \$50. Enjoy the gift of health together. Information: Ext. 8-6101.

- *At The Levy Tennis Pavilion*, one can buy lessons for the tennis lover on your gift list. Lesson for students are \$30 per hour and for staff \$35 per hour. Court time is the low price of \$10 per hour for students and \$15 per hour for staff.

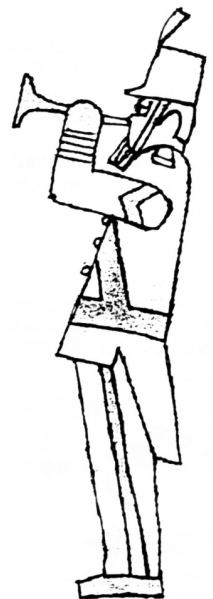
- For a special treat, give admission to the *Class of 1923 Ice Rink*. A booklet of 10 passes is \$40. Information: Ext. 8-1923.

A novel gift for the starving students in the family is a long-term meal-ticket:

- *The Hillel Foundation* offers weekday meals for \$10. In addition, one can purchase a Jewish Activity Card for \$18. Information: Ext. 8-7391.

- *Dining Services* offers booklets of 10 or 25 meal tickets for graduate students and staff. Prices range from \$68 to \$240 depending on the number of tickets and the type of meal—breakfast, lunch or dinner. Information: Ext. 8-7585. —G.B.

Happy Holidays



Council December 11: More Proposals Affecting Committees

At the University Council's December 11 meeting, action is scheduled on an item tabled at the November 13 meeting, the proposed amendment to bylaws that would increase the number of faculty members on the Bookstore Committee (at right).

(Two other proposed bylaws changes discussed at the November meeting were passed there—one increased faculty membership on the Safety and Security Committee, from five to eight; and the other specifies in the charge to the Committee on Communications that its cognizance over University communications and public relations activities is “in their various

formats and media, including electronic [e.g., PennNet], audio [the telephone system], video and printed copy.”)

For discussion, the December meeting will take up a proposed bylaws amendment that would add the deputy provost to the Personnel Benefits Committee, and a resolution that would eliminate the Committee on Undergraduate Admissions and Financial Aid (both at right). The resolution on Drexel's centennial (below) is also on the agenda.

The final agenda item is discussion of the Comprehensive Harassment Policy published for comment in *Almanac* October 8.

University Council Resolution on Drexel University's 100th Birthday

Whereas Drexel University will be celebrating its 100th birthday on December 17, 1991, and

Whereas Drexel University has a long and distinguished history of fine academic achievement, stellar research and a long standing commitment to local civic affairs, and

Whereas Anthony J. Drexel, founder of Drexel University, in establishing the school in 1891, opened new frontiers in higher education by deciding that higher education was not just for the privileged few, instead opening higher education to all members of society, and

Whereas since its inception, Drexel has not restricted education to a “classical” curriculum, instead opening education in “technical” fields for both sexes, incorporating the then-new concept of cooperative education into its curriculum in 1919, and

Whereas Drexel University has remained committed to being on the forefront of educational change, becoming the first university in the nation to require personal access to a microcomputer of all entering students as recently as 1983, and

Whereas Drexel University has been a loyal citizen of the City of Philadelphia, dedicated to higher learning, and is currently the second largest private university in Philadelphia, and

Whereas Drexel has been a fine and outstanding neighbor to the University of Pennsylvania for its entire 100 year existence.

Let it be Resolved That

The University Council of the University of Pennsylvania, comprised of representatives from the undergraduate student body, the faculty, the staff, the administration and the executive officers of the University of Pennsylvania, extend their warmest congratulations to our neighbor Drexel University on the occasion of its 100th birthday and wish it many upcoming centuries of continued academic excellence and community achievement.

Proposed Revisions to Bylaws

(Deletions in brackets, insertions underlined.)

VI.1.a., p. 13, Bookstore Committee. The Bookstore Committee considers the purposes of a university bookstore and advises the Council and the Director of the University Bookstore on policies, development, and operations. The Committee shall consist of [six] eight faculty members, three administrators, two undergraduates, and two graduate/professional students. The director of the University Bookstore is a non-voting ex officio member.

VI.1.h., p. 15, Personnel Benefits Committee. The Personnel Benefits Committee shall have cognizance over the benefits programs for all University personnel. The Committee shall consist of eight faculty members (of whom one shall be a designated representative of the Administrative Assembly), two A-3 staff representatives, and one graduate/professional student. The deputy provost, comptroller, vice president for human resources, director of human resources and benefits manager shall serve as non-voting ex officio members.

Resolution on the Committee on Undergraduate Admissions and Financial Aid

Whereas the Provost, pursuant to a recommendation from the Senate Executive Committee, has created a Provost's Committee on Undergraduate Admissions, with a member from each undergraduate faculty, and,

Whereas each of the undergraduate schools has a faculty committee charged with recommending to and monitoring for their respective faculties undergraduate admissions policies, and,

Whereas the Senate Committee on Students and Educational Policy is charged to review and monitor the admissions and financial aid policies of the University, generally, and,

Whereas “The admissions process is integral to the educational mission of the University [and] [p]rimary responsibility for that process is vested in the several faculties of instruction, the bodies best suited to decide matters of educational concern” (*Handbook for Faculty and Academic Administrators*, p. 64),

Be it Therefore Resolved that:

The University Council Committee on Undergraduate Admissions and Financial Aid is abolished effective July 1, 1992. The Council bylaws shall be amended to delete the committee.

Summary Report of the Consultative Committee on the Search for a Dean of the School of Nursing

The Consultative Committee for the Dean of the School of Nursing was convened on June 28, 1990, and concluded its work with the announcement on October 10 of the appointment of Dr. Norma M. Lang as the Margaret Bond Simon Dean of the School of Nursing.

Members of the committee were: Dr. Linda Aiken, Professor of Nursing; Dr. Dorothy Brooten, Professor of Nursing; Ms. Diane Bocchinfuso, undergraduate student; Dr. Lillian Brunner, alumna and overseer; Ms. Barbara Brush, graduate student; Dr. William Kelley, Dean, School of Medicine; Dr. Joan Lynaugh, Professor of Nursing; Dr. Mark Pauly, Professor, Health Care Systems; Dr. Margaret Sovie, Associate Dean for Nursing Practice; and Dr. Rosalyn Watts, Associate Professor of Nursing.

The Committee advertised the position in *The Affirmative Action Register*, *The American Nurse*, *The Chicago Tribune*, *The Chronicle of Higher Education*, *The Denver Post*, *The New York Times*, *Nursing and Health Care*, *The San Francisco Chronicle*, and *The Washington Post*. In addition, the Committee placed an announcement and request for names in the *Almanac* and sent letters to all School of Nursing students

and faculty members, the directors of academic health centers, members of the American Academy of Nursing and the American Association of Colleges of Nursing, and members of the relevant sections of the Institute of Medicine.

The Committee invited Dr. Claire M. Fagin, current dean, and Ms. Margaret Mainwaring, Chair of the School's board of overseers, and two outside consultants to offer their views on the criteria for the deanship and to suggest candidates for the position. The Committee also interviewed by telephone five other individuals, discussing both the criteria and potential candidates.

After Committee review of names of potential candidates, 28 individuals were invited to submit their CV's for consideration. A total of 15 CV's were received and reviewed. The Committee interviewed 7 individuals and, following these interviews, recommendations were made to the president and provost that resulted in the appointment of Dr. Norma M. Lang as the fourth dean of the School of Nursing.

—Barbara J. Lowery, Chair

The Season for Crime Prevention on Campus

In conjunction with the information on increases in crimes against persons detailed on page 1 of this issue, the Division of Public Safety issued safety tips for members of the University to follow on campus and off. The following are compiled from three bulletins:

- Use on-campus MAC machines.
- Don't take your safety for granted!
- If accosted, don't panic! Get a good description of the suspect if possible (name, age, height, weight, clothing, distinguishing characteristics).
- Report all crimes—actual, attempted or suspected—to police immediately. Cooperate fully. Press charges if attacker is caught.
- If someone is following you on foot, cross the street, change directions or vary your pace.
- Know that a crime can occur at any time.
- Use the PennBus or Escort Service if you must travel after dark. It's worth the wait.
- Always secure your residence. Do not leave doors and windows unlocked or open. The criminal looks for opportunities to invade your personal space.
- Be aware of your surroundings and the people around you! Trust your intuition! Remember—eye contact is a powerful way to say, "I see you. I am in control."
- Be familiar with University resources and services that can be counted upon to assist you in situations that cause you to feel unsafe.

Ed. Notes: MACs in campus buildings include those at Steinberg-Dietrich Hall (24 hours), McClelland Hall (til 2 a.m.), High Rise East (24 hours), 3401 Food Court, Bookstore, Houston Hall (til 11 p.m.), Grad Tower A, HUP, CHOP, and the Penn Tower.

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 **December 2, 1991 and December 8, 1991.**

Totals: Crimes Against Persons-1, Thefts-25, Burglaries-3
Thefts of Auto-0, Attempted Thefts of Auto-1

Date	Time	Location	Incident
12/08/91	7:11 PM	Campus Building	Student reported being raped
33rd to 34th; Spruce to Walnut			
12/02/91	5:15 PM	Chemistry Building	Bike and lock taken
12/06/91	12:03 PM	Moore Lab	Unattended wallet and contents taken
12/06/91	9:31 PM	Chemistry Building	Bookbag taken and recovered
12/07/91	6:07 PM	Smith Walk	Secured bike taken
12/07/91	9:32 PM	Smith Walk	Secured bike taken
37th to 38th; Spruce to Locust			
12/05/91	5:25 PM	Vance Hall	Art portfolio taken
12/06/91	9:19 AM	Vance Hall	Items taken from housekeeping closet
12/06/91	8:18 PM	McNeil Building	Secured bike taken from rack
34th to 38th; Civic Center to Hamilton			
12/02/91	3:51 PM	Clinical Rsch. Bldg.	Phone and scale taken
12/02/91	9:00 PM	University Hospital	Attempted bike theft
12/07/91	1:03 PM	Clinical Rsch. Bldg.	2 balances taken from room
38th to 39th; Spruce to Locust			
12/04/91	12:37 AM	Harnwell House	Secured bike taken from rack
12/05/91	10:33 AM	Harnwell House	Unattended wallet taken from room
39th to 40th; Locust to Walnut			
12/03/91	4:55 PM	High Rise North	Stolen credit card used for purchases
12/06/91	12:18 PM	High Rise North	Laundry taken from washer

Safety Tip: Never leave your door unlocked even for only a few minutes. Also, never prop doors open that are intended to be locked. If suspicious persons are observed around the dormitory or other areas call University Police immediately at 511 or 898-7333.

18th District Crimes Against Persons

Schuylkill River to 49th Street, Market Street to Woodland Ave.
12:01 AM November 25, 1991 to 11:59 PM December 1, 1991.

Totals: Incidents-7, Arrests-1

Date	Time	Location	Offense/Weapon	Arrest
11/26/91	9:45 PM	4700 Warrington	Robbery/gun	No
11/27/91	12:33 AM	4052 Spruce	Robbery/gun	No
11/27/91	2:00 PM	4413 Pine	Robbery/gun	No
11/27/91	9:17 PM	3300 South	Robbery/gun	No
11/28/91	2:30 AM	3604 Chestnut	Robbery/gun	Yes
11/30/91	9:00 PM	4715 Walnut	Robbery/gun	No
12/01/91	2:15 AM	4700 Baltimore	Aggravated Assault/fists	No

Update

DECEMBER AT PENN

CONFERENCES

11 Structural Biology Symposium; day long conference to advise about research opportunities in Structural Biology; 9:30 a.m.-3:30 p.m., Wistar Auditorium. For more information, 573-3044 (Wistar Institute, Chemistry Dept.).

TALKS

12 *Transfer of Yeast Artificial Chromosomes from Yeast to Mammalian Cells*; Andreas Gnirke, genetics, Washington University; 4 p.m., Wistar Auditorium (Wistar Institute).

Two Novel Channels in Malaria-Infected Human Red Cells, with Proposals for their Pathophysiologic Significance; Sanjay Desai, Washington University; 4 p.m., Physiology Library, Richards Bldg. (Physiology).

Almanac Publication Schedule

The December 17 issue, which will contain January at Penn, is the last issue of the semester. Publication of *Almanac* resumes with the January 14 issue.

The deadline for the Update in the January 14 issue is *Tuesday, January 7, 1992.*

Exposure to Pathogens

A seminar on Occupational Exposure to Bloodborne Pathogens, mandated by OSHA and CDC recommendations, will be presented December 17 from 10:15-11:45 a.m. in Lecture Room B, John Morgan Building. This seminar is designed to help protect personnel from occupational exposure to bloodborne pathogens such as the Hepatitis B Virus and the Human Immunodeficiency Virus. Information pertaining to the safe handling of infectious agents will be presented as well as information regarding free vaccination for all eligible personnel (faculty, research technicians, research specialists, research assistants, support staff). To register, call Barbara at 898-4453.

Almanac

3601 Locust Walk Philadelphia, PA 19104-6224
(215) 898-5274 or 5275 FAX 898-9137
E-Mail ALMANAC@A1.QUAKER

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