

The BULLETIN

WPC

VOL. 9, NO. 3

WILLIAM PATERSON COLLEGE

NOVEMBER 21, 1994

Faculty Hiring Plan Announced by McNamara

A three-part Departmental Hiring Plan, designed "to guide a comprehensive and aggressive approach for action on the Board of Trustees' mandate on diversity" in the hiring of faculty for September, 1995, has been announced by Susan McNamara, interim vice president for academic affairs and interim provost.

McNamara stated the school deans are discussing faculty line allocation for next year with department chairs. "The allocation will be contingent upon approval of the departmental plan by the school dean and the provost," she explained.

At their April, 1994 meeting, the trustees asked that the number of full-time tenure track African-American faculty be doubled and the number of Latino faculty tripled in the next five years.

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Voice Mail Comes to WPC



Pam Fueshko with voice mailbox

Are your days spent playing "telephone tag," trying to track colleagues down between meetings or classes, often with no success?

Then help is at hand. The college has just taken another step in addressing the communication needs of the campus

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Will Cofank

Students call out greetings to Governor Christie Whitman as she walks through the campus on her way to address the first meeting of the state college trustees since she abolished the Department of Higher Education and gave each college a greater opportunity to determine its own future. Pictured with her are WPC President Arnold Speert and Lorraine Doumato, president of the Student Government Association.

"Success Depends on You," Whitman Tells State College Trustees

"Success or failure rests to a large degree on you now," Governor Christie Whitman told the trustees and presidents of the nine state colleges in a short speech titled "A Renewed State Vision for Higher Education."

Speaking in the Student Center ballroom on October 20, the governor said she wanted to give the colleges more independence, more ability to run their future. "The old way was stifling," she said referring to the role of the Department of Higher Education which she dismantled.

"I expect there will be better coordination among your institutions now....that we will unleash a great amount of new energy. I may have

been the architect," she exclaimed, explaining her decision to establish a President's Council and a Commission on Higher Education, "but you are the builders."

Clarice Jackson

The trustees and the governor were welcomed by Clarice Jackson, chair of WPC's Board of Trustees. Expressing "the excitement we feel in hosting this first, and what we hope will be

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FOCUS ON

Kalli Protosaltis: Putting Students First

It's only 10:30 am, and Kalli Protosaltis has just taken her 34th phone call of the day. This time it's a student trying to reach the *Beacon* sports writer. "He's hard to contact directly because he doesn't have regular office hours," she says, but offers to leave a message with the news editor, who will in turn track down the sports writer. She puts down the phone and looks up from her desk in the Student Government Association office to find two students waiting for attention. One wants a document notarized — Protosaltis takes out her seal, checks the student's ID, witnesses his signature and stamps the form. The other student needs to use the SGA copier — Protosaltis punches in a code for her, then goes back to work typing up the agenda for the SGA finance committee meeting, only to be interrupted again by the jangling of the phone. Not surprisingly, it's a student again, wanting to know how to go about joining the Caribbean Students Association. Protosaltis pulls out a binder and locates the CARIBSA president's phone number.

For Protosaltis, secretary for the SGA, it's a typical day and she accepts the constant interruptions with her usual calm and gracious demeanor. She sees her position as "a good fit. I like a job where I can be helping people, especially students. I try to motivate them to do their very best."

An Odyssey Begins

Protosaltis knows something of the pressure students feel to fit in and to succeed at college. Many are pioneers, the first in the family to step foot in this uncharted territory of

higher education. Protosaltis herself is a pioneer, not by choice but by necessity. Her life has been an odyssey of sorts, from the flat open plateau of Rhodesia, the landlocked country in southern Africa now called Zimbabwe, to the mountainous Greek island of Rhodes in the Aegean Sea,



and finally to the Garden State and life as an American.

Protosaltis' father, Michael Pelidis, and his two brothers set the story in motion when in 1910, as teenagers, they left behind the poverty of their native Greek island of Karpathos to join an uncle in Rhodesia, a British colony named after Cecil Rhodes, the English empire builder. Their uncle had a general store serving the local population in Selukwe and later in Gweru. Many of his customers were miners in the thriving chromium and gold mining operations. "My uncle, my father and his brothers worked from early morning to late evening to make the business succeed," says Protosaltis. "They expanded and the business prospered."

Life in Rhodesia

Pelidis remained a bachelor until age 48, then in 1940 married Zaharoula Kontou, a 26-year-old teacher born in Karpathos whom the Greek community had invited to Gweru to teach their children Greek

language and culture. Their four children, Kalliroy, or "Kalli" as she prefers to be called, her brother and two sisters, grew up in "a nice house on one acre" in Midlands Province, with grapevines, lemon trees and tropical fruits running riot in the garden. House and garden were

ringed with hibiscus hedges to keep down the ever-present dust. "The climate was dry like that of Arizona, with 10 months of summer and a chill in the air in June and July," she says. Kalli and her sisters baked cakes, sausage rolls and other delicacies on Saturdays to serve their father and his friends, who played backgammon every Sunday under a giant tree in the garden.

In 1926 Rhodesia had been given its "independence" from Great Britain, "but," says Protosaltis, "that didn't mean the British weren't still in control." Voting was restricted, and all the high-echelon civil service jobs were reserved for British citizens who stayed for short terms, then returned to England. "They didn't know much about the country or care about its people, unlike we 'foreigners' who had settled there to make a better life and become citizens of that country. People like my father went there believing it could really be their home," she says. "But they were building castles on sand."

During the time Kalli was growing up, the schools were segregated into three systems run by the British — one for whites, one for blacks and one for coloreds. The Pelidis children attended the Chaplain School, which was like a university, with 140 acres, a chapel, boarding facilities and a Great Hall. Education was rigorous; athletics was also important in this

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Construction Underway at College Hall

The expansion of campus facilities continues apace. The renovation of the interior of College Hall, the college's recently acquired office building on Hamburg Turnpike, has begun, with occupancy scheduled for February, 1995.

According to Tim Fanning, associate vice president for administration and finance, College Hall "is a linchpin in moving the college toward additional dormitory space, as well as the consolidation of student service activities in a single building." A number of departments currently situated in White Hall, Raubinger Hall, Morrison Hall, Hunziker Wing and the Coach House will be moving to the new building.

Thomas Construction, which is handling the expansion of the Sarah Byrd Askew Library, has been awarded the construction contract through the competitive bidding process. Additionally, work is currently proceeding on College Road from Hamburg Turnpike to Lot 5, where the college is running fiber

optic cable from the communication hub on campus to the building.

The three-story building will house approximately 130 employees from 12 campus departments: Administration and Finance; Affirmative Action; Bursar; Business Services; College Relations; Continuing Education; Data Processing; Human Resources; Payroll; Planning, Research and Evaluation; Registrar; and Telecommunications and Administrative Services. The building will also house the college's mainframe computer, and will contain a conference room for use by the Board of Trustees and a computer training room.



College Hall

Michael Chaski

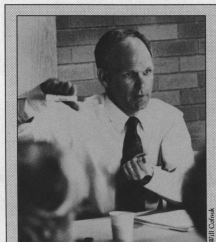
College Hall also has been selected to serve as a prototype for systems networking on campus. "The building will be completely outfitted with network cable," says Frank Tedesco, associate director of campus network and hardware services. "Every computer will be directly wired to the mainframe, and will be able to access software applications from a super-server."

An Oktoberfest Celebration

An array of German-style foods and the music of an "oompah" band made WPC's October 22 All-Campus Fall Social a festive celebration with an Oktoberfest theme. Clockwise from top left, Arnold and Myrna Speert try line dancing while Martin and Marion Turkish and Lois Wolf and George Alexis stick with more traditional steps; professor emeritus Nicholas D'Ambrosio and his wife Dolores chat with old colleagues.



Photos by Michael Chaski



Will Collins

Robert Shirley, president of the University of Southern Colorado, a consultant on the process of comprehensive analysis to evaluate the college's programs, meets with the faculty rating panel. Beginning in late January, the panel will study the detailed reports of their programs submitted by the faculty and rate them high, medium or low on the basis of need, quality and productivity. They are expected to complete their work by mid-March and submit their findings to the Deans' Council. The final recommendation will be made by the provost and deans by the end of March and the results will be turned over to the president and trustees for final action in May.

Teleconference Sparks Discussion of Diversity at WPC

On April 23, 1994, the Board of Trustees asked President Arnold Speert to double the number of full-time tenure track African-American and triple the number of Latino faculty hired in the next five years. The directive, voiced by Clarice Jackson, Board chair, followed up on the recommendations for action by William Harvey, a consultant on diversity who had presented his report to the trustees at the February, 1994 meeting.

In September, President Arnold Speert announced there would be a teleconference on October 12 in Hobart Hall and sent this message to those administrators, staff and faculty invited to attend:

"Within the next two months, decisions will be made about faculty hiring for 1995-1996. In addition, administrative and staff positions will be advertised.

Looking forward to these opportunities, we must develop specific and aggressive plans for meeting the mandate from our Board of Trustees on diversity hiring. The teleconference offers us an initial forum in which to begin this process."

Teleconference Panelists

Among those taking part in the teleconference, sponsored by Black

Issues in Higher Education, were Dolores Cross, president of Chicago State University, and Paul Barrows, associate vice chancellor for academic affairs at the University of Wisconsin-Madison. They made the following points:

Cross: "To find minority administrators call black administrators in other places. They will have a list...to find black faculty you need to establish pipe lines and establish collaborative relations with other institutions which have doctoral programs...if you truly mean this you must put resources behind it...the president must take a forceful role."

Barrows: "Hire on the potential of success...If minority faculty don't feel there is an institutional commitment they won't stay. They need a caring, responsive environment."

WPC Discussion Groups

Following the telecast, the audience broke into assigned discussion groups and was asked by Henry Gardner, assistant vice president for minority education, to talk about what the ideas discussed in the teleconference meant to WPC.

The WPC Bulletin

covered one of the groups which included Belinda Feris, human resources; C.K. Leung, economics and finance; Andrew Noetzel, computer science and quantitative analysis; Richard Pardi, environmental science

and geography; John Peterman, philosophy; Steve Shalom, political science; and Philip Thiuri, environmental science and geography. Excerpts from their comments follow:
Feris: "In order to retain someone, I have to have a better understanding of why people leave."

Shalom: "We don't do exit interviews. They are only for students."
Noetzel: "I'd like to know why black faculty leave. When I came here I was told that faculty who come from so-called good universities don't stay."
Leung: "It is very difficult to get black candidates."

Peterman: "Last year we had 100 candidates. There was one minority candidate and that person was outside the field."

Feris: "The issues confronting us are no different from those confronting industry."

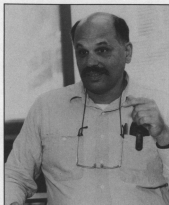
Peterman: "The business culture as a whole has many more rewards than teaching philosophy."

Feris: "Exactly. It will not happen overnight."

Pardi: "It's a good idea to nurture our own graduate students, but someone



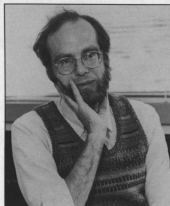
Steve Shalom



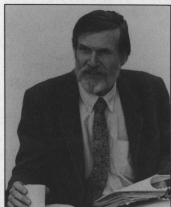
Richard Pardi



Henry Gardner



John Peterman



Andrew Noetzel

has to come up with the bucks.”
Noetzel: “The rule is we only hire Ph.Ds. We have to have some sort of instructor level to bring in minorities and then support them.”
Feris: “Maybe we should look at different strategies. Maybe we should have a new instructor level.”
Noetzel: “Maybe you don’t start on a tenure track right away.”
Shalom: “Growing your own is harder when you are basically an undergraduate institution.”
Pardi: “We have to establish a relationship with Rutgers or someone else. It’s a very hard thing to do.”
Peterman: “The issue must be made clear. Unless the campus has a clear statement on why diversity is important we don’t progress...There was no rationalization in the Board’s statement.”
Noetzel: “Should we have lines for minorities and not for a specialty?”
Shalom: “You can argue that it is more important to hire a minority candidate than, for example, someone to teach history, Shakespeare, American history.”
Pardi: “In the last search we had a terrific Hispanic but the person was so far off from



Belinda Feris

what we were looking for I don’t think the administration would have supported me if I recommended the person.”

Shalom: “It’s standard scuttlebutt in academia that if you want to hire a white male you define the position and give it to him.”

Pardi: “Do you think that happens here?”
Shalom: “I think it happens everywhere.”

Pardi: “I don’t think it happens here.”
Shalom: “Maybe we should arrange jobs where we are more likely to have a minority pool. It’s not clear that France and Germany each deserve one specialist and all of Latin America deserves only one specialist.”

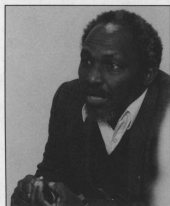
Feris: “Do departments feel an impetus to make a change? You know some people will never accept it. They will have 50,000 excuses not to do it. So you have to come to a time when you are not concerned with that — you just do it.”

Noetzel: “The ultimate thing is we lack the will.”

Peterman: “There are a whole bunch of issues and most people don’t seem to tie them together.”
Pardi: “No one ever said if you really have a highly qualified person not in your specialty — please bring it to our attention and we’ll support it.”

What Do We Do Now?

Following the panel discussions and a case study orchestrated by George McCloud,

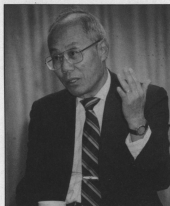


Philip Thiuri

dean of the School of Arts and Communication, Gardner asked: “What do we do now?”

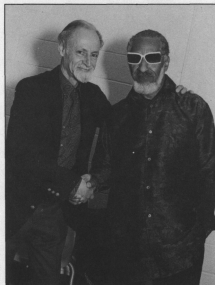
Nancy Seminoff, dean of the School of Education: “We should continue to meet and look at what we might do over several meetings. Only after people have talked over a long period of time are there clear understandings.”
Nina Jemmott, interim assistant vice president for grants and research: “We are all coming from different places.

Some of us want to hurry and go because we understand what the issues are. Some of us are just at the door. So we need a common base.”



C.K. Leung

Gardner: “Colorado State did what we are talking about. They started with self assessment, then asked what we can do within our department. Then they came together and made a collective plan. We are all in agreement that we do need a next step.”
Arnold Speert, president: “We ought to see it in terms of changing the culture.”
Susan McNamara, interim vice president for academic affairs and interim provost: “We must move from the paradigm of integration to the paradigm of pluralism.”



Craig Phillips

MARTIN KRIVIN HONORED WITH CONCERT BY JAZZ GREAT: Marty Krivin (left), a WPC professor emeritus of music, was honored during the opening concert of the fall Jazz Room Series, which featured saxophonist Sonny Rollins (right), one of the jazz world's legendary performers. Krivin, who founded the critically acclaimed series in 1978, stepped down as producer last March after 17 seasons. Today, the series is one of the largest and most prestigious college-sponsored jazz events in the country.

College to Offer Master's Degree in Nursing

The Board of Trustees has approved a resolution to establish a master of science degree in nursing at WPC, effective January 1, 1995.

Susan McNamara, interim vice president for academic affairs and interim provost, pointed out that the master's program was first conceived more than 10 years ago. "The program reflects a faculty who are far-sighted, persistent and committed to addressing the nursing education needs of the future as well as of the present. The nursing faculty is to be congratulated on this achievement," says McNamara.

The master's in nursing will be a perfect fit for today's changing systems of health care, says Sandra DeYoung, chair of WPC's nursing department. It will emphasize home health nursing, home health care agency administration and the training of clinical specialists/nurse practitioners. "Surveys show a documented need for all these specialties," says DeYoung.

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Distinguished Visiting Scholars Named



Michael Chalki

Benjamin Alvarez

has been named distinguished visiting Latino scholar at WPC for the 1994-95 academic year. William Branch, a specialist in communication and dramatic theatrical literature and most recently a professor of Africana studies at Cornell University, has been appointed distinguished visiting professor of African, African-American and Caribbean Studies (AAACS) for 1994-95.

Alvarez' appointment is to the School of Education, department of educational leadership, where he is teaching courses in urban education and evaluation and testing during the fall semester. Next spring, he will teach a course on the urban family and supervise a practicum.

Widely published in the field of research and human development, Alvarez holds a Ph.D. in social sciences and education and a master's degree in psychology and education from the University of New Mexico, as well as a bachelor's degree in philosophy and social sciences from Universidad

Javeriana. Currently a resident of Wayne, he can be reached on campus at 447 Raubinger Hall, x3149. Branch, a member of the AAACS faculty, is teaching African-American drama during the fall and spring semesters; he is also teaching a section of the Racism & Sexism course this fall and will teach "Racism in the Mass Media" next spring.

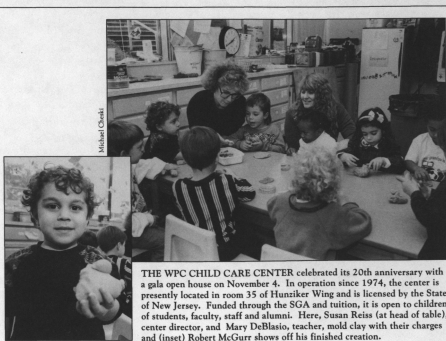
Winner of the American Book Award in 1992 for *Black Thunder: An Anthology of Contemporary African American Drama*, Branch has also received a Guggenheim Fellowship for creative writing in drama. Among his television productions is "Still a Brother: Inside the Negro Middle Class" which was nominated for an Emmy by the National Academy of

Television Arts and Sciences and received the American Film Festival Blue Ribbon Award in 1969. Branch holds an M.F.A. in dramatic arts from Columbia University, where he has done post-graduate work in film production, and a bachelor's degree in speech from Northwestern University. A resident of New Rochelle, N.Y., he can be reached on campus at Matelson Hall 221, x 2238.



Michael Chalki

William Branch



THE WPC CHILD CARE CENTER celebrated its 20th anniversary with a gala open house on November 4. In operation since 1974, the center is presently located in room 35 of Hunziker Wing and is licensed by the State of New Jersey. Funded through the SGA and tuition, it is open to children of students, faculty, staff and alumni. Here, Susan Reiss (at head of table), center director, and Mary DeBlasio, teacher, mold clay with their charges and (inset) Robert McGurr shows off his finished creation.

Whitman

(Continued from page 1)

annual, trustee conference after restructuring," Jackson declared:

"As trustees, we dare to dream about an educational system that will educate all of the students in New Jersey, that will send forth a cadre of citizens who will use their education to eliminate poverty, war, hunger, ignorance, hatred and disease; that will provide an industrial base to compete with any state or any country; that will teach and practice brotherhood so that none will be denigrated by intolerance that masquerades as science nor demagoguery that masquerades as truth."

Robert Taylor

Robert Taylor, chair of the New Jersey State College Governing Boards Association, Inc. and secretary



Clarice Jackson

of WPC's Board of Trustees, also welcomed the governor and pointed out the growing role of the state colleges:

"During the last 10 years, the state colleges have begun to take center stage, coming out of the shadows to meet a broad range of statewide needs for baccalaureate education. Ever-increasing institutional freedom, and autonomy for governing boards, has led to the emergence of individuality for each college. Together, they are earning increasing respect as their distinctive missions and identities come into clearer focus. More than 270,000 students — almost four times the number only 30 years ago — are now enrolled in public higher education, and 80,000 alone are in the state colleges."



Robert Taylor

Voice Mail

(Continued from page 1)

with the purchase of a state-of-the-art voice mail system.

AT&T's INTUITY Voice Processing System, recently installed on campus, provides each faculty member, librarian, administrator, professional staff member and department secretary with a voice mail box. The system allows users to create, send, retrieve, answer, save and forward spoken messages, all via a touch-tone telephone.

According to Pam Fueshko, director of telecommunications and administrative services, the college purchased the \$72,000 software package to replace the existing answering machines on campus and

address the continual requests for more. "INTUITY will provide the college with a much more efficient call handling system and enhance our service to the students and the general public," she says.

The system is easy to use, explains Fueshko. "You are guided through each function by voice prompts," she says. "The message waiting lamp will light on your phone to tell you there's a message." Users can send or access messages from home or other off-campus locations. A personal password is required to enter the system.

In addition to serving as a 24-hour answering service, INTUITY allows users to create detailed voice messages which can be sent to other system

Hiring Plan (Continued from page 1)

"Increasing faculty diversity at William Paterson College depends upon a collective commitment to success — the institutional will, as it were, to achieve our goal," McNamara stated. "Such a collective commitment depends upon the willingness of each of us to accept some individual responsibility for this effort, whether in relation to conducting a specific search or to making WPC a welcoming campus for all present and future members of our community."

Part One

Part one of the plan sets the context for hiring and asks departments to describe their personnel needs as related to the mission, goals and objectives of their program, the present curriculum, and the diversity goals of the department.

Part Two

Part two requires each department to list all "discipline-based sources which will be tapped" as well as all other than discipline sources which will be used in the search for potential candidates. In addition, departments are being asked to "describe all strategies for personal contacts...all strategies for network contacts including Internet use and all strategies for mailing."

Part Three

Part three deals with costs of the search and requires each department "to list projected costs for postage, purchase of lists, creation of mailing pieces such as flyers, advertising, travel, meals and accommodations, meetings and conferences."

users. It also provides automated attendant service, an option which offers callers a menu of choices to direct them to the appropriate person, as well as an information service to provide announcements such as weather closings, directions to the college or details about special events.

Fueshko stresses that the ultimate goal of the system is "to route callers to a live person" as quickly as possible. "But when people are not at their desks, INTUITY offers the opportunity for callers to leave detailed messages."

Focus On

(Continued from page 1)

rural area where the cinema was unknown and social life centered around team sports, tennis and golf, as well as occasional parties and dances.

Kalli graduated from the Chaplain School at age 19, but her hopes for higher education were not to be fulfilled. Her father had gone into business for himself and times were no longer prosperous. There were few opportunities to pursue a career, so when a job as a secretary at the Ministry of Works presented itself, Kalli applied and was hired. She worked at the ministry, which maintained government buildings and oversaw all new construction, for more than seven years.

Social mores were strict. Dating was not permitted. Young people were introduced to appropriate future spouses or met at community dances. It was at one of these dances that Kalli met John Protosaltis, a young man who had come to Zimbabwe from Karpathos. He ran a trading store in Golden Valley, 100 miles away. After a seven-year courtship, during which John labored in the Greek tradition to earn dowries for his three unmarried sisters, they finally wed in 1969 and settled down in the town of Hartley, where she helped him run a trading store and a small farm. Their daughter Zaharoula (named for her grandmother) was born in 1972; their son, Themistocles, was born three years later.

A Changing Political Climate

Meanwhile, the political climate in Rhodesia was becoming progressively more tense. Three black nationalist groups were challenging the white regime for political control. Thousands of young black men were conscripted into the Rhodesian army to fight the rebels; brothers were fighting brothers. Rebel forces began invading and pillaging white neighborhoods.

Violence struck too close to home when the rebel troops invaded a home only two houses away from the Protosaltis family. All but one member of their neighbor's family, a four-year-old boy, were murdered. With only their clothing and household goods (they were not

permitted to take any money or other assets out of the country), the Protosaltises fled to Greece in October, 1979, less than a year before the Independent Republic of Zimbabwe was established in April of 1980, and political power returned to the African majority.

It soon became evident that resettling in Greece had been a mistake. Jobs were scarce, and education for four-year-old Themistocles and seven-year-old Zaharoula was woefully inadequate. They decided to emigrate again, this time to America, and three years later were granted legal alien status in the U.S. (they are now American citizens).

Life in America

John got his first job in America the day after they arrived, as day manager at Grandma's Diner in Jersey City (he is now a sales representative for Magnolia Beef in Elizabeth). Kalli was hired as a secretary at Home Care Products in Garfield. In 1986, after the couple had saved enough money to buy a second car, she applied for a secretarial position at WPC and has been keeping the SGA office running smoothly ever since.

Protosaltis' greatest pride is her children, whom she says "felt the pressure of being immigrants and fitting in. They knew they had to work three times harder." Both have won many scholastic awards, sports honors and "participated in everything," including the many competitions sponsored by the St. George Greek Orthodox Church in Clifton and its youth organizations. Themistocles is now at Yale University on a full scholarship, while Zaharoula ("Zack") is attending Douglass College and hoping for acceptance to dental school.

When the time comes to retire, Kalli and John Protosaltis hope to live six months in the United States and the remainder of the year in Greece, where each owns some family property (and where their furniture from Rhodesia is still in storage because it won't fit in their snug Mahwah condo). Meanwhile, having started from scratch twice before, she enjoys using what no one can take away, the skills she learned from her mother, especially baking Greek specialties such as revanne, a cake

made from semolina flour and walnuts drenched with syrup. Protosaltis loves classical music and reading, especially the newspapers and "everything that comes to me in the campus mail." She feels the first duty of a secretary is to be well informed.

Alex Malino, sophomore class president, concurs. "Kalli is the SGA's most valuable computer," he says. "She knows everything. She really cares, and goes beyond her job obligations to make the students happy." Graduating senior Julianne Popp, in presenting Protosaltis with one of the first "Students First" awards in 1993, commended "her devotion to the students of William Paterson College...she is always ready and willing to lend a hand to students in need." Protosaltis, busy printing name badges for a student club reception in her beautiful calligraphic hand, shrugs off the accolades with an embarrassed grin. "My mother always used an old Greek proverb: Do a good deed and throw it in the ocean."

Masters in Nursing

(Continued from page 6)

Although the nursing department already has a waiting list of prospective applicants, several steps remain before students can actually take their places in the classroom. Though the curriculum is in place, syllabi must be prepared and submitted to the School Council, the Provost and the Faculty Senate. Faculty must be hired — one line the first year and an additional one and one-half lines the second year. September, 1995 is the earliest date that students might begin their studies, estimates DeYoung.

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