

AUTUMN LIGHT—The early-setting sun casts long shadows in Lobby 7 these days. The Stonehenge effect, when the sunlight runs the length of the corridor, is due at 4:19pm Monday, Nov. 12, weather permitting.

Photo by Donna Coveney

IN BRIEF

BENEFITS FAIRS

Benefits Open enrollment begins tomorrow (Thursday, Nov. 1) with a Benefits Fair at Lincoln Laboratory in Room A-166 from 11am-2pm. On Friday, a Benefits Fair will be held on Campus in the Lobby of Building E15 from 11am-2pm.

Representatives of the Benefits Office as well as the health, dental, and life-insurance plans will be on hand to answer questions about individual 1991 benefit choices.

NO PARKING

Because of the maintenance repairs being made in West Garage, there is no visitor parking available on campus, according to Dorothy Shannon, manager of parking and traffic.

Commercial parking is available in the lot at Massachusetts Avenue and Vassar Street; 354 Third Street; One Memorial Drive; and in the garage adjacent to Legal Seafood on Ames Street.

Campus visitor parking will resume when West Garage reopens, scheduled for December 1.

INSIDE

The Report of the MIT Committee on Sexual Harassment is included in today's paper as a pull-out supplement.

RESEARCH GRANTS

Whitaker Health Sciences Fund to Close in July

The Whitaker Health Sciences Fund, which for nearly two decades has supported interdisciplinary and innovative research by young investigators and doctoral students, will cease operations on or about July 1, 1992.

The fund was established in 1974 by the late Uncas A. Whitaker, Class of 1923, founder and former chairman of AMP Incorporated. Mr. Whitaker was one of MIT's major benefactors. He and his family provided major support for construction of both Building 56 and the Whitaker College of Health Sciences and Technology Building, each of which MIT named in their honor. Mr. Whitaker was succeeded by his late wife, Helen, and subsequently by his daughter, Ruth Holmes, as a member of the Whitaker Fund's board.

The first beneficiaries of the fund were six doctoral research projects and seven faculty projects that shared a total of \$245,000. Currently the Whitaker Health Sciences Fund receives \$3.4 million annually from the Whitaker Foundation for 20 MIT graduate fellowships, 10 MIT faculty research grants and 30 joint research grants involving MIT with the medical schools of Harvard, Boston University and Tufts. Support is provided for research in both the life sciences and biomedical engineering.

Dr. Irwin W. Sizer, president of the fund and former dean of the graduate school at MIT, said the termination date for the Whitaker Fund was chosen after the Whitaker Foundation, the

source of the fund's money, concluded that all its future programs should be national in character, but intellectually limited to the area of biomedical engineering. Dean Sizer said support for doctoral students and faculty will end July 1, 1991. Those involved in the fund's Fellowship Program would receive support for one more year beginning July 1, 1991.

The decision of the Whitaker Foundation's board "did not reflect" *(continued on page 8)*

\$8 MILLION ENDOWMENT

ChemE School Named for Koch

By Robert C. Di Iorio
News Office

The historic School of Chemical Engineering Practice has been named for David H. Koch, an alumnus who is an international leader in a field historians credit MIT with inventing.

Mr. Koch, executive vice president of the Chemical Technology Division of Koch Industries, Inc., of New York completed the campaign to establish an \$8 million endowment fund for the 74-year-old Practice School—now the David H. Koch School of Chemical Engineering Practice.

The campaign was marked by other major donations from John C. Haas, George M. Keller, Ralph Landau, Christian J. Matthew, Jerry McAfee, Charles Roddey, William C. Rousseau, Margaret Hutchinson

Rousseau, and Howard Stern, who are all alumni of the Practice School program. Mr. Koch and many of the major donors were the guests of honor at a recent dinner at MIT celebrating the completion of the endowment and the naming of the program for Mr. Koch.

Professor Robert A. Brown, head of the Department of Chemical Engineering, marked the occasion by noting, "The completion of the endowment campaign, made possible entirely through generous alumni support and the very substantial gifts from Mr. Koch and others, once again confirms the very high value of the unique educational experience offered by the Practice School. More than ever, the department is committed to maintaining the quality of the program that has led to this occasion."

Mr. Koch, 49, received both the

SB (1962) and the SM (1963) in chemical engineering from MIT. He joined Koch Engineering following his graduation. The company was founded in 1925 by his father, Fred C. Koch, a member of the Class of 1922, who died in 1967. The company has diversified to include activities in crude oil, pipelines, refining, tanker leasing, cattle, and chemical technology.

Mr. Koch is a member of the MIT Corporation and serves on MIT Visiting Committees for the Department of Economics and the Department of Chemical Engineering. From 1977 to 1981 he was a member of the Visiting Committee for Athletics. He is vice chairman of the New York City committee involved with MIT's major fund drive, the *Campaign for the future*. He also was a member of the *(continued on page 6)*

NSF PROGRAM

MIT to Share \$15M ECSEL Grant

A group of seven engineering schools, including MIT, has received a five-year, \$15-million grant from the National Science Foundation to revitalize engineering education and to attract more women and minority-group members to engineering.

The coalition, called ECSEL (Engineering Coalition of Schools for Excellence in Education and Leadership) says it will focus on the concept of design broadly conceived—that is, of the central engineering activity in all of its diversity, from technical to social dimensions.

Howard University is the lead institution and its dean of engineering, M. Lucius Walker Jr., is the principal investigator of the coalition, which includes, in addition to MIT, City College of New York, Morgan State University, Pennsylvania State University, the University of Maryland and the University of Washington.

The principal investigator at MIT and the coalition's director of program development is Louis L. Bucciarelli, associate professor of engineering and technology studies in the School of Engineering. Professor David N. Wormley, head of the Department of Mechanical Engineering, is MIT co-principal investigator.

Associate Professor Carl A. Peterson of mechanical engineering is the coalition's task leader for the integration of design into the curriculum.

The coalition will emphasize three program areas: 1) development and implementation of design experience across the curriculum; 2) creation of teaching and learning innovations in the form of course modules and the use of new delivery systems, and 3) recruitment and retention of women and minority students and outreach to industry.

Others at MIT who played a critical role in formulating the successful proposal include J.J. Pitts, director of the Office of Minority Education; Professors Herbert H. Einstein and Robert V. Whitman, civil engineering; Professors Woodie C. Flowers, Mark J. Jakiela, Frank A. McClintock, Igor Paul, and David Gordon Wilson, Principal Research Scientist Michael J. Rosen and Senior Lecturer Caroline Whitbeck, mechanical engineering; Professor Campbell L. Searle, EECS; Professor Elias P. Gyftopoulos, nuclear engineering; Professors Earl M. Murman and Leon Trilling, aeronautics and astronautics; Naomi Schmidt and Anne LaVin, Project Athena, and students from the MIT chapter of the National Society of Black Engineers.

OPEN ENROLLMENT

Health Plan Rates Continue to Rise

The 1991 Benefits Open Enrollment packages have been delivered to all benefits-eligible members of the community. In conjunction with this distribution, the Benefits Office has announced the 1991 Health Plan rates.

As expected, MIT is continuing to experience increases in both HMO and indemnity plan rates, according to Deborah Kelley, manager of benefits. These increases are shared by both MIT and the individual (or family) subscribers. The increases passed on to the employees range from a low of 2.4 percent in one of the HMOs to a high of 150 percent for the Blue Cross/Blue Shield (BC/BS)

Option 2 coverage. While the rate increases for the HMOs are lower than the 1990 increases, the cost of the BC/BS indemnity plans has risen dramatically resulting in significant increases to their subscribers.

Ms. Kelley stated that in the past year MIT experienced a steep growth in the medical expenses of subscribers in MIT's BC/BS indemnity programs.

As was fully expected, Ms. Kelley said, the expenses for the BC/BS Major Medical Program Option 1 have skyrocketed to the point that it makes no financial sense for any one person to continue to pay the premium for coverage in this program. This year

there are fewer than 200 subscribers left in this program, she noted.

MIT also experienced a very steep rise in the actual expenses incurred by members in BC/BS Option 2. The full extent of the increase was not anticipated, Ms. Kelley said.

This option was introduced in the MIT community in 1988. Its basic features are a relatively low premium and a combination of annual deductible and co-payments (with an upper limit for individuals and families). The actual expenses incurred this year for Option 2 result in premiums for 1991 that would be a multiple of several times the premiums paid by *(continued on page 8)*

Student Notices

*-Open to public
**-Open to MIT community only
***-Open to members only

ANNOUNCEMENTS

Career Services and Preprofessional Advising Recruitment Presentations—Oct 31:** Grid Systems, 6:30-8:30pm, Rm 4-145. Braxton Associates, 7-9pm, Rm 4-153. B. P. America, 7-9pm, Rm 4-159. Nov 1: Amdahl Corp., 6-8pm, Rm 4-159. Putnam Hayes & Bartlett, 7-9pm, Rm 4-149. Nov 5: Analog Devices, 7-9pm, Rm 4-149. Nov 6: Acuson, 7-9pm, Rm 4-153. Nov 7: Booz, Allen & Hamilton Technology Center, 6:30-7:30pm, Rm 4-149. Anderson Consulting, 7-9pm, Rm 4-153. CNR, 7-9pm, Rm 4-145. Nov 8: Peace Corps, Information Table, 10am-4pm, Student Ctr Lobby; Film Seminar and Discussion, 4:30pm, Rm 4-145. Applied Materials, 7-9pm, Rm 8-105. Monitor Company, 7-9pm, Rm 4-149. Nov 9: Peace Corps, Interviews, 9am-5pm, Office of Career Services.

Grad Study in EECS**—Seniors who wish to apply for graduate study in the Dept of Electrical Engineering and Computer Science beginning in 1991 are urged to apply by December 3, 1990. Applications may be picked up in Rm 38-444 and 3-103.

Booksales**—Nov 2: Booksale sponsored by the MIT Libraries, 11:30am-2pm, basement of the Hayden Library (outside the library storage facility in Bldg 14S). Additional sales will be held every other Friday, same time & location as above, on Nov 16, 30, Dec 14. Books from a variety of subject areas will be included. Open to the MIT community only.

Free Museum of Science Admission for MIT Students—With MIT student ID, provided by Mass Beta chapter of Tau Beta Pi, the National Engineering Honor Society. Reduced admission to special exhibits.

MIT Student Furniture Exchange**—great bargains, used furniture and more, Tues/Th, 10am-2pm, 25 Windsor St (MIT Museum bldg, 1st fl). Donations welcome. x3-4293.

Arts Hotline—Recorded information on all art events at MIT may be obtained by dialing x3-ARTS. Material is updated every Monday morning.

Nightline**—a student-run campus hotline open every evening of the term, 7pm-7am. If you need information about anything or you just want to chat, give us a call. We're here to listen. x3-8800.

RELIGIOUS ACTIVITIES

The Chapel is open for private meditation 7am-11pm daily.

Baptist Student Fellowship**—Weekly Worship and Bible Study each Tuesday at 6pm in the chapel; snack supper fellowship immediately preceding at 312 Memorial Drive, 5:15pm. Graduate Student Study every other Thursday at 1pm, 312 Memorial Drive, beginning Sept. 13. Info x3-2328.

Morning Bible Studies**—Fri, 7:30-8:30am, L-217. Ed Bayliss, x3456 Linc.

Noon Bible Study*—Every Wed, Rm 1-132, bring lunch. Ralph Burgess, x3-8121. (Since 1965.) (Graduate Christian Fellowship.)

MIT Bible Study Group*—The Economy of God, a look at God's eternal purpose to dispense Himself into man based on the revelation of the Bible, Fri, 8pm, Student Ctr Rm 407. Singing, prayer, Bible reading, fellowship.

Tech Catholic Community**—Masses: Sat, 5pm; Sun, 10am & 5pm. Tues & Thurs, 5:05pm, Fri, 12:05pm, MIT Chapel. Info x3-2981.

MIT Christian Impact*—The weekly meeting for the ministry of Campus Crusade for Christ. Wind up the week: relax, snack, sing, laugh through skits and gain practical insight from God's Word. Meets Friday 7:17pm, Student Ctr, 3rd flr.

United Christian Fellowship**—Large group meetings. Join us for a time of worship, prayer, and Biblical teachings, Fridays, 7pm, Rm 6-321.

Christian Science Organization at MIT*—Weekly Testimony meetings, Thurs, 8pm, MIT Chapel.

Graduate Christian Fellowship**—Come join other grad students, faculty and staff in learn-

ing about and growing in the Christian faith. Activities open to both Christians and those interested in learning more about Christianity. Info: John Keen x3-7706, Dave Otis x3-2198.

MIT Islamic Society*—5 daily prayers in the prayer room, Ashdown House (Bldg W-1) west bsmt. Friday congregation: 1:10-1:45pm in Ashdown House (Bldg W-1) west bsmt. Info: x8-9755.

Lincoln Laboratory Noon Bible Studies*—Tues & Thurs, Kiln Brook III, Rm 239. Annie Lescard, x2899 Linc.

Lutheran Ministry and Episcopal Ministry**—Weekly Service of Holy Communion—Wed, 5:10pm, MIT Chapel. Supper follows at 312 Memorial Drive. For further info, call x3-2325/2983.

MIT Pagan Students' Group*—Oct 31: Samhain Celebration, 7:30pm, MIT Chapel. More info: 592-5802.

MIT Vedanta Society*—Meditation and discourse on the Bhagavad Gita. Swami Sarvagatananda, MIT Religious Counselor. Classes held Fridays 5:15pm, MIT Chapel.

OPPORTUNITIES

Harry S Truman Scholarships. Awards from \$8000-\$10,000 per year to current juniors interested in a career in government and related public service at the federal, state, or local level. Must be US citizens or nationals. MIT can nominate up to four juniors for the 1991 national awards. Awards cover graduate or professional school expenses in the following categories: tuition, fees, books, and room and board to a maximum of three years. For application materials and more information contact Ms Joceyln Kalajian, E51-228 or call x3-4044. Deadline: 9am on Nov 5.

National Science Foundation Graduate Research Fellowships for 1991. Three-year graduate fellowships. Must be US citizen or national. Stipend is \$13,500 for a 12-month tenure with a cost-of-education allowance of \$6,000 in lieu of tuition and fees. Women in Engineering graduate fellowships available. Applicants are expected to take GRE General Test and Subject Test. Further application requirements and information available in the Dean of the Graduate School Office, Rm 3-138. Deadline for fellowship application Part 1 is Nov 9. Deadline for Part 2 is Dec 7.

National Science Foundation Minority Graduate Research Fellowships for 1991. Three-year graduate fellowships. Must be US citizen or national of one of the following ethnic minority groups: American Indian, Black, Hispanic, Native Alaskan (Eskimo or Aleut), or Native Pacific Islander (Polynesian or Micronesian). Stipend is \$13,500 for a 12-month tenure with a cost-of-education allowance of \$6,000 in lieu of tuition and fees. Women in Engineering graduate fellowships available. Applicants are expected to take GRE General Test and Subject Test. Further application requirements and information available in the Dean of the Graduate School Office, Rm 3-138. Deadline for fellowship application Part 1 is Nov 9. Deadline for Part 2 is Dec 7.

Office of Naval Research Graduate Fellowships for 1991-92. Three-year fellowships administered by the American Society for Engineering Education to support study and research leading to doctoral degrees in various engineering disciplines. Stipends are \$15,000 for the first 12 months of tenure; \$16,000 for the next 12 months; \$17,000 for the final 12 months; plus tuition and fees. Eligibility limited to U.S. citizens, and those who have not attended graduate school in science or engineering since receiving their baccalaureate degree. Application materials are available in Rm 3-138. Application deadline: Jan 16, 1991.

Department of Defense National Defense Science and Engineering Graduate Program Fellowships for 1991-92. Three-year fellowships sponsored by the U.S. Army, Navy, Air Force, and the Defense Advanced Research Projects Agency; awarded for study and research leading to doctoral degrees in mathematical, physical, biological, ocean and engineering sciences. Preferences given to certain specialties. No military or other service obligation. Open only to applicants who are citizens or nationals of the U.S. Applicants must receive their baccalaureate degrees by fall 1991. Stipends for the 12-month tenures are \$15,000 for 1991-92; \$16,000 for 1992-93; \$17,000 for 1993-94; plus tuition and required fees. Application materials available in Rm 3-138. Application deadline: Jan 16, 1991.

INTERNATIONAL

MIT-Japan Program. Go to Japan for a year of fun and excitement—all expenses paid—with the MIT-Japan Program. Further info: x3-2839.

VOLUNTEERS

The MIT Public Service Center has compiled the following volunteer opportunities.

CSF Road Race—The Tenth Annual MIT Community Service Fund Road Race will take place Nov 3. All members of MIT, Lincoln and Draper Labs, and Wellesley are eligible to participate. Entry fee \$7; all proceeds go to

the MIT Community Service Fund. Volunteers are needed now and on race day. Call x3-0942.

Big Night on the Town—The Big Brother Association of Boston/Cambridge is holding its annual fundraiser at the Roxy from 6-9:30pm on Nov 29. Cocktails, reception, silent auction, dancing to live Big Band music. Tickets \$10 in advance; \$12 at door. Call 426-1237.

Central Square Library—Volunteers needed to teach and play chess with children 7-18 years of age from 3-6pm weekdays. Also need tutors, particularly in math and science. Call Kathryn Dooley 498-9081.

UROP

MIT and Wellesley students are invited to join with faculty members in pursuit of research projects of mutual fascination. Fall term projects are now posted on the bulletin boards in the infinite corridor by the Admissions Office and in our office. For further information, read details on procedures in the participation section of the directory.

Faculty supervisors wishing to have projects listed should send project descriptions to the UROP office. Questions? Contact UROP at x3-7306, 20B-140.

Movies of the Future Group. UROP needed to do work in moving image compression and representation. Tasks range from small introductory programs, to large simulations and implementations. Preferred background would include knowledge of C, UNIX, and some advanced math. Faculty supervisor: Walter Bender; contact: Joseph Stampleman, E15-355, x3-0312.

Computer Simulations of Liquids and Solids. The student will be involved in any of the following: development of computer codes for molecular simulation, literature searches and reading, and mathematical derivations. Requirements: basic chemistry, computer programming, thermodynamics and some quantum mechanics preferred (i.e. chemical engineering, chemistry, or physics core). Faculty supervisor: Jonathan Harris, 66-450, x3-5273.

Graphic Theory of Liquids. Advanced undergraduate with special interest in graph theory. Work will involve reading and derivations of equations of liquid state thermodynamics from graph theory. Requirements: Advanced mathematics or physics courses. Faculty supervisor: Jonathan Harris, 66-450, x3-5273.

Medicine-Biophysics-Chemical Engineering. Student sought for research on a joint project aimed to develop an innovative method of drug delivery through the skin, by means of electroporation. The lab work involves exposing red blood cells and other model systems to show pulses of high voltage electricity, followed by analysis with flow cytometry. Upperclassmen with lab experience preferred. Faculty supervisor: Prof Robert Langer; contact: Mark Prausnitz, E25-342, x3-3136.

Novel Support Structure. An engineering major or mechanically inclined physics major needed to assist with the mechanical development of a novel support structure for the world's first out-of-plane spectrometer system for nuclear physics. Assist a design team by developing a 3-dimensional visualization of design iterations and engineering calculations. Previous CAD experience desirable, not essential. Faculty supervisor: Prof. A Bernstein, 26-419, x3-2386; contact: Reinhard Beck, 26-456, x8-5450.

Mechanical Engineering Acoustics and Vibrations Lab. We need a student to help design and build a roving data acquisition system for vibration experiments. Shop experience would be helpful but not required. Follow on work may include assisting in experimentation. Faculty supervisor: Richard Lyon; contact: Dan McCarthy, x3-1032, 5-435.

Mechanical Engineering Acoustics and Vibrations Lab. We are looking for a student to assist in the management of a Concurrent 6600 computer (Unix System V). Duties include designing and setting up a network of terminals, installation and maintenance of software, programming, and periodic backups. Faculty supervisor: Richard Lyon; contact: Dan McCarthy, x3-1032, 5-435.

Effects of Top Management Compensation and Stock Ownership on Information Technology Investments in Firms. Student will participate by assisting in the gathering of executive compensation data from financial statements in libraries. Some simple financial computations will be needed and may include statistical analyses. No extensive knowledge of finance or accounting is needed. Faculty supervisor: Prof N Venkatraman; contact: Lawrence Loh, E52-509, x3-3857, LLOH@SLOAN.

Ultrasonic Diagnostics for Suspensions. Ultrasound is being studied as a means of penetrating into flowing suspensions to measure internal flow conditions in situations where optical and other conventional methods cannot be used. A junior or senior is sought to assist experiments to characterize ultrasound penetration in such media. Bring resume and grade transcript to faculty supervisor: Prof H Kytomaa, 3-246, x3-0006.

Dynamic Shear Cell. The viscosity of fluids is typically characterized by experiments in which it is subjected to steady shearing. Dy-



PIONEERS—Jeanette Albert of Clearwater, Fla., left, and Kathryn Johnston of Short Hills, N.J., traveled furthest to attend the first in a new series of programs arranged for widows of MIT alumni and faculty. Called the "Insider's Series," the half-day seminars are designed to be a vehicle for continuing social and intellectual connections with MIT. The first program focused on research in health issues and featured talks by Professors Robert W. Mann and Nancy Hopkins. The seminars have been arranged by the Emma Rogers Society, a new organization named for the wife of MIT's founder, that is developing outreach programs for alumni widows. Photo by L. Barry Hetherington

namc experiments are being conducted to investigate the unsteady behavior of concentrated suspensions, which deviates from the steady behavior. A handy junior or senior is sought to carry out experiments. Bring resume and grade transcript to faculty supervisor: Prof H Kytomaa, 3-246; x3-0006.

Electrochemical Deposition of HTSC Precursor. The Specialty Materials Laboratory has developed a process for electrochemically depositing high temperature superconducting precursors which can be subsequently sintered to form HTSC materials. The process allows for deposition of thin and thick films on conducting and non conducting substrates of unusual shape and size. Process development and materials characterization is continuing. Students with some background in chemistry or material science are preferred. Faculty supervisor: Margaret MacVicar; contact: Bruce Jette, x8-9542, 8-203 or Louise Harrigan, x3-6261, 8-201.

Nucleon. Senior or junior sought to help with experimental design on the electromagnetic properties of the nucleon. The project involves taking model predictions of nucleon properties and estimating the magnitude of observables in an electron scattering experiment. Student will learn about models of the nucleon, relativistic kinematics, some general aspects of particle and nuclear physics, etc. Faculty supervisor: Prof A Bernstein, 26-419, x3-2386.

International Relations Newsletter. Help needed with a newsletter relating to the international relations of the African world. Help edit newspaper articles concerned with relations between the US and the Third World that go to newspapers across the country. Duties include contacting various academicians and government officials to solicit material and articles, editing and administrative tasks in having them published. Faculty supervisor: Willard Johnson, E53-429, x3-2952.

Role of Women in Electron Microscopy. Research the history of the role women have played in the development of electron microscopy, results to be published by Electron Microscopy Society of America. Project needs to be completed by end of summer 1991. Contact faculty supervisor: Prof Leon Trilling, x3-7481 or x3-0221.

Blood Bank Alarm System. Design software for automated temperature alarm system for blood bank freezers and refrigerators. EE or Computer Science student who can program in 'C' and is at least a sophomore needed. Project located at Mass General Hospital. Faculty supervisor: Prof Ernest Cravalho; contact: Alan Shapiro, 726-2453.

Bedside Monitor Annunciator System. Assist in design of computer driven, alarm annunciator system for bedside monitor network. EE or Computer Science student who can program in 'C' and is at least a sophomore needed. Project located at Mass General Hospital. Faculty supervisor: Prof Ernest Cravalho; contact: Alan Shapiro, 726-2453.

General Anesthetics. An experienced biochemistry or neuroscience student with a strong chemistry background is required to investigate and identify a newly discovered anesthetic site on the acetylcholine receptor. Someone with experience in computer programming is required to maintain and develop programs for spectral analysis written in Pascal on a Macintosh workstation and to interface the

computer to a spectrometer. Faculty supervisor: Prof E Cravalho; contact: Keith Miller, 726-8985, Dept of Anesthesia, Mass General Hosp.

CABLE

Wednesday, October 31: Channel 8: 11am-12:30pm—Live coverage of the MIT Optics and Quantum Electronics Seminar. Channel 10: 11am-5pm—Live coverage of the MIT Center for Advanced Engineering Study teleconference: "Laser Fundamentals and Applications for Managers and Engineers" Prof Shaoul Ezekiel, MIT.

Thursday, November 1: Channel 10 11am-5pm—Live coverage of the MIT Center for Advanced Engineering Study teleconference: "Taguchi Quality Engineering System for Robust Design" Prof Don Clausing, MIT.

Monday, November 5: Channel 8: 4-5:30pm—Live coverage of the MIT EECS Colloquium.

Tuesday, November 6: Channel 8: 4-5:30pm—Live coverage of the MIT VLSI Seminar.

Wednesday, November 7: Channel 8: 11am-12:30pm—Live coverage of the MIT Optics and Quantum Electronics Seminar.

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Awards & Honors

■ **Dr. Fernando J. Corbató** has been selected to receive the \$25,000 A. M. Turing Award for 1990, given by the Association for Computing Machinery and recognized as the most prestigious award in the field of computer science.

Dr. Corbató, professor of computer science and engineering and associate head of the Department of Electrical Engineering and Computer Science, was selected largely for his work on time sharing and on Multics.

He spearheaded the development of CTSS (Compatible Time Sharing System), the pioneering and influential time-shared operating system, between 1960 and 1965. It offered controlled sharing of files among users, and a multi-level processor-scheduling algorithm that continues to be used in many systems today.

The Multics operating system, one of the earliest to be written largely in a high-level language, was Dr. Corbató's next major project. He led the effort and saw it through to the point where it became a commercial product, serving as an inspiration for many of today's operating systems.

A member of the National Academy of Engineering, Dr. Corbató has received many honors and awards, including the Computer Pioneer Award from the Institute for Electrical and Electronic Engineers (IEEE).

An earlier Turing Award winner, in 1969, was Dr. **Marvin L. Minsky**, professor of computer science and engineering and Toshiba Professor of Media Arts and Sciences.

■ **Dr. JoAnne Yates**, senior lecturer at the Sloan School of Management and coordinator of the Sloan Communications Program, has won two awards for her book, *Control through Communication: The Rise of System in American Management* (Johns Hopkins University Press, 1989).

She received the 1990 Waldo Gifford Leland Prize of the Society of American Archivists for a book making an outstanding contribution to the archival field, and the 1990 Alpha Kappa Psi Foundation Award of the Association for Business Communication for distinguished publication.

■ **Dr. Stephen H. Crandall**, Ford Professor of Engineering and director of the Acoustics and Vibration Laboratory in the Department of Mechanical Engineering, will receive the Timoshenko Medal of the American Society of Mechanical Engineers.

The medal, which recognizes distinguished contributions to the field of applied mechanics, was awarded to Professor Crandall for "enduring contributions to research in dynamics of mechanical systems and for pioneering work in random vibration." Dr. Crandall is a specialist in structural dynamics, vibrations and acoustics.

■ While on sabbatical leave at the University of Osaka in Japan, Dr. **Julian Szekely**, professor of materials engineering, delivered the Yagawa Memorial Lecture at Nagoya University. (Previous Yagawa Memorial Lecturers from MIT include Professors **John F. Elliott** and **Merton C. Flemings**.) Professor Szekely gave his lecture, "The Mathematical Modelling of Materials Processing in Japanese," using Japanese viewgraphs.

■ **Paula T. Hammond**, a graduate student in chemical engineering, has received the Eastman Kodak Thelophilus Sorrell Graduate Fel-

lowship as an outstanding chemical-engineering graduate student. The award, administered by the National Organization for the Professional Advancement of Black Chemists and Chemical Engineers, recognizes minority students pursuing advanced degrees in those fields. Its purposes are to help African Americans realize their full potential in chemistry-related fields and to increase the number of minority students in science and engineering.

■ Two MIT researchers—Dr. **Cathy Shea** and Professor **Graham Walker**—have been awarded grants by the American Cancer Society.

The work of Dr. Shea, a postdoctoral fellow in the Department of Brain and Cognitive Sciences, focuses on molecular neurobiology. She is studying the contact between nerve cells and their target cells, and how this contact affects the survival and function of the target cells. She hopes to identify and characterize the genes in the brain that respond to stimulation. She was given \$47,000 over two years.

Dr. Walker, professor of biology, received a one-year grant of \$41,000 to study the roles of different substances that repair a cell's genetic material. Cancer can develop when genetic damage is present and the goals of Dr. Walker's work are both to help prevent cell damage and to treat cells that already have become cancerous.

■ **Dr. Lawrence S. Bacow**, associate professor of law and environmental policy and director of the Center for Real Estate Development, will receive the William S. Ballard Award for 1990 from the American Society of Real Estate Counselors.

The award is given to an author whose article in the journal *Real Estate Issues* best exemplifies the high standards of the journal. Professor Bacow was cited for his article, "Foreign Investment, Vertical Integration and the Structure of the US Real Estate Industry."

The 1989 award went to another MIT faculty member in the Department of Urban Studies and Planning, Dr. **Lynne B. Sagalyn**, associate professor of planning and real-estate development.

■ **Michael J. Cima**, Norton Associate Professor of Materials Science and Engineering, has won the 1991 Extractive Metallurgy Science Award for his paper "The Generalized Lewis Acid-Base Titration of Palladium and Niobium," coauthored with Dr. Leo Brewer of the University of California, Berkeley. The award is sponsored by the Minerals, Metals & Materials Society.

■ **Dr. Leo Marx**, Kenan Professor of American Cultural History Emeritus, will spend part of the spring term lecturing in the Netherlands as a Fulbright Scholar. Professor Marx, a senior lecturer in the Program in Science, Technology and Society, is one of some 1,000 Americans who are participating in the program this year.

■ **David L. Millay**, senior manager of mechanical services and operations at MIT, has been named Plant Engineer of the Year by the Plant Engineers Club of Boston, a chapter of the American Institute of Plant Engineers. The club, which Mr. Millay has served as president since 1988, confers the award on engineers who have excelled in their field, and in recognition of dedicated service.

4TH AT MIT

Evans Shares Fermi Award

Dr. Robley D. Evans, MIT professor emeritus of physics and one of the founders of the field of nuclear medicine, is one of two recipients of the 1990 Enrico Fermi Award, the US Department of Energy's highest scientific honor.

The department's citation said that Dr. Evans, the fourth person from MIT to receive the award, "occupies a special place in the history of radiation physics and biology and the development of our understanding of radiation effects today."

Dr. Evans, 83, living in retirement in Scottsdale, Ariz., and Dr. George A. Cowan, senior fellow at the Los Alamos National Laboratory, each will receive \$100,000, a gold medal and a presidential citation.

The Fermi Award, named after the scientist who directed the first self-sustained, controlled nuclear reaction, recognizes "exceptional and altogether outstanding scientific technical achievement in the development, use or control of atomic energy." Dr. Evans, who received three degrees, including the PhD, from the California Institute of Technology, joined the MIT faculty in 1934. He retired in 1972 after 38 years at the Institute.

Through his research on the effects of radium on the human body, he established the standard, used throughout the world, for the maximum permissible body burden of harmful radioactive substances. He also pioneered in the use of radioactive isotopes for medical purposes.

His course in nuclear physics was



Professor Emeritus Evans

the first offered by any university, and his 1955 book, *The Atomic Nucleus*, served several generations of graduate students as a basic text. He also was responsible for establishing the Institute's Markle Cyclotron Laboratory in 1938 and the Radioactivity Center, one of the first interdisciplinary groups at MIT.

Dr. Evans' work, which included the discovery of radiation effects on the health of radium dial painters in the watch industry, led ultimately to the concentration of all radium studies in the Center for Human Radiobiology at the Argonne National Laboratory, which still studies the subject.

His studies of thyroid function with radiotracers, carried out in a newly established nuclear medicine program at Massachusetts General Hospital in the 1930s, led to the applications of radioiodine to therapy and to publication of a classic paper on the treatment of hypothyroid coauthored by Dr. Evans.

His accomplishments in medical physics include development of a technique to preserve human whole blood.

Dr. Evans is a past president of both the Health Physics Society and the Radiation Research Society. He is a life fellow of the American Academy of Arts and Sciences and a fellow of the American Association for the Advancement of Science.

His awards and honors include the Coolidge Award of the American Association of Physicists in Medicine, the Theobald Smith Medal and Award in Medical Sciences from the AAAS, the Presidential Certificate of Merit, the Hull Award and Gold Medal from the American Medical Association, the Sylvanus Thompson Medal from the British Institute of Radiology and the Distinguished Achievement Award from the Health Physics Society.

Earlier MIT recipients of the Fermi award were Dr. Manson Benedict, Institute Professor Emeritus, and professor emeritus of nuclear engineering (1972); Dr. Norman C. Rasmussen, McAfee Professor of Engineering and professor of nuclear engineering (1985); and Dr. Victor F. Weisskopf, Institute Professor Emeritus, and professor emeritus of physics (1988).

T&C Seminar to Hear Boyer

Dr. Ernest L. Boyer, who as president of the Carnegie Foundation for the Advancement of Teaching spearheaded the widely discussed report, "Campus Life: In Search of Community," will speak at MIT at 4:30pm Monday, Nov. 5, in Rm 6-120.

Dr. Boyer will take part in a Technology and Culture Seminar (TCS) forum, "Barbarians at the Gates: The Search for Community on Campus." The forum, which is open to the MIT community, is the second in a TCS series on "Community: Re-Weaving the Social Fabric."

Dr. Boyer's remarks will be followed by responses by an MIT student and a faculty member. Dr. Louis Menand III will be the moderator.

"All of MIT is encouraged to attend," said the Rev. Scott Paradise, who coordinates TCS events. "There will be time for questions and discussion from the floor. Those interested in further discussion are invited to an informal supper in the Student Center

following the forum," he said.

Dr. Boyer is senior fellow of the Woodrow Wilson School, Princeton, and education columnist for the *London Times*. He was US commissioner of education before joining the Carnegie Foundation in 1979.

In his foreword to the Carnegie Foundation report, Dr. Boyer wrote: "... Today I hear more talk about the curriculum, about teaching, and about the quality of campus life than I've heard for years. This focus on renewal is motivated, at least in part, by concerns about the darker side of student life. Confusion about governance and incidents of excessive drunkenness, incivility, and sexual and racial harassment could no longer be ignored, but more inspired motives also are involved. Everywhere, campus leaders have been asking how to make their institution a more intellectually and socially vital place. They understand that, in today's climate, new ways of imagining and creating community must be found."

Two Receive Buechner Prize

Hale V. Bradt, professor of physics, and Roberta Brawer, a graduate student in physics, have each been awarded a Buechner Prize in recognition of outstanding contributions to the educational program of the physics department.

Professor Bradt won the faculty portion of the prize for his outstanding lecturing in the freshman subject Electricity and Magnetism during the spring 1990 semester. Ms. Brawer won the student portion for the quality of her teaching as a recitation instructor in the freshman physics sequence 8.01 and 8.02.

The prize, which includes a substantial monetary award, was endowed by the late Mrs. Christina Buechner in memory of her husband, Professor William Buechner. Professor Buechner was head of the physics department from 1964 to 1967 and had a very strong

commitment to education.

Nominations for the prize are solicited from all undergraduate majors, graduate students and faculty in the physics department. Student evaluations are weighted heavily in the selection process, and final selections are made by the Education Committee of the department.

Apply Now for MacArthur Awards

The Center for International Studies is soliciting applications from PhD candidates for 1991-1992 MacArthur Scholar Awards.

The intent of the awards is to encourage innovative research in the areas of international peace and security and international cooperation and development. Especially encouraged is research on peace and security problems in developing countries.

Freshman Reports Are Due Friday

The Undergraduate Academic Support Office (UASO) has reminded instructors that performance evaluation forms for first-year students should be sent to the UASO by Friday, Nov. 2.

Performance evaluation gives first-year students a detailed sense of their progress and is an integral part of the first-year Pass/No Record grading system that went into effect this term. If students do not provide the form, instructors should initiate the process, the UASO said.

"With the new, higher standard for passing performance by freshmen, it is more important than ever that the fall mid-term evaluation process be completed promptly and thoroughly," said Travis R. Merritt, associate dean for student affairs and professor of literature, who heads the UASO.

The new grading standard limits freshmen to 54 units in the fall term and 57 in the spring. Performance at C level or higher is needed for a Pass to be recorded. Grades of D or F are failing, but these non-passing grades will not appear on transcripts.

Following an Undergraduate Education Office suggestion, instructors in most of the large freshman subjects are meeting with each student whose grade is lower than a specified passing point on the first or second quiz to encourage them to seek help in improving performance.

Institute Calendar

*-Open to public
**-Open to MIT community only
***-Open to members only

October 31 - November 11

■ SPECIAL INTEREST

Benefits Open Enrollment—Nov 1: Benefit Fair at Lincoln Laboratory, Rm A-166, 11am-2pm. Nov 2: Benefit Fair on campus, Bldg E15 lobby, 11am-2pm.**

Blood Drive*—Nov 2-3, 5-9: Sponsored by Technology Community Association. Hours: Nov 2, 3: 11am-4pm; Nov 5, 6: 10am-3pm; Nov 7: 11am-4pm; Nov 8: 1-6pm; Nov 9: 11am-4pm. La Sala de Puerto Rico. More info: x3-7911.

Barbarians at the Gates: The Search for Community on Campus—Nov 5:** A forum featuring guest speaker Dr Ernest Boyer, President of the Carnegie Foundation for the Advancement of Teaching. Technology and Culture Seminar at MIT, 4:30pm, Rm 6-120. Informal supper follows, Student Center.

Estate Planning—Nov 8:** A session on life insurance estate planning as it relates to the MIT Group Life Insurance Plan, with Eric Menoyo of Palmer & Dodge law firm. Sponsored by the Benefits Office, 12-1pm, Lincoln Laboratory, Rm A-166. Nov 15: 2:30-3:30pm, campus, Rm 10-250.

■ SEMINARS & LECTURES

Freshmen are encouraged to attend departmental lectures and seminars. Even when these are highly technical they provide students one means to learn more about professional work in a department and field.

WEDNESDAY, OCTOBER 31

Optical Interconnect Technology for Multi-processor Network—J Crow, IBM.** EECS/RLE Seminar Series on Optics and Quantum Electronics, 11am-12pm, Rm 34-401B.

The Latest Word on Nuclear Winter: Science and Policy*—Richard Turco, UCLA. MIT Seminar on Technology, Defense, and Arms Control in a Changing World, 12-2pm, Rm E38-714. Bring a lunch, drinks provided.

Rose Lunchbox Series—Sponsored by the Center for Real Estate Development, 12pm, Rm W31-301. More info: x3-4373.**

Finite Amplitude Jet Meandering*—Glenn Flierl, MIT. Oceanography Sack Lunch Seminar, 12:10pm, Rm 54-915.

On the Dynamics and Control of Space Manipulators—Evangelos Papadopoulos, PhD presentation.** 3pm, Rm 1-203.

Oxygen Isotopic History of the Atmospheric Oxygen; Implications for Glacial Chronology and Ocean Productivity*—Dr Michael Bender, Univ of Rhode Island. Sponsored by the Dept of Earth, Atmospheric, and Planetary Sciences, 4-5pm, Rm 54-915.

THURSDAY, NOVEMBER 1

Aircraft Leasing: Economic, Legal and Governmental Implications—John T Stewart, Jr, Esq, Zuckert, Scott & Rasenberger.** Sponsored by the Flight Transportation Laboratory, 2-3:30pm, Rm 33-319.

Vertical Barriers for Waste Containment*—Jeffrey Evans, Bucknell Univ. Constructed Facilities Division Fall Seminar Series, Dept of Civil Engineering, 2-3pm, Rm 1-350.

Multifunction Polis: Partnering for a New Global Technopolis—James B Hudak, Arther Andersen & Co.** Center for Construction Research and Education Distinguished Speakers Series, 3:30pm, Rm 1-190.

PLIF Imaging in Gaseous Flow—Philip H Paul, CRF Sandia Laboratories.** Sloan Automotive/Gas Dynamics Laboratories Seminar Series, 4-5pm, Rm 31-161. Refreshments, 3:45pm.

Direct Broadcast Satellite*—Thomas Wolzien, NBC Cable; Mark Medress, General Instrument Corporation. Moderator: Andrew Lippman, MIT. Sponsored by the MIT Communications Forum, 4-6pm, Bartos Theatre (E15-070).

Relativistic Beam Physics of TeV Electron-Positron Colliders—Jonathan Wurtele,**

MIT. Physics Colloquium, 4:15pm, Rm 10-250. Refreshments, 3:45pm, Rm 26-110.

Afghanistan: Tribal Autonomy and Armed Resistance*—Thomas Barfield, Boston Univ. Sponsored by the Center for International Studies, Peoples and States: Ethnic Identity and Struggle, 4:30-6:30, Rm E38-714. Refreshments.

America in the 90s: Can Islam Help?—Siraj Wahhaj, prominent Afro-American Muslim leader. Sponsored by MIT Muslim Students' Association and the Graduate Student Council, 7pm, Rm 10-250. More info: Arif x5-2623.

Rotating Space Stations Using Tethers for Orbital Transfers*—Bruce Mackenzie, National Space Society. Sponsored by SEDS, 8pm, Rm NE43-512A.

FRIDAY, NOVEMBER 2

CFD at Boeing - Present and Future—Dr Wen-Huei Jou, Boeing.** Computational Fluid Dynamics Seminar, 12-1pm, Rm 33-206.

Automobiles and Air Pollution: Engineering Details and the Big Picture—John B Heywood, MIT.** Mechanical Engineering Colloquium, 3pm, Rm 3-270. Refreshments, 4pm, Rm 1-114.

The Hard Turbulence Regime in Rayleigh-Bénard Convection: Recent Results—Dr Stéphane Zaleski, Ecole Normale Supérieure, Paris, France.** Department of Earth, Atmospheric, and Planetary Sciences Lecture Series, 4pm, Rm 54-915.

Bright X-Ray Sources Using Plasmas and New X-Ray Optics*—Kurchatov Institute of Atomic Energy, USSR. Plasma Fusion Center Seminar Series, 4pm, Rm NW17-218.

MONDAY, NOVEMBER 5

Some New Issues on Organizational Culture*—Ed Schein, MIT. Sloan School of Management Research Seminar in Organization Studies, 12-1:30pm, Rm E52-598.

Static Aeroelastic Control with Induced Strain Actuation—Kenneth Lazarus, MIT.** Dept of Aeronautics and Astronautics, Materials, Structures and Aeroelasticity Seminar Series, 3pm, Rm 33-206.

Computer-Aided Collaborative Engineering*—The DICE Group, Intelligent Engineering Systems Laboratory. Constructed Facilities Division Fall Seminar Series, Dept of Civil Engineering, 3-4pm, Rm 1-350.

Seeing Electric Fields—Marcus Zahn, MIT.** EECS Colloquium Series, 4-5pm, Rm 34-101. Refreshments, 3:30pm.

Stability of Thin Liquid Films—Prof Steve Davis, Applied Mathematics Colloquium,** jointly with Dept of Mechanical Engineering, 4pm, Rm 3-270. Refreshments, 3:30pm.

Opportunities in the Hydrologic Sciences—Peter Eagleson, MIT.** Sponsored by the Parsons Laboratory for Water Resources and Hydrodynamics, 4pm, Rm 48-316.

What's Special About the Standard Model?—H B Nielsen, Niels Bohr Institute. Laboratory for Nuclear Science Seminar, 4pm, Bldg 6, 3rd floor CTP seminar rm.

Controlled Structures Integrated Design—Dr Achille Messac**—Draper Labs.** MIT/Draper Joint Seminar Series in Dynamics, Guidance and Control, 4:15pm, Rm 33-206.

TUESDAY, NOVEMBER 6

Cleaning Up a Toxic Waste Site: What a Mess!—Philip Gschwend, MIT. "MIT, In Reality: Today's Issues, Tomorrow's World," a seminar series co-sponsored by the Context Support Office and the Undergraduate Association, 4pm, Rm 6-120. Refreshments, 3:30pm.

Defense Planning in Transition*—Maj Gen Gene A Deegan, USMC, Vice Director, Joint Staff, JCS. Defense and Arms Control Studies Program Seminar Series, 3-5pm, Rm E38-714. Reception follows.

Migration Policy and Sex Selectivity of Migration to Kuwait*—Sharon Stanton Russell, Research Scholar, CIS. Sponsored by the Center for International Studies, Inter-University Seminar on International Migration, 4-6pm, Rm E38-615.

How to Lecture—Patrick Winston and Preetinder Virk, MIT.** Sponsored by the Faculty Instructional Resources Program, School of Engineering Seminar series on "Teaching at MIT," 4pm, Rm 36-428.

A Tunable Liquid-Crystal Etalon Filter for High-Density Wavelength-Division-Multiplexed System*—Mari W Maeda, Belcore, Inc. Sponsored by Local Communications Networks Seminar, Laboratory for Information and Decision Systems, 4-5pm, Rm 37-212.

Investigations of Turbine Rotor-Stator Interactions—R Delaney, Allison Gas Turbine Division.** Gas Turbine Laboratory Seminar, 4:15pm, Rm 31-161. Refreshments, 4pm.

On the Behavior of the Interstellar Medium in Galaxies with or without Global Spiral Structures: Application to M81*—William Roberts, Univ of Virginia. Sponsored by the Center for Space Research, 4:15pm, Rm 37-252. Refreshments, 3:45pm.

The Decentralization of the Social and Health Care System—Turid Morgen, Municipal Health Care Office, Oslo, Norway.** Sponsored by the Center for International Studies, Political Economy Seminar Series, 4:30-6pm, Rm E53-482.

Dept of Architecture Lecture—Geoffrey Broadbent, historian, London, England.** 7:30pm, Rm 10-250, reception follows.

Making Stones Talk: A Materials Science Approach to Chert*—Barbara Luedtke, UMass at Boston. Materials and Anthropology Series, sponsored by the Center for Materials Research in Archaeology & Ethnology, 8pm, Rm 8-314 (Chipman Rm).

WEDNESDAY, NOVEMBER 7

Potential Changes in the Nature of Anti-Submarine Warfare*—Ira Dyer, MIT. MIT Seminar on Technology, Defense, and Arms Control in a Changing World, 12-2pm, Rm E38-714. Bring a lunch, drinks provided.

Density-Driven Flows in Fram Strait*—Dr John Whitehead, Woods Hole. Oceanography Sack Lunch Seminar, 12:10pm, Rm 54-915.

Learning Control of Robot Manipulators—Roberto Horowitz, Univ of California, Berkeley.** Sponsored by the Center for Information-Driven Mechanical Systems, 1pm, Rm 3-370. Refreshments, 12:30pm, Rm 3-445.

THURSDAY, NOVEMBER 8

Finite Element and Regularization Solutions Using Wavelet Bases—Alex Pentland, MIT.** Design Laboratory and CadLab Seminar, 3-4pm, Rm 5-314.

Development of a Turbulent Combustion Model—Sanjay Correa, GE Corporate Research and Development.** Sloan Automotive/Gas Dynamics Laboratories Seminar Series, 4-5pm, Rm 31-161. Refreshments, 3:45pm.

New Models in Machine Scheduling*—Jacek Blazienicz, Politechnika Poznanska, Instytut Informatyki, Automatyki I Robotyki. Sponsored by the Operations Research Center, 4pm, Rm E40-298. Refreshments follow, Rm E40-162.

Laser Cooling and Trapping: Nano-Kelvin Temperatures and DNA Manipulation—Prof S Chu, Stanford.** Physics Colloquium, 4:15pm, Rm 10-250. Refreshments, 3:45pm, Rm 26-110.

FRIDAY, NOVEMBER 9

On the Validity of Linearized Unsteady Euler Equations with Shock Capturing—Dana Lindquist, MIT.** Computational Fluid Dynamics Seminar, 12-1pm, Rm 33-206.

Strategic Planning at a Major Transit Agency: The Chicago Experience*—Robert Paaswell, Director, Center for Transportation Research, City College of New York. Center for Transportation Studies Luncheon Seminar Series, 12:45-2pm, Rm 10-105. Luncheon (optional), 12-12:45pm, \$2/students, \$5/non-students.

Facility Location Under Zonal Pricing*—Jacques Thisse, Virginia Polytechnic Institute and State University, and Université Catholique de Louvain, Belgium. Sponsored by the Operations Research Center, 3-4pm, Rm E40-298.

Modeling the Effects of Emission Constraints—Richard Eckaus, MIT.** Sponsored by the Department of Earth, Atmospheric, and Planetary Sciences, 4pm, Rm 54-915.

■ READINGS

Poetry Reading*—Nov 7: Peter Gizzi and Connell McGrath. Sponsored by the MIT Writing Program, 8pm, Bartos Theatre.

■ COMMUNITY INTEREST

Alcoholics Anonymous (AA)—Meetings every Tues, 12-1pm; Thurs, 12-1pm, Rm E23-364. For info call Alice, x3-4911.**

AI-Anon—Meetings every Fri, noon-1pm, Health Education Conference Rm E23-297; every Tues, noon-1pm, Rm 1-246; and every Mon, 12-1pm, Lincoln Lab Bldg 1218, Family Support Ctr.** The only requirement for membership is that there be a problem of alcoholism in a relative or friend. Call Alice, x3-4911.

Alcohol Support Group—Meetings every Wednesday, 7:30-9am, sponsored by MIT Social Work Service.** For info call Alice, x3-4911.

Child Care Briefings*—Nov 7, 21, Dec 5, 19: Introductory seminars repeated every two weeks on Wednesdays for men and women seeking general information about Boston-

area child care options and issues. 12-1:30pm, Rm 4-144.

Co-Dependents Anonymous (CoDA)—Meetings every Thurs, 6:30-8pm, Rm 66-144. Info: Alice, x3-4911.**

Financial Planning Seminar—Nov 3:** "Gaining Control: A Financial Issues Seminar," 9:30am-2:30pm, MIT Faculty Club. Sponsored by the Emma Rogers Society, an association of women whose husbands were alumni or faculty at MIT. The focus will be on building a framework for investment decisions and making real estate and living options decisions. \$20 fee includes lunch. Call Betsy Millard x3-8059.

Graduate Student and Postdoc Parents Support Group*—Co-leaders: Dawn Metcalf, MIT Social Worker, and Rae Goodell, MIT Coordinator of Parent Programs. Ongoing, meets weekly. Info: Dawn Metcalf, x3-4911, Rm E23-344, or Rae Goodell, x3-1592, Rm 4-144.

Honorary Matrons Luncheon—Nov 8:** Sherry, 11am, lunch, 12pm. Speaker: Donald R FHarleman, MIT. Topic: "Taking the Waste Out of the Boston Harbor Cleanup." More info: 617-245-2408.

Informal Embroidery Group—MIT Women's League.** Fall schedule: Nov 7 & 21, Dec 12, 10:30am-1:30pm, Rm 10-340. Info: x3-3656.

Boston Mutagenesis Group*—Meetings are held the first Wednesday of the month in the 6th floor conference room, E17, 7pm. Speakers from MIT, Harvard and other local schools discuss their research; related topics include mutagenesis, carcinogenesis, cellular repair systems and DNA damage in prokaryotic and eukaryotic cells. Info: Kara Best x3-6729.

Narcotics Anonymous*—Meetings at MIT, every Mon, 1-2pm, Rm E23-364 (MIT Medical Dept). Call 569-0021.

Overeaters Anonymous (OA)*—Meets Thurs, 1-2pm, Rm E23-364. Only requirement for membership is the desire to stop eating compulsively. Info: Alice, x3-4911.

Office Workers Issues Group—Women's Forum informal support staff meetings, Wed, 12:10-1pm, Rm 8-219.** Bring your lunch; network or talk about office worker's issues.

Parenting Programs—Nov 1:** "Children in Day Care: How Parents Can Make a Difference," Kathy Simons, MIT Child Care Office, 12-1:30pm, Rm 6-233. Nov 7: "The Emergence of Language," Ann Gist Levin, Ed.M., Educational Consultant, 12-1:30pm, Rm 6-233. Sponsored by the MIT Child Care Office. More info: x3-1592.

Wives' Group—Oct 31:** "Argentina: A Video Presentation and Discussion," Ivana Diaz-Bobillo, Wives' Group member. Meetings are from 3-4:45pm, Rm 491 Student Ctr. Babysitting in Rm 407. All women in MIT community welcome. Info: x3-1614.

Women's Forum Events—Nov 5:** Sexual Harassment Policy at MIT: What's in Store for Us? Presentation by members of MIT's original ad-hoc group. 12-1pm, Killian Hall.

■ HEALTH EDUCATION

Nursing Mothers' Support Group—Pregnant and breastfeeding women at MIT meet to gain confidence and share info and practical tips.** First Tues of each month, 10-11am and third Weds of each month, 4-5pm, Rm E23-297. Babies welcome. Info: Margery Wilson 868-7218.

Working Mothers Support Group—An ongoing support group that meets to discuss parenting-related issues in a casual atmosphere.** Meets every other Wednesday, 12-1:30pm (drop in anytime), Rm E23-364. Info: Janette Hyde x3-4290.

Focus on Health—Nov 5:** Sally Nye, Stress Management Consultant, 12-1:30pm, Rm 10-340. A Series for Women sponsored by the MIT Women's League. Brown bag your lunch, beverages will be provided. More info: Cleo Schimmel, 621-0322.

■ MITAC

Ticket locations and hours: Tickets may be purchased at the MITAC Office, Rm 20A-023 (x3-7990), 10am-3pm Monday-Friday. Lincoln Lab sales in Rm A-218, 1-2pm Tuesday-Friday. Friday ticket sales in Lobby 10 and E19, 12-1:15pm. Further details on events are included in MITAC's monthly flyer. To avoid disappointment, make reservations and purchase tickets early. Because MITAC is nonprofit, refunds are not available.

MITAC, the MIT Activities Committee, offers discount movie tickets for General Cinema (\$3.75/ea) and Entertainment Cinema (\$4/ea). Tickets are good 7 days a week, any performance. Showcase tickets (\$4.25/ea) are valid Monday-Thursday only. Loew's Discount Tickets have arrived, \$4/ea (not valid the first 2 weeks a new movie is released).

Auto Show—Nov 3-12: Featuring the Back-to-the Future car, Bayside Expo Center, tks \$5/ea (reg \$7).

Dance Theatre of Harlem—Nov 16: Wang Center, 8pm, tks \$29.50/ea (reg \$32).

Thanksgiving Preparations at Old Sturbridge Village—Nov 18: See how families during the 1830s celebrated the holiday. Bus leaves Hayward Lot 9am, returns ~5:15pm. Cost: \$22/adult; \$17/child (ages 6-15); \$12/children under 6.

Tired of automotive woes? Discount coupons now avail for Merchants Tire & Car Care, 10% off all reg automotive svcs, 5% off all regular priced tires. Avail in MITAC office.

North Shore Music Theatre Corporate Discounts! Enjoy top-notch theatrical productions at \$3 off all Broadway shows. Call 922-8500 for tkt reservations.

Museum of Fine Arts—The Council for the Arts has 10 passes employees may borrow for free admission. Call the MIT libraries, x3-5651, for availability. At Lincoln Lab, MFA passes are available in A-150.

Arlington Capitol Theatre discounts! Commercial, 2nd run, and art-type films, only \$2.50/pp with MIT ID (reg. \$3.50/pp). Located at 204 Mass Ave, call 648-4340 for more info.

Coming soon: Greater Boston Books & Ski Cards!

■ SOCIAL ACTIVITIES

Sabor Latino*—Nov 2: A big Latin-American party with live band, sponsored by Club Latino, MIT GSC, LUCHA, SHPE, Colombian Association of MIT, 9pm-1am, Walker Memorial, college ID required, \$10 advance, \$12 at door. Contact Miguel Velez x3-5958 for tickets and information.

AMITA Pizza Dinner—Nov 7:** Women graduate students, postdocs, faculty, and AMITA members are invited to an informal pizza dinner, 8-8pm, Rm 3-310.

Crash XII*—Nov 9: Sala de Puerto Rico, 2nd floor Student Ctr, 9pm. Sponsored by GAMIT, Gays, Lesbians, Bisexuals, and Friends at MIT. \$3 w/student ID, \$4 without. More info: Johanna x5-7108.

French Lunch Table—Come to lunch and speak French; every Tuesday from 1-2pm in Walker dining hall. Look for the table with the tablecloth. All levels welcome.** Sponsored by the Foreign Languages & Literatures Section.

German Lunch Table—Come to lunch and speak German; every Monday from 1:15-2pm in Walker dining hall. Look for German flag. All levels welcome.** Sponsored by the Foreign Languages & Literatures Section.

Japanese Lunch Table. Bring a bag lunch and talk with native Japanese speakers. Special cultural event each month. Beginning Japanese speakers especially welcome. Sponsored by the MIT Japan Program, the Dept of Foreign Languages and Literatures, and the MIT Japanese Wives' Group. Meets Tuesdays at 1pm in Walker 220. More info: Susan Sherwood x3-8095.

■ MOVIES

Admission to below Lecture Series Committee Movies is \$1.50, and MIT or Wellesley identification is required. For the latest Lecture Series Committee movie and lecture information, call the LSC Movieline, x8-8881.

LSC Movies—Nov 2: Days of Thunder, 7 & 10pm, Rm 26-100. Nov 3: Akira, 7 & 10pm, Rm 26-100. Nov 4: His Girl Friday, 6:30 & 9:30pm, Rm 10-250. Nov 9: Tie Me Up! Tie Me Down!, 7 & 10pm, Rm 26-100. Nov 11: Die Harder, 7 & 10pm, Rm 26-100. Nov 11: F/X, 6:30 & 9:30pm, Rm 10-250.**

■ MUSIC

For recorded information on upcoming concerts and lectures call the MIT Music and Theater Arts Concert Line, x3-9800. Updated weekly.

MIT Concert Band*—Oct 31: John Corley, Director. Halloween Concert, 6pm, Lobby 7.

MIT Brass Ensemble*—Nov 1: Lawrence Isaacson, Director. 8pm, Killian Hall.

MIT Staff Noon Series*—Nov 2: Judson Scott, trumpet; Helen Ward Mannix, harpsichord; Greg Newton, bassoon. Nov 9: Wendy Hunter, soprano; Denette Whitter, piano. Barber, Strauss, Ravel. 12pm, Killian Hall.

MIT Symphony Orchestra*—Nov 3: David Epstein, director; Carlos Prieto, 'cellist. 8:30pm, Kresge Auditorium. Tks \$1 at door.

Affiliated Artist Concert*—Nov 7: The Boston Horn Quartet with Jean Rife, John Boden, Pam Paikin, Neil DeLand, 8pm, Killian Hall.

MIT Chamber Chorus*—Nov 8: John Oliver, director. Martin, Monteverdi, Mendelssohn, 8pm, Killian Hall.

MIT Chapel Series*—Nov 8: Capella Alamire, Peter Urquhart, director. Sacred and secular 15th century music of Josquin and others. 12pm, MIT Chapel.

Report of the MIT Committee on Sexual Harassment

October 1990

Introduction

Policies

- Institute Policy on Harassment
- Related Policies
 - Retaliatory Behavior
 - Consensual Relationships
 - MIT Living Groups

Education And Prevention

- Introduction
- Community Education
- Guidelines for Those Receiving Complaints
- Guides to Resources/Procedures (Road Maps)

Procedures

- Introduction
- Informal Resolution
- Mediation
- Investigative/Adjudicative Procedures
 - Confidentiality
 - Timeliness
 - Standards of Proof
 - Sanctions
 - Appeals
- Record Keeping

Conclusion

Appendix A:

Community Education

Appendix B:

Guide to Resources/Procedures
(Outline of Road Maps)

Appendix C:

Committee Membership

Introduction

In November, 1989, Provost John Deutch appointed a Committee on Sexual Harassment, chaired by Associate Provost Samuel Jay Keyser, with representation drawn from the entire MIT community, including the Academic Council, the faculty, the administration, staff, post-doctoral fellows, and the student body. Consequently, the Committee's deliberations reflected a wide range of attitudes within MIT toward sexual harassment. The Committee is unanimous in its belief that sexual harassment is not acceptable in an institution of higher learning, in particular, MIT, and that all essential steps must be taken to develop an environment free from sexual harassment. This report represents a consensus on the steps that the committee believes are required in the short term to progress toward this goal while preserving community, collegiality, and civility within the Institute.

Charge to the Committee

The recommendations in this report are the Committee's unanimous response to the Provost's charge, which follows:

Within the context of the Institute's policy on harassment, consider possible modifications which would strengthen the policy's effectiveness in reducing instances of sexual harassment and in resolving instances when they arise.

Establish the outlines of a community-wide program of prevention and support designed to produce an atmosphere in which sexual harassment is universally regarded as unacceptable behavior, and in which the institutional mechanisms for treating incidents of sexual harassment are well understood.

Propose actions to heighten community awareness among academic, administrative, and research supervisors at all levels such that the occurrence of incidents of sexual harassment in their areas of responsibility are radically decreased, if not completely eliminated.

Propose steps to reduce the occurrence of instances of sexual harassment in campus residences and MIT living groups, and to facilitate prompt and fair redress for such instances.

Background

It is important to note that current policies and procedures with respect to sexual harassment were formulated in 1979-80 after initial discussion began in 1973. In the subsequent decade, MIT has changed in ways which include a marked increase in the number of women students, and, like other universities throughout the country, it has experienced an enormous increase in reports of sexual harassment. Beginning in the spring of 1989, the need to change relevant policies and procedures, as well as their implementation, was vocalized by a group of women students and staff.¹

¹ The Ad Hoc Committee on Sexual Harassment drafted a proposal for a new policy and set of procedures for dealing with sexual harassment. It has sponsored educational forums and has also presented its findings to the Equal Opportunity Committee and the MIT Committee on Sexual Harassment. In addition this group has discussed its proposals with many members of the faculty and administration and has met with Academic Council and consulted with the Provost about the urgency of the problem.

Statement of the Problem

Sexual harassment affects all members of the community. At MIT, it exists in a variety of forms — ranging from disparaging remarks and lewd behavior in classes on the part of students and professors, to harmful peer pressure in the dormitories and fraternities, to such extreme acts of violence as date rape and assault. Inappropriate faculty/student interactions have occurred which directly violate the trust upon which any academic institution operates and sexual harassment in research groups and offices has led to individuals having to either endure the behavior or make a major career change. Students in MIT living groups have, on occasion, found their environment so hostile and threatening that it has impaired their ability to function productively and to develop their intellectual skills.

A significant part of the problem at MIT is lack of knowledge, not only about what mechanisms currently exist to deal with sexual harassment, but also about the existence of sexual harassment in the first place. Indeed, within the community at large, there is no clear agreement on what MIT considers to be sexual harassment. Some faculty members are unaware of instances of sexual harassment at the Institute while others believe that if it exists, it is random and infrequent. Most supervisors are not active in processes dealing with sexual harassment and are unaware of their responsibilities in this regard despite the fact that current policies and procedures emphasize local supervisors as case handlers.

In the absence of public information about the magnitude of the problem, those who have been harassed often feel isolated and, fearing alienation and retaliation, do not report incidents. Thus, education of the community to recognize sexual harassment, to prevent acts of sexual harassment, and to support those who have been harassed is a major focus of this committee's recommendations.

These considerations are also reflected in the recommendations concerning procedures and policy.

MIT's current system for handling grievances of sexual harassment is multi-access. Grievances can be resolved either through informal processes, mediation, or through a more formal process which involves investigations and adjudications. Unfortunately, far too many individuals who feel harassed do not know where to go to report a complaint. Even for those individuals who do make complaints, there is frequently little understanding of what options exist for resolving their complaints and how to pursue these options. It is important to note that a wide perception exists among students and some staff that sexual harassment is often not stopped nor is adequate redress achieved by pursuing a grievance process, either formal or informal. Generally, too great a burden for stopping harassment is left to the harassed individual. Some students have voiced specific criticisms of the grievance handling system: complaints, especially to faculty, have not been taken seriously; housemasters are not accountable with respect to sexual harassment; complainants have been offered counseling but not a way to stop harassment; obstacles against pursuing complaints against faculty members seem overwhelming, etc. Multi-access necessitates explicit processes because, otherwise, different case handlers have vastly different responses, making it a confusing and unwieldy system.

The Committee undertook a thorough review of the processes by which complaints of sexual harassment are currently treated at the Institute. In some cases, our recommendations are solely to make the present system more accessible and the process more explicit. In other cases, our recommendations include incremental modifications. In a few cases major changes are proposed. The committee recommendations fall into three major sections: policy, education and prevention, and procedures. Common to these three areas of concern are several motivating themes which address three fundamental issues within the institutional context: awareness of sexual harassment, understanding of the grievance handling process, and cultural attitudes.

Long Term Goals

In the long run attitudes must be changed in order to eliminate sexual harassment. This is generally thought to be a difficult task, particularly in male-dominated institutions. For example, some members of the MIT community distance themselves from sexual harassment by regarding it as a "women's issue" or a "personal problem." We believe that the creation of an environment free from sexual harassment is the responsibility of the entire community and that the administration should move speedily toward this goal. Inaction could jeopardize MIT's reputation as a leader in attracting women into science and engineering fields. Implementation of the recommendations of this report is a necessary step toward permanent change. Clearly, success in changing these attitudes has far-reaching consequences for improving all aspects of life for women at MIT, as well as the collegiality and civility of the community.

Summary

We have recommended a new policy on harassment that lists specific behaviors which may constitute sexual harassment and that addresses retaliation associated with complaints of harassment. The education section outlines a coordinated program, which ranges from new workshops to community-wide education. The procedures section proposes a new record-keeping system, recommends more explicit and well defined processes of complaint resolution available to all members of the community, and elucidates the range of options and responsibilities for resolving cases of sexual harassment. Specific information regarding the three general mechanisms by which complaints are resolved, i.e. informal resolution, mediation, and investigation/adjudication, will be described in a set of "road maps" (see Appendix B). Included throughout the report are specific recommendations with respect to resources.

The committee recognizes that this report may not satisfy all members of the MIT community. Nevertheless, the committee believes that the implementation of these recommendations will do much to make MIT a more civil and hospitable place for all of the members of its community. That is why the members of the committee unanimously support the wide ranging recommendations which follow.²

Policies

The Committee believes that a strong policy statement on harassment provides an important signal to the community. It consequently reviewed MIT's existing policy statement and tried to modify it in such a way as to address the general issue of harassment while providing specific guidelines with respect to sexual harassment. In this respect the Committee believes that more explicit statements concerning retaliation, consensual relations, confidentiality and behavior in the living groups are important. In what follows we provide a revised MIT policy on harassment and then discuss some related policy issues.

Institute Policy on Harassment

Policies and Procedures currently has a policy on harassment (Section 3.16) that states that harassment of any form is unacceptable and then contains a general discussion of harassing behavior. Although the current statement explicitly discusses sexual harassment, we believe that the policy on harassment could be made somewhat stronger both in general terms and with respect to sexual harassment.

The committee recommends that the following revised MIT policy on harassment replace the present statement on harassment in *Policies and Procedures*:

Harassment of any kind is not acceptable behavior at MIT; it is inconsistent with the commitment to excellence that characterizes MIT's activities. MIT is committed to creating an environment in which every individual can work, study and live without being harassed. Harassment may therefore lead to sanctions up to and including termination of employment or student status.

Harassment is any conduct, verbal or physical, on or off campus, which has the intent or effect of unreasonably interfering with an individual's or group's educational or work performance at MIT or which creates an intimidating, hostile or offensive educational, work or living environment.

Some kinds of harassment are prohibited by civil laws or by MIT policies on conflict of interest and nondiscrimination (see relevant sections of *Policies and Procedures*).

Harassment on the basis of race, color, gender, disability, religion, national origin, sexual orientation or age includes harassment of an individual in terms of a stereotyped group characteristic, or because of that person's identification with a particular group.

Sexual harassment may take many forms. Sexual assault and requests for sexual favors which affect educational or employment decisions constitute sexual harassment. However, sexual harassment may also consist of unwanted physical contact and requests for sexual favors, visual displays of degrading sexual images, sexually suggestive conduct, or offensive remarks of a sexual nature.

The Institute is committed under this policy to stopping harassment and associated retaliatory behavior. All MIT supervisors have a responsibility to act to stop harassment in the areas under their supervision.

General complaint procedures are described in Section 3.33. Guidelines that give detailed suggestions for dealing with complaints are available from the Office of the Provost.

Any member of the MIT community who feels harassed is encouraged to seek assistance and resolution of the complaint. To implement the policy on harassment, MIT provides a variety of avenues by which an individual who feels harassed may proceed. These procedures are intended to assure confidentiality, prevent retaliation, and achieve prompt resolution of complaints while protecting the rights of the person bringing the complaint and of the person accused of harassment.

Related Policies

In addition to the general statement on harassment, the committee believes that the specific issues on retaliation, consensual relationships and harassment policies within the living groups need to be specifically addressed in a formal policy statement.

² In areas where consensus was not reached, committee members were invited to prepare their own comments to be attached to this report. Thus far, no such comments have been submitted.

Retaliatory Behavior

Retaliatory behavior can take different forms: ostracism by a peer group, discriminatory action by the supervisor to whom a complaint is brought or further objectionable behavior by the person against whom the complaint was made. Retaliatory behavior, and fear of retaliatory behavior, is a very serious issue in cases of harassment. In many cases victims of sexual harassment have an overwhelming fear of retaliation. This is particularly true for complaints arising within the living groups and complaints concerning faculty harassment. Retaliatory behavior is not acceptable at MIT and even though protection from all retaliation cannot be guaranteed, we believe that it is essential that MIT make every effort to protect complainants from such behavior. A strong policy statement is one way toward achieving this goal.

The subject of retaliatory behavior is complex and applies to all complaint procedures, including cases of harassment. While there is some mention of this subject in the current grievance procedures, the statement of policy should be strengthened and clarified. **We recommend that a thorough review of the current complaint procedures as they relate to retaliatory behavior be undertaken and a clear and strong statement be published. The application of this policy in cases of sexual harassment should be an integral part of this review.**

Consensual Relationships

Discussion of sexual harassment often leads to questions about consensual amorous relationships between two members of the university community. These relationships often raise concerns about conflict of interest, abuse of power, and violation of the teacher-student trust. MIT's policies on conflict of interest and employment of members of the same family take note of some of the problems that can arise in the context of consensual amorous relationships. Since the committee does not believe that it is within its charge to formulate an explicit policy statement on this issue, **we recommend that Institute policies relating to consensual amorous or sexual relationships between two members of the Institute community be studied separately.**

Policies for Approved MIT Living Groups

Given the widespread incidence of harassment among students, much of which occurs in living groups, it is important that the issue of harassment be clearly treated in the Basic Rules and Regulations given to all residents. Harassment is addressed in the current edition and has been a concern for some time. However, we propose that the following statement be included in future editions:

Sexual harassment includes but is not limited to the following behaviors: (1) sexist remarks, slogans and behavior that demean persons based on their gender or sexual preference, (2) insulting, lewd, obscene, or sexually suggestive remarks or conduct, (3) public visual displays of degrading sexual images, (4) unwanted touching, patting, or pinching, (5) inappropriate social invitations, (6) demands for sex, (7) sexual assault, including date rape, and (8) threats or punitive action as the result of rejection of sexual advances or rejection of romantic involvement.

In addition, the Basic Rules and Regulations should contain specific examples of sexual harassment, suitably disguised, which have occurred in the MIT community, as well as a description of the range of appropriate sanctions, including removal from Institute housing and termination of student status. There should also be a statement that MIT will make every effort to discourage and prevent retaliation and will punish individuals proven to have retaliated. A list of procedures indicating how students can deal with harassment within their living groups should be developed and included. Finally, it should be explicitly stated that students can request and receive alternative housing pending the resolution of a complaint.

Education and Prevention

Introduction

It is important that the MIT community understand that sexual harassment, like all forms of harassment, is unacceptable and that there are clear avenues of redress, mechanisms to stop harassment, and strong sanctions for such behavior. It is also crucial that we do all that we can to prevent harassment from occurring. This section briefly discusses educational activities or forms of communication that pertain to different constituencies at the Institute, offers some guidelines for those hearing complaints, and introduces the idea of "road maps" to help guide people to appropriate resources and procedures for dealing with instances of sexual harassment.

A more detailed set of suggestions for educating the various constituencies at MIT is presented in Appendix A.

Prevention of sexual harassment requires education. A key component of the educational message is the unequivocal commitment from the Institute leadership to stop sexual harassment at MIT. This commitment starts with the President and the Provost. **We recommend that widespread and diverse educational programs be held throughout the year, in different settings, targeted at specific groups in the community as well as the community as a whole.** This may include designing programs specifically for those who have exhibited harassing behaviors as well as training sessions on how to stop sexual harassment at MIT. In most cases, however, we suggest using the existing means of communication in order to integrate awareness of these matters into the mainstream of MIT culture.

It is important to schedule educational activities at appropriate times throughout the academic year. Some activities would occur on an annual basis; others — such as letters from department heads to faculty — might be staggered throughout the year. **We recommend that a centrally coordinated calendar of educational events on this topic be developed by the Provost's Office.**

Community Education

Academic and School Councils

It is essential to involve the highest levels of academic and administrative leadership in discussions of the problem of sexual harassment, and in defining policies and procedures for dealing with it. Only with thorough understanding and unequivocal commitment from departments heads, deans and key members of the administration can we make progress in this area. To that end, **we recommend that there be annual discussions in the Academic and School Councils, with presentations on the issues which also address policies and procedures relevant to sexual harassment at MIT.** Department heads and other administrators who have dealt successfully and sensitively with these matters should be asked to share their experience and ideas in such meetings.

Faculty

Faculty members — as teachers, supervisors, and role models — can do much to change community attitudes. Faculty can also counter sexist attitudes that are expressed via harassing behavior by not permitting this behavior to take place in their classrooms, laboratories, and offices. At present many faculty do not see themselves as supervisors or mentors with such responsibility. In order to change this, a clear consensus is needed from the faculty leadership that all faculty are responsible for upholding MIT's policy on sexual harassment.

Given the nature of authority and power that faculty have with respect to students, the damage that harassing faculty can inflict is particularly severe and manifestly at odds with the educational mission of MIT. The faculty must understand that sexual harassment is unacceptable and will be dealt

with appropriately, with sanctions imposed where warranted. This understanding will certainly reduce the number of incidents of harassment by faculty members themselves, which range from sexist remarks in class to persistent intimidation via direct threats and punitive actions.

Post Doctoral Fellows and Associates

It has been difficult to communicate with post-doctoral fellows and associates on a systematic basis, since their appointments have not gone through any central system at MIT. This issue has been raised in other contexts by the post-docs, and we believe it is important to find ways to recognize them more fully as members of the MIT community. A simple but important first step in disseminating information and advice on the issue of sexual harassment is the creation of an up-to-date mailing list for all post-docs, including incoming post-docs.

Students

The effects of sexual harassment are particularly hurtful in an educational setting since sexual harassment often damages the victim's sense of self-esteem and sense of purpose and direction. Students, in particular, need to be empowered by a system that sensitively and consistently addresses and resolves their complaints. In order to realize this goal, students must have clear and well understood options and the necessary support. Since dormitory and other living-group environments have a large impact on students' well being and ability to learn, special programs are necessary for all MIT living groups. These programs should educate students about peer and other types of sexual harassment and about what to do if they are harassed.

One way to achieve these goals might be to convene a meeting of all incoming students during R/O week to discuss standards of behavior within the MIT community with respect to harassment of all forms, drugs and alcohol, civility, and misconduct. In addition, students in the dormitories might be identified who are charged with educating their peers on sexual harassment. Finally, one might also consider designating student "guides" to help harassed students deal with the system.

During the year, special programs intended for men and women separately to address sexual harassment should be organized. These programs would be for both undergraduate and graduate students. They should make use of examples relevant to MIT culture and would teach students how to stop sexual harassment if they encounter it as well as how to pursue complaints if they believe the situation warrants it.

Special educational workshops on sexual harassment should be developed for students who have exhibited harassing behavior. (An outcome of an investigative/adjudicative process might be to require students to attend such workshops.) These programs could be made available to all members of the MIT community as part of informal resolution and mediation.

Staff

We suggest that the Personnel Office take the lead in increasing the awareness of staff about sexual harassment issues, and improving methods of complaint resolution along the lines suggested in the Procedures section of this report. All new staff should receive the Institute policy on harassment, road maps, and training on recognizing and preventing harassment. Supervisors should encourage support staff to attend Institute-wide educational programs on sexual harassment.

Guidelines for Those Receiving Complaints

Those people who are in a position to receive and handle complaints of sexual harassment should have as much information and/or training as needed to do this job effectively. We believe that a multi-access system for resolving cases of sexual harassment is preferable to a single, centralized office. Different offices will need programs tailored to their area of responsibility. However, in order to insure consistency and reliability throughout the system a basic set of information and resources needs to be universally available. The various programs should, therefore, be developed in continual consultation with those offices as well as with student input.

All MIT supervisors (including faculty) have a responsibility to uphold MIT policies regarding harassment. MIT is legally responsible (as an employer and federal contractor) for compliance with civil rights legislation (Title VII and Title IX of the Civil Rights Act). In addition, supervisors may in some cases be personally liable for instances of harassment that occur under their jurisdiction. If the supervisor cannot get the harassment stopped or is reluctant to address the situation, she or he should refer the complainant to other individuals or offices that can help.

We recommend that every supervisor in the Institute, including all members of the faculty, be given guidelines and/or training on how to deal with harassment, including sexual harassment. Such guidelines should be presented as part of an educational package that also includes the harassment policy, grievance procedure, and road maps. In many cases, these could be presented in the context of an educational or training program on this subject. Given the magnitude of the problem, it is likely that MIT will have to appoint additional staff to perform this education and training function.

Complaints of sexual harassment must be taken seriously, whether or not the supervisor has evidence that the harassment actually occurred. In handling cases of sexual harassment, supervisors need to recognize that control over the outcome of a complaint by the complainant and confidentiality are both critically important. To help the harassed individual make appropriate decisions, supervisors should provide clear information about the range of options and likely developments, timing, degree of confidentiality, and the processes that will be followed. A crucial aspect of this information is the identification of who has responsibilities and/or obligations to act, as well as to enforce decisions. Supervisors must respect the confidentiality of complainants as well as the privacy of alleged harassers.

All supervisors should have knowledge of:

- MIT's policy on sexual harassment;
- Names or offices for referral (see road maps);
- Their own responsibilities to the complainant, the alleged offender, and the Institute.

Upon hearing a complaint of sexual harassment, supervisors should follow a specific course of action:

Offer a sympathetic ear and affirm confidentiality. If there are circumstances which might compel violation of confidentiality, explain these to the complainant.

Inform the offended person of MIT's responsibility to protect the rights of everyone, including the complainant, the alleged offender(s) and other involved persons.

Affirm the concern of the Institute and state MIT's policy on harassment.

Give or refer the complainant to copies of MIT policies on harassment and conflict of interest, as well as road maps.

Discuss several options for resolution of the complaint (see road maps), and if possible, how to pursue avenues of resolution.

Indicate MIT's policy that each party may be accompanied by any member of the MIT community throughout the process.

Discuss the next step (which might include moving to another complaint handler or procedure), and a time frame for resolution of the complaint.

There are certain individuals whose jobs specifically include receiving and handling harassment complaints. **We recommend that the responsibility and authority of these individuals be more clearly defined, and that they receive appropriate training and information to insure that they handle complaints effectively.** This group includes the counselors in the Medical Department and the Dean's Office, the Special Assistants to the President, Personnel Representatives, Campus Police officers, department heads, deans, Lincoln Laboratory group leaders, administrative officers, and Housemasters. This group of people has all the responsibilities listed above, as well as record-keeping duties.

Guides to Resources/Procedures (Road Maps)

We recommend that there be a written guideline to MIT's multiple access system detailing who is responsible for handling complaints, as well as describing the process followed in investigative/adjudicative complaints and options for informal complaint resolution and mediation.

One of the major topics to emerge from the discussions of the Committee has been that individuals who feel harassed often do not know to whom to talk, where to bring their complaints, and what may happen when a specific path for redress has been chosen. Sometimes, complainants feel that the first route they choose is not helpful, and they need to know where else they can go for a sympathetic hearing. In short, even though there are people and processes already in place to deal with the problem, getting harassment stopped can be a murky process at MIT and can sometimes be as difficult and painful as the harassment itself.

The Committee has outlined a set of road maps to serve as guidelines for any member of the MIT community who feels that she or he has been harassed. The purpose of the road maps (and one of the main goals of the Committee) is to gather all pertinent information regarding harassment in one place, in written form, in order to clarify possibilities, to encourage complainants to come forward, and above all, to aid in stopping harassment throughout the MIT community. MIT has many points of access to this process already in place. These guides will distinguish among options such as counseling, various informal actions for stopping harassment, mediation, and investigative/adjudicative processes.

Appendix B provides an outline of the road maps.

Procedures

Introduction

There are three broad procedures by which complaints of sexual harassment may be resolved at the Institute: Informal resolution, mediation, and investigation/adjudication. Specific routes are available to all members of the MIT community, but differ depending on their status, i.e. whether student, staff, or faculty (see Appendix B for more details). Within this context, the complainant should choose the complaint resolution option to be followed in her or his particular case. To this end, individuals need clearly articulated descriptions and explanations of these available options in order to make informed decisions.

Generally, complainants decide which route to choose based on what makes them comfortable as well as on the advice of complaint handlers and other advisors and any written information that is available. We emphasize that the option structure is not hierarchical; so that, for example, a complainant need not pursue informal resolution before undertaking mediation or an investigative/adjudicative (hereafter I/A) process. In a similar vein, a complaint may be resolved informally even after an I/A process has begun. Although there is a tension between flexibility and explicitness, we believe that a broad range of options across the spectrum provides the most effective mechanism to eliminate harassment.

In order to allow a complainant to make decisions in the most informed manner possible and to clarify the grievance process, **we recommend:**

1. that separate lists be compiled of who has responsibility for informal resolution, investigation/adjudication and/or mediation;
2. that those so listed receive appropriate training commensurate with the procedures relevant to their responsibilities and be accountable for these responsibilities;
3. that each complainant be given an explicit account of the implications for confidentiality of the specific procedure the complainant is considering; and
4. that each complainant be made explicitly aware of who has authority to act and under what circumstances, with or without the consent of the complainant, with respect to each of the methods of complaint handling.

Informal Resolution

Informal resolution is the method by which most sexual harassment complaints are resolved at MIT. Its primary aim is to stop harassing behavior. Informal resolution is based on the interests of all parties and is essentially non-judgmental in character, focussing rather on problem solving to stop the harassment and to reach a workable solution. While it is of utmost importance to have a variety of options for informal action to meet the varying needs of the situation and the individuals involved, the lack of any commonly held understanding of these processes can lead to confusion for those seeking help via this option. General written descriptions and examples of informal options can give complainants ideas about how to resolve their complaints. We suggest that they be formulated and distributed.

Many complainants prefer to use these informal options because they are perceived to be the most flexible, while being the least confrontational and complicated. If they work to stop harassment, the committee believes that such procedures are desirable.

We recommend that all complaint handlers, including those who have specific responsibility for handling informal resolution, be made aware of the differences between counseling, advice and informal alternatives for stopping harassment.

To ensure that complainants come forward, they need a great deal of flexibility and control over the choice of options. Similarly, in order to be effective, informal complaint handlers need flexibility. However, it is important that all members of the MIT community recognize that different individuals have widely differing responsibilities to take specific action upon hearing a sexual harassment complaint. For example, a department head or a dean has an obligation to pursue a complaint while a Special Assistant to the President does not. If a concerned person wishes to speak to someone with the assurance that "nothing will be done without permission," then speaking to one of the Special Assistants is more appropriate than speaking to one of the academic deans.

Most offended people initially utilize informal methods. However, complainants should be made aware of the possibility of pursuing other routes, especially since mediation or investigative/adjudicatory methods may be the only ways to stop harassment. However, these latter options can be trying and difficult for the complainant and may, therefore, call for an extra measure of encouragement and support for the complainant.

Mediation

One of our basic goals as a community should be to enable people to work out problems so that normal and respectful relationships survive. For many individuals, this works best through a process of mediation. Mediation is purely voluntary for all parties and normally entails both parties meeting together with a neutral. Successful mediation results in an oral or written agreement. If the agreement is written, it may be private or on file at the decision of the parties. Mediation agreements for sexual harassment complaints must include a specification that there will be no harassment in the future (and no retaliation), whether or not there is any agreement that harassment actually took place in the past. Anyone functioning at MIT as a formal mediator will be trained and designated as a neutral. We believe that cases involving faculty harassment present a special problem with respect to finding appropriate mediators and that, in such cases, faculty themselves may well be the best mediators.

We recommend that mediation be made available as a viable option for all. Disputing parties who want mediation should be able to choose a mediator from an established list of mediators who serve at their own discretion. Volunteers (including faculty, staff and students) should be given a common charge and a common training and should be designated as neutrals for this purpose. They should reflect the diversity of the community and they should be able to handle all types of harassment cases.

Investigative/Adjudicative Procedures

The essence of the I/A process is twofold: (1) there is an investigation; (2) a formal decision is made concerning the occurrence of harassment (i.e. whether the complainant has been harassed by the person against whom she or he has lodged the complaint). In addition, appropriate sanctions are imposed if there is a finding of harassing behavior. Thus, within this context all parties are asked to give accounts of the relevant events. An investigation is always a part of this process and in some cases, particularly those handled by the Office of the Dean for Student Affairs (ODSA), there is also a hearing. Because of its disciplinary nature, the following currently have the authority to carry out this option: deans in the ODSA, the Committee on Discipline, personnel officers, department heads, academic deans.

It is necessary to have a well-articulated I/A complaint procedure for the following situations: (1) any individual who prefers this mode of action; (2) severe cases of harassment where it is felt that sanctions may be necessary; (3) when informal options or mediation fails. The existence of clear procedures should not only encourage those facing harassment to come forward but should also deter would-be harassers. Ambiguous procedures can discourage those who would otherwise choose to use I/A procedures and thus make the system more daunting. Nevertheless, it must be recognized that, however clear, an investigative/adjudicative process must be sufficiently flexible to allow for the differences in each case. The following are recommendations for how to make this option clearer and easier to use.

The first step in every I/A process normally involves the complaint handler making sure the person bringing the complaint understands the nature of the I/A process and chooses to go forward with this option. A statement attesting to this decision is in general given in writing, but in some cases may be communicated verbally by the person requesting this option. This initiating statement should also include some description of the alleged harassment, and, if possible, some description of the desired outcome.

All individuals who have the authority and responsibility to adjudicate I/A processes need to understand what is involved in undertaking this process. In general, complainants should be advised to discuss I/A processes with someone who handles these complaints before submitting an initiating statement to be sure that she or he understands the consequences with respect to confidentiality, notification of the alleged harasser, and the degree to which the complainant loses control over the process.

Because each investigation must be tailored to meet the specific situation, the I/A process can differ depending on the details of the case and by whom the case is being handled. Some processes can be written in more detail than others. Many individuals who feel harassed are more comfortable in starting an I/A process if they have a clear explanation of what will happen during the process. **Therefore, we recommend that all individuals at the Institute — students, staff and faculty — have access to investigative/ adjudicative options that have clearly written, well-specified procedures concerning the investigative and adjudicative process.** While allowing flexibility to resolve complaints on a case by case basis, the written procedures would provide a general outline of what the process entails. To accomplish this goal **we recommend that, for consistency, all people who undertake I/A processes put their procedures in writing and that these procedures be reviewed by the Office of the Provost.**

While recognizing the need for flexibility, we believe that some issues apply universally in every I/A complaint. **We recommend that descriptions of common issues be written down and communicated to all I/A handlers as parameters within which a complaint hearer may act with flexibility and that the following issues be included in the discussion of basic operating procedures for all I/A processes at the Institute: confidentiality, timeliness, retaliation, appeals, sanctions, and standards of proof.** These will now be discussed insofar as they have not been previously addressed in this report.

Confidentiality

Confidentiality is an issue that is common to all complaint resolutions. In particular, it is MIT's policy to treat all complaints in as private and confidential a manner as possible. However, there may be circumstances under which the complaint handler is compelled to discuss a case with others at the Institute or with law enforcement personnel without the permission of the complainant. In addition, different levels of confidentiality may be maintained by different offices or individuals handling complaints of sexual harassment or in the course of different procedures for handling complaints. For example, I/A complaints require notification and discussion with the accused. We identify three levels of confidentiality.

1. Complete confidentiality means that complaint handlers never discuss any aspect of a case with anyone without the complainant's permission, excepting cases where someone may be physically endangered.
2. Advisory confidentiality means that complaints are not normally discussed without the complainant's permission and that the complaint handler retains discretion and power of decision in this regard. In these circumstances complainants should be notified of who has been informed of their case.
3. Investigational confidentiality is observed for complaints that are being investigated and adjudicated. In these cases, due regard for privacy is exercised, but a willingness on the part of the complainant to allow the sharing of information necessary to the investigation is implied. However, in these circumstances complainants should be notified of who has been informed of their case.

Participants in a complaint process need to know when it is not possible to guarantee confidentiality. **We recommend that special care be taken by those who handle harassment complaints to inform the complainant early on about circumstances under which complete confidentiality will be maintained or might be lost. This could be accomplished in part by making available written information from complaint handlers about practices regarding confidentiality, so that complainants can choose the complaint handler/procedural option with which they feel most comfortable and which best fits their needs.**

Timeliness

Any investigation takes time — a commodity of which there is too little at MIT. To improve the speed of response of the system to charges of alleged harassment, we recommend that:

1. **Complaint handlers know when they have responsibility to pursue an investigation.** While individuals associated with the grievance and personnel systems understand this, many administrative officers and department heads do not. In addition, few faculty members understand these obligations.
2. **Every attempt should be made to settle any complaint within a three week period.** If the matter goes beyond a month, then there should be weekly contact (preferably also in writing) with everyone involved. Ideally, a case should begin to be considered within twenty-four hours of the complaint being brought. It is important to note that these should apply to all complaint-handling processes, not just I/A procedures.

Standards of Proof

At the moment there are no consistent views concerning standards of proof in investigations at MIT. Since most cases of harassment are not witnessed by others and since the burden of proof is on the offended individual, there are difficult situations in which it becomes the word of the offended individual (e.g., a "weak" student or staff member) against the alleged offender (e.g., a "strong" and distinguished faculty member). In this case, the question often becomes one of not whether harassment occurred, but whether the offended individual is stable or reliable. In this way offended persons become a focus of the investigation. We suggest that MIT look into ways of dealing with this problem.

Once it has been determined that the alleged behavior has occurred, there may also be some question as to the character of the action; i.e., whether it does, in fact, constitute a harassing act. In making such a determination the law has employed what is known as the "rule-of-reason." This criterion involves asking whether the conduct that has occurred was unreasonably disruptive.

Sanctions

After an investigation has been completed, sanctions may be imposed by the appropriate authority (e.g., the department head or ODSA dean). There is a range of severity of appropriate sanctions extending to termination of employment or of student status. **Sanctions should be designed to deter individuals from harassing conduct. Education is a possible remedy. In some cases, however, the behavior may be so harmful to the harassed individual or the community that more punitive measures are required.**

Factors to be considered in devising sanctions should include: the frequency of the actions, the intent of the accused, the degree of harm caused to the offended person and the community, whether they are likely to change the harasser's conduct, and the status of the harasser (i.e., student, staff, or faculty). Repeat incidents of harassment should incur more serious sanctions as should harassment accompanied by retaliatory behavior.

The sanctions imposed in particular cases are not made public. However, **the range of appropriate sanctions and the frequency with which they have been imposed in a given period should be reported to the community on a regular basis.**

Appeals

The parties in a harassment case should have the opportunity to appeal decisions that are made, including the sanctions imposed at the end of an investigation. In some cases there will be more than one avenue of appeal available and the options for appeal should be made explicitly clear to both parties in the case. In order to maintain the appeal structure, the Provost or the President will not ordinarily be primary receivers of a complaint and will not take part in an investigation since they represent the ultimate internal appeal authority.

Record Keeping

The Institute needs to have accurate information about incidents of harassment in order to assess the effectiveness of programs of education and prevention. Information regarding the scope and nature of harassment complaints and how they are resolved should also be reported in order to inform and educate the community. However, it is important to maintain confidentiality in cases of harassment in order to protect all of the individuals involved.

More generally there is a tension between the need for individuals and groups to have information in order to protect themselves and the need for individuals and groups to be protected from harm that can come from information being made public. We have considered these conflicting needs and make recommendations below. Record keeping and reporting are areas that will need further attention as other recommendations in this report are implemented.

We recommend that careful written records be kept by the adjudicator in the case of complaints which are investigated and adjudicated and that these records be maintained as confidential.

These records should include a description of the case and the charges that were made, names of individuals that were involved in the case, the resolution of the complaint including any sanctions that were imposed, any letters that were issued to the participants and any notes, communications, etc., deemed appropriate by the adjudicator.

We also recommend that MIT keep a statistical record of all concerns and complaints involving harassment. These statistics should be retained in a single office, and we suggest that the Office of the Provost be the repository of the information.

These records should be considered to be confidential in detail but are to be used to publish a yearly report of the aggregate number and type of complaint received (e.g., in living groups, in educational settings, etc.), their mode of resolution, and the range of sanctions applied. This report would be published in *Tech Talk* and would serve as the basis of a report to the Equal Opportunity Committee and to the faculty. Segregated data should be made available to the individuals who are responsible for the various areas of the Institute.

With respect to the above issues of record keeping, careful consideration needs to be given to who has access to these records and when they should be destroyed. The answers to these questions as well as the details regarding the collection and dissemination of this data should be left to the Office of the Provost.

Conclusion

This report focusses primarily on sexual harassment. However, it is the view of the Committee that many of its recommendations may apply to other forms of harassment as well. Consequently, we believe that as the various programs and recommendations called for are implemented they be viewed as forming a basis for dealing with other forms of harassment in our community. In this sense we hope that the Committee has made a contribution that extends beyond the particular scope of its charge.

Appendix A: Community Education

Listed below are suggested ways to inform the various constituencies within the MIT community about the problem of sexual harassment — what it is, what are MIT's policies, resources, and procedures for dealing with this problem.

We recommend that there be widespread and diverse educational activities throughout the year, targeted to specific groups as well as to the community as a whole. We also recommend that an office, perhaps the Provost's office, act as an informational clearinghouse and maintain a calendar of such activities.

We suggest that those people developing workshops and educational programs on sexual harassment consult the examples of programs (developed for other universities or businesses) that are on file in the office of the Associate Provost for Educational Policy and Programs and in the offices of the Special Assistants to the President.

Faculty and Research Staff

Letters from department heads and lab directors to all members of their areas. (Some department heads have already done this.)

Departmental faculty meetings devoted to this subject. These could include presentations or videotapes on the issue, as well as information on policies and procedures. Try to engage one faculty member in each department to lead the discussion.

Incorporation of this issue into the program for the new faculty orientation each fall. This might include participation by all new faculty in a training program on harassment, including sexual harassment.

Discussion at the random faculty dinners hosted by the associate provost.

Regular reports on the campus climate from the Equal Opportunity Committee to the faculty — perhaps once a year.

Inclusion of a program on sexual harassment in the orientation for freshman advisors.

Discussion or columns in *Tech Talk*, the Faculty Newsletter, and other campus publications — perhaps including reprints of small items on this topic from "On Campus With Women," published by the Association of American Colleges.

Letters or other communications from the Chair of the Faculty.

Discussions in the Committee on Graduate School Policy, Department Heads lunches, the Faculty Council, Lincoln Laboratory Group Leader meetings, Administrative Officer meetings, etc., of the problem, of MIT policy and of procedures for handling inquiries or complaints.

Postdoctoral Fellows and Associates

Identification of one office that could include in its responsibilities the creation and maintenance of a post-doc mailing list, and could serve as a center of communication with this group on this and other matters. Such an office could send publications such as the Post-Doc Handbook, *Policies and Procedures*, and brochures such as "Tell Someone" to the post-docs. In the absence of such a central mechanism, department headquarters should see that all post-docs receive such publications.

Meetings of department heads with post-docs in their departments, to develop a sense of community and a way for these and other issues of concern to post-docs to be identified and discussed.

Orientation on benefits and other issues, including sexual harassment policy, conducted by the Personnel Office.

Inclusion of post-docs in orientation and/or training sessions for new graduate students, teaching assistants, or faculty.

Expansion of the section on sexual harassment in the Post-Doc Handbook.

Provision of information and discussion by faculty members on this issue with their post-docs as well as other members of their labs.

Graduate Students

Inclusion of information of this subject in the departmental orientations for graduate students.

Presentation/discussion at the Committee on Graduate School Policy and at meetings of the graduate administrators round table.

The workshop for teaching assistants conducted by the Dean of the Graduate School could include information on the topic. This might be augmented by a specific training program on sexual harassment.

Orientation for Graduate Residents in the dormitories, conducted by the Dean for Student Affairs Office. This, too, should include a specific training program on sexual harassment issues.

Graduate Student Council meetings or mailings, including the GSC newsletter.

Orientation sessions for incoming international students, which are coordinated by the Advisor to International Students in the Dean for Student Affairs Office. Such sessions could include the showing of a film on cultural differences. The heads of the various language/ethnic/cultural/religious groups should participate in this and be offered films and other resources.

Faculty discussion of this issue with their research groups, as well as posting of relevant brochures and procedural guidelines.

Undergraduate Students

Development and dissemination of policy and regulations governing living groups, which would include specific reference to all kinds of harassment.

Training for Housemasters and Graduate Residents, including definition of their responsibilities and liabilities in this regard.

Dorm meetings or study breaks on this subject organized by Graduate Residents and Housemasters.

Discussions, skits, and training on this matter (including cultural differences) during Residence/Orientation Week activities. Contact for this activity would be the Undergraduate Academic Support Office.

Orientation or other programs in the fraternities and independent living groups. Such activities could be coordinated by the Adviser to Fraternities in the Dean for Student Affairs Office, working with the Interfraternity Council. It would be desirable to have one or more of the fraternities to take the lead in this, as was done in the past on sexual harassment and on date rape.

Meetings of the Dormitory Council.

Student government activities, including sponsorship of forums and Institute-wide discussions. (We understand there is an Undergraduate Association committee on sexual discrimination that might be drawn into this.)

Articles in *The Tech*, *Tech Talk*, and other campus media.

Sessions during class when appropriate, in which faculty members would address the problem and stimulate discussion.

Discussions with the coaches and athletic staff to determine how the athletics structure could be used to promote better understanding of the issue and to counter incidents of sexual harassment.

Staff

Inclusion of a program on sexual harassment in the new employee orientation conducted by the Personnel Office.

Articles in the Newsletter and Service Guide published by the Working Group on Support Staff Issues, and other activities. Perhaps a subgroup could be established to work out ways in which the problem, policies, and procedures could be brought to the attention of the support (and administrative) staff.

Training sessions or workshops that cut across organizational lines.

Consultation with the Manager of Labor Relations as to whether there are training sessions, workshops, etc., for unionized employees that might incorporate this issue.

Discussion and/or workshops on this topic with the following groups:

Administrative Council meetings, chaired by the President

Information Group, chaired by the Vice President and Secretary

Administrative Officers Meetings, chaired by the Senior Vice President

Career development workshops, conducted by the Personnel Office

Regular staff meetings conducted by supervisors or managers

In-service training sessions for Campus Police

Regular educational and training programs at Lincoln Laboratory

Appendix B: Outline of Road Maps

The following is a tentative sketch of what a road map might contain. It is included here to provide a rough idea of the kind of publication that the Committee thought would be important for the community to have.

Definition and Explanation of the MIT Harassment Policy

This will include, from the newly revised policy, some of the forms that sexual harassment may take.

Whom You Can Talk to if You Feel Harassed

Universal Options — for use by anybody

Each of the people or offices listed below are sources from which any member of the MIT community is free to ask advice and other intervention, regardless of her or his status within MIT. Here, we will first list general descriptions of the role and duties of each office or individual, along with locations and telephone numbers. We will also list each of these options in each of the other complainant categories, for full coverage of options.

Ombudspersons
Campus Police
Nightline
Religious advisors
Social workers
Medical providers
Committee on Discipline (for complaints brought against students)
Faculty
Department Heads
Deans

Whom to talk to if you are a student (undergraduate or graduate)

Each of the following will be accompanied by a brief explanation of its function and responsibility with regard to harassment. These are listed, more or less, by level of formality, with some overlap.

Universal options
Graduate resident (in undergraduate living groups)
House master
Faculty advisor, or other sympathetic faculty member
Course/lab instructor or Lincoln Laboratory group leader
Office of the Dean for Student Affairs
Office of the Dean of the Graduate School
Department/Laboratory Heads
Deans of Schools

Whom to talk to if you are a Post-Doctoral Associate or Fellow

Universal options
Faculty supervisor, or other sympathetic faculty member
Department/Laboratory Head
Administrative Officer
Personnel Office
Personnel Officer
Manager of Personnel Services
Director of Personnel
Provost (and Associate Provost)
Academic deans

Whom to talk to if you are a faculty member

Universal options
Department Head/Laboratory Director
Administrative Officer
Dean (and assistant deans) of school
Provost (and Associate Provosts)
Officers of the faculty (Chair, etc.)

Whom to talk to if you are a staff member

This includes administrative, support, or sponsored research staff. The options are listed by proximity to the staff member; it is always acceptable to move laterally between them, and to choose any point of entry.

Universal options
Supervisor (direct or indirect)
Administrative Officer
Department Head or Laboratory Director
Academic deans
Vice President(s)
Personnel Office
Personnel Officer
Manager of Personnel Services
Director of Personnel

Whom to talk to if you are an employee represented by a union

It will be explained here that employees represented by a union are bound by those grievance procedures contained in their contract and that it is always acceptable to go directly to management. The Manager of Labor Relations will be asked to help draft a statement for this section.

Whom to talk to if you are a Lincoln Laboratory staff or support staff member

Universal options
Direct supervisor, or another trusted supervisor
Group leader (or associate/assistant group leader)
Division assistant
Division Head
Personnel Office
Personnel Officer
Manager of Personnel Services
Director of Personnel
Director
Provost

Whom to talk to if you are a guest or visitor on campus

We will list here the universal options which apply to any member of the community, including visitors.

Options for Action

Each of these options will be followed by a brief explanation, including which offices or people can help with implementation, where appropriate; this list is understood not to be all-inclusive.

Discussion with no action requested

Discussion and development of custom-tailored option

Writing a letter to harasser

Talking to harasser (with or without third party present)

Asking harasser's supervisor to intervene

Asking another third party (i.e., ombudsperson or campus police) to intervene

Generic approach (i.e., films, workshops, letters from the department head, speakers addressing appropriate groups without mentioning complainant)

In living group situations, having harasser removed from dormitory system, or finding alternate housing for complainant (or both)

Seeking explicit mediation

Filing a complaint with Campus Police

Seeking formal investigation and adjudication

In cases where harasser is a student, seeking involvement of Committee on Discipline

Scenarios

These will be anecdotal in nature, illustrating some of the options listed above, and further illustrating the ways that various offices may interact in the case of a harassment complaint; it will be clear that these are only possible solutions, and that the system is flexible in order to accommodate the needs of the community. They will illustrate the problem in a more graphic sense, in a way that has been proven to have impact on those with no knowledge of the issue, especially through their relevance to the MIT experience.

Appendix C: The Committee

The MIT Committee on Sexual Harassment was appointed by Provost John M. Deutch in November 1989. Membership was drawn from the Academic Council, faculty, administration, staff, post-doctoral fellows, and the student body:

Hsiao-hua Burke
Associate Group Leader, Signature Studies and Analysis, Lincoln Laboratory

Sallie W. Chisholm
Professor of Civil Engineering and Director of the MIT-Woods Hole Joint Program in Oceanography

Mildred S. Dresselhaus
Institute Professor, Professor of Electrical Engineering and Physics

Ann F. Friedlaender
Professor of Economics and Civil Engineering, and Dean of the School of Humanities and Social Science

Genevieve M. Hammond
Administrative Assistant, Alumni Association

Stephanie Harriston-Diggs
Assistant Dean for Student Affairs

Thomas H. Jordan
Professor of Geophysics and Head of the Department of Earth, Atmospheric, and Planetary Sciences

Samuel Jay Keyser (Chair)
Professor of Linguistics, and Associate Provost for Educational Policy and Programs

Kathryn W. Lombardi
Executive Assistant to the President, and Director of Public Relations Services

Pamela J. Loprest
Graduate Student, Department of Economics

Maya F. Paczuski
Graduate Student, Department of Electrical Engineering and Computer Science

Sarah L. Pallas
Postdoctoral Fellow, Department of Brain and Cognitive Science

Mary Lou Pardue
Professor, Department of Biology

Mary P. Rowe
Special Assistant to the President, and Adjunct Professor in the Sloan School of Management

Constantine B. Simonides
Vice President and Equal Opportunity Officer

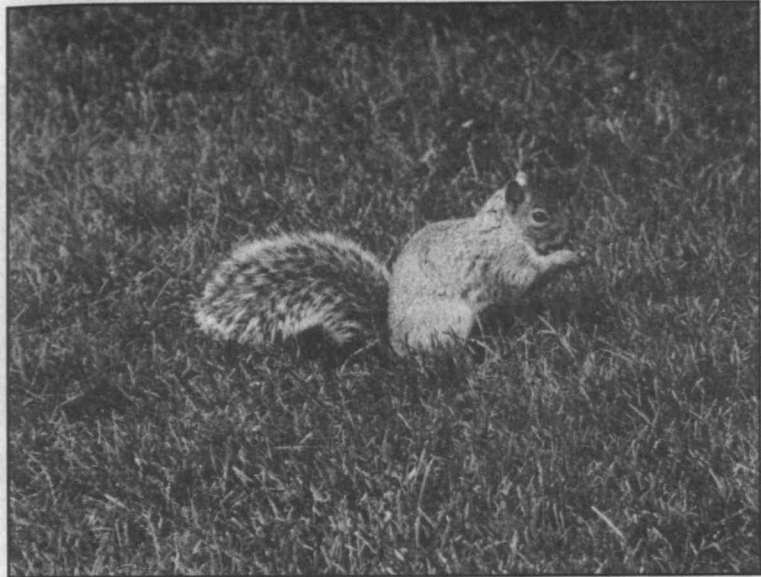
Arthur C. Smith
Professor of Electrical Engineering, and Acting Dean for Student Affairs

James R. Tewhey
Associate Dean for Student Affairs

Clarence G. Williams
Special Assistant to the President and Assistant Equal Opportunity Officer

Other early members of the Committee who were not able to continue for the full duration of its work included Yonald Chery (Graduate Student in Electrical Engineering and Computer Science), Jean Moran (Undergraduate in Nuclear Engineering), Howard Ro (Undergraduate in Chemical Engineering), and Robert Brown (Head of the Department of Chemical Engineering).

Anne Gudaitis provided staff support for the Committee.



THEATER

Call the Theatre & Dance Performance Hot-Line at x3-4720 for complete up-to-date information on theatre and dance performances at MIT.

Blue Windows*—Nov 1-3, 8-9: A comedy of the late 80s by Craig Lucas. MIT Dramashop Fall Major Production, 8pm, Kresge Little Theater. Tickets: \$6, \$5/students & seniors. Call x3-2908 or x3-2877.

DANCE

MIT Ballroom Dance Club Workshops*—Nov 4: West Coast Swing 1, 1-2pm; Viennese Waltz 2, 2-3:30pm; Cha Cha 3, 4:30-5:30pm. Nov 11: Quickstep 1, 1-2pm; West Coast Swing 2, 2-3:30pm; Viennese Waltz 4, 4:30-5:30pm. Morss Hall, Walker Memorial. General Dance: 3:30-4:30pm, free. Membership through June 1991: Students, \$5, MIT/Wellesley affiliates, \$7; others, \$15. Workshop admission fees range from 50¢ to \$4 depending on membership and level. No partner necessary, info x8-6554.

MIT Folk Dance Club*—Three nights of dancing. Sunday: International Dancing, 7-11pm, Lobby 13, with Early Teaching from 7-7:30pm. Tuesday: Advanced Balkan Dancing, 7-11pm, Rm 491, Student Center. Wednesday: Israeli Dancing, 7-11pm, Sala de Puerto Rico, Student Center, with Early Teaching from 7-7:30pm. After Oct 31, meet in Lobby 13. Info: x3-FOLK.

Aerobics Classes*—Sponsored by the MIT Dance Club, Every Mon, Wed, Fri, 6-7pm, Bldg W31 Dance Studio. For fees and more info, call Julia, 492-1369.

Yoga*—Ongoing classes in traditional Hatha and Iyengar style. Beginners: Mon, 5:10pm; Intermediate/Advanced: Mon, 6:30pm, Rm 10-340. For information call Ei Turchinetz, 862-2613.

Kundalini Yoga*—Monday classes, 6-7pm, Rm 1-134. Beginners welcome. For information call Andy Rothstein 232-3257.

MIT Dance Workshop Classes*—An activity of the Theatre Arts program taught by members of the Beth Soll & Co, MIT's resident dance company. Beginning Modern Technique, M,W, 3:30-5pm, T-Club Lounge, Dupont Ctr; Intermediate Modern Technique, Tu,Th, 5:30-7pm, Walker-201; Composition/Improvisation, Tu 1-2:30pm, Walker-201; Technique/Repertory/Improvisation, Wed 11-12:30, Walker-201. Tap, Fri 12-1:30pm, Walker-201. Info: x3-2877.

EXHIBITS

LIST VISUAL ARTS CTR

Synthetic Spaces: Holography at MIT. Part of the 5-year anniversary celebration of I.M. Pei's Wiesner Bldg. Through Nov 18. **Satellite Intelligence: New Art from Boston and San Diego.** Works by 12 artists from two like-sized cities with relative geographic proximity to primary art centers (New York and Los Angeles). Through Nov 18.

THE MIT MUSEUM

MIT Museum Bldg (N52)—Awon Orisa: The Gods, Africanisms in the Americas. An exploration of the manifestation of Yoruba religious beliefs in the Americas. Through Dec 16. **Doc Edgerton: Stopping Time.** Photographs, instruments, and memorabilia documenting the late Harold Edgerton's invention and use of the strobe light. Ongoing. **Light Sculptures by Bill Parker.** Vivid interactive light sculptures, each with its own personality and set of moods. Ongoing. **Holography: Types and Applications.** Scientific, medical, technical and artistic imaging drawn from the work of the Spatial Imaging Group at MIT's Media Lab. Ongoing. **Math in 3D: Geometric Sculptures by Morton G. Bradley, Jr.** Colorful revolving sculptures based on mathematical formulae. Ongoing. **Visual AIDS III.** Poster collection reflecting the issues and cultural attitudes of diverse organizations and countries. Through Dec 1. Tues-Fri 9-5; Sat-Sun 1-5.

SLOAN SENIORS

Executives Consider 21st Century Business

Leading economists from the United States and Europe gathered at MIT last week to talk about global economic and political shifts now revolutionizing the way we do business.

Lester Thurow, dean of the MIT Sloan School of Management, Institute Professor Emeritus and Nobel Laureate Paul Samuelson, and Kurt Furgler, a leading European political economist and former president of Switzerland, discussed the impact that economic, social, and political changes

now underway in Europe will have on global corporations in the 21st century.

Sloan Professors Stuart E. Madnick and Lisa Lynch, Professor Emeritus Thomas Lee of electrical engineering, and Professor Eugene Skolnikoff of political science discussed critical forces that will influence how companies of different sizes and in different sectors will operate, and how that will compel managers to think through the regional and global implications for their firms.

Arnoldo Hax, a leading authority on corporate strategy and Alfred P. Sloan Professor of Management, spoke about the flexible strategies that companies will need to adjust to new political structures and economic change. Philip M. Condit SL '75, an executive vice president at Boeing, spoke on "Managing Global Strategic Alliances."

The occasion was the second tri-annual convocation of the MIT Program for Senior Executives.

ENCON RETURNS

Energy Hotline Is Re-established

Members of the MIT community with questions or suggestions about energy conservation on campus or information on any matter concerning energy that requires prompt attention are invited to call Physical Plant's new Energy Conservation Hotline by dialing ENCON, or x3-6266.

The new hotline will be answered around the clock by Environmental Engineer Carl Hagge or other members of Physical Plant.

Thomas E. Shepherd, associate director of Physical Plant, announced the hotline, which re-establishes a similar effort run in the 1970s and early 80s. That effort was found to be a very

effective energy-conservation tool.

The new hotline is part of an ongoing energy-conservation program at Physical Plant. What with rising energy costs due in part to the crisis in the Middle East, the department is currently taking a fresh look at its operations to make additional savings where appropriate.

The MIT community can help conserve energy too. While most energy use at MIT is controlled by Physical Plant, about 25 percent is controlled by individual members of the community. To that end, individuals can help by following these tips from Physical Plant:

—Turn off lights, appliances and other equipment when their use is not required.

—Adjust thermostats and other controls to 68°F for heating and 75-78°F for cooling.

—Report equipment malfunctions, particularly those that affect energy consumption, to Physical Plant by calling FIXIT, or x3-4948.

—Pass on ideas or suggestions for saving energy to Carl Hagge by calling the hotline.

—Close fume hoods whenever possible.

—If you find that an electric heater is necessary for adequate heat, call the hotline to see if the heating problem can be resolved in a more efficient way.

MIT Club Plans Gala for Vests

The MIT Club of Boston has extended an invitation to the community to attend "A Gala Evening to Welcome MIT's New President," at the Museum of Fine Arts on Saturday, Nov. 17, 6-11pm.

The club has reserved the entire Museum, where "Courtly Splendor: Twelve Centuries of Treasures from Japan" is the featured exhibit. The exhibit commemorates the enthronement of Emperor Ahihito and the centennial of the Museum's Asiatic Department. Hors d'oeuvres will be followed by dinner and dancing.

Prices are \$75/person for MIT Club members and guests and \$90/person for others. Further information is available from Jill Burger in the Alumni Center, Rm 10-110, x3-8245.

FALL ISSUE

'Learning Organizations' Featured in SM Review

The fall issue of the Sloan Management Review, the Sloan School's quarterly journal, leads off with an article by Peter Senge, director of the Systems Thinking and Organizational Learning program at the Sloan School.

The article, "The Leader's New Work: Building Learning Organizations," applies a unique blend of systems thinking, science, philosophy, psychology, and spiritual insights to the questions such as: How can we build organizations in which continuous learning occurs? and What kind of person can best lead the learning organization? The article is adapted from Mr. Senge's new book, *The Fifth Discipline: The Art and Practice of the Learning Organization* (Doubleday Currency, 1990), already in its second printing.

The issue also includes an article co-authored by Sloan School professor Stuart Madnick, entitled "How We Fail to Learn from Software Development Failures." Dr. Madnick and coauthor Tarek Abdel-Hamid of the Naval Postgraduate School

explore the reasons why software projects are so rarely submitted to post-mortem diagnosis. One consequence of that failure is that software engineers continue to act on unsubstantiated assumptions or, worse, learn the "wrong" lessons—that staff hired late in a project never add net value, for example, or that it's impossible to spend too much on quality assurance. The authors describe a systems-thinking based diagnostic tool that can help to uncover disguised or underexploited lessons.

Dr. Madnick is the John Norris Maguire Professor of Information Technologies and Leaders for Manufacturing Professor of Management Science.

Readers interested in copies of these articles, or in issues of the Review, should call Sandy Burke at 3-7170.

Sarah Cliffe, Sloan School

Teaching is Focus Of Two Seminars

A seminar/discussion series on "Teaching at MIT" is being offered this term by the Faculty Instructional Resources Program in the School of Engineering.

Two upcoming seminars are "How to Lecture," on Tuesday, Nov. 6, and "Integrating Design Topics into Engineering Science Subjects," on Wednesday, Nov. 14. All are held at 4pm in Rm 36-428. Faculty members, teaching assistants and community members are invited to attend and participate.

Professor Patrick Winston of electrical engineering and computer science and Professor Preetinder Virk of chemical engineering will lead the November 6 seminar, and Professors Nam Suh, Harry West and Roger Kamm of mechanical engineering the November 14 seminar.

Past seminars have included "Planning and Teaching an Engineering Seminar" and "Integrating Contextual Topics into an Engineering Subject."

For more information, contact Maureen Horgan, Office of the Dean for Undergraduate Education, Rm 20B-141, x3-5049.

HART NAUTICAL GALLERY

Ongoing exhibits: George Owen '94: Yacht Designer—Ship Models, Half Models in Naval Architecture. Ongoing. 77 Mass Ave, Mon-Sun 9am-8pm.

CORRIDOR EXHIBITS

Corridor Exhibits: Bldg 1 & 5, 2nd floor: John Ripley Freeman. Lobby, Bldg 4: Norbert Wiener, Karl Taylor Compton. Community Service Fund, Ellen Swallow Richards. Women at MIT. An overview of the admission of women at MIT. Five photographic panels with text documenting the circumstances that increased the number of women in the classroom since Ellen Swallow Richards. Bldg 6: Laboratory for Physical Chemistry. Bldg 4: Edgerton's Strobe Alley: Exhibits of high-speed photography. (Corridor Exhibit).

COMPTON GALLERY

Lawrence B Anderson '30: Artist, Educator, Architect. An installation celebrating the distinguished career of the former dean of the MIT School of Architecture. Through Dec 14. **Microscapes.** Color photographs by AT&T photographer Charles Lewis. Micro-processor chips, glass fibers, crystals, magnetic bubbles shot at speeds up to 1/720,000th of a second and magnified as much as a billion times. Ongoing. 77 Massachusetts Ave. Hours: Mon-Fri 9-5.

OTHER EXHIBITS

Staying Healthy*—An exhibition of drawings by the youngest members of the MIT Health Plans. Bldg E23. Through Nov 30.

Institute Archives and Special Collections—Jerome C. Hunsaker, Father of Aeronautics at MIT: Chronicles his founding of aeronautics at the Institute; his design and construction of Navy airships and NC-4, the first airplane to cross the Atlantic, and his role in leading the Dept of Aeronautical Engineering from 1939-51. **The Tech Show:** "Engineering is interfering with fun... Wish my four year stretch were over and done." That's from 1947 but it could be sung today. Portrays an MIT institution with a 92 year history.

SPORTS

Graduate Soccer Club Upcoming Home Games*—Nov 3: vs Brighton Celtics, 12pm. Sponsored by the Graduate Student Council and the MIT Athletic Dept. Games played at Omni-Turf.

Home Intercollegiate Contests*—Nov 3: Football vs Western New England College, 1pm. Nov 10: Football vs WPI, 1pm. M's Swimming, Batterman Relays.

WELLESLEY EVENTS

Jewett Arts Center*—Photographs by Lee Friedlander 1956-1987. Main Gallery. Edgerton, Gohlke, Papageorge and Siskind: A Photographic Portfolio. Corridor Gallery. Through Dec 23. Museum hours: 10-5 MThFSat, 10-9 TuW, 2-5 Sun.

Lectures—Nov 1: "Women and Corporate Boards: Progress or Status Quo?" by Bette Woody and Carol Weiss, 12:30-1:30pm, Cheever House. Nov 2: Wellesley College Tupelos, a cappella, in concert with Tufts and Yale choruses, 8pm, Alumnae Hall auditorium. Nov 7: "Men's Psychological Development: A Relational Perspective," by Stephen Bergman, M.D., McLean Hospital, 8pm, Pendleton Hall, Rm 112. \$5 for members of general public. Nov 8: "Resiliency Amidst Inequality: Older Women Workers in the United States," by Paula Rayman, 12:30-1:30pm, Cheever House. Agnes Gund, Trustee of MOMA in NYC, discusses six significant contemporary artists, 5pm, Jewett Arts Center auditorium. "The Gregynog Press, 1923-1990," by David Esslemont, UK, 8pm, Library Lecture Rm, Clapp Library.

Send notices for Wednesday, November 7, through Sunday, November 18, 1990 to Calendar Editor Rm 5-111, before 12 noon Friday, November 2.

MIT Student Attacked on Street

An MIT student was punched, kicked and hit with a plastic baseball bat last Wednesday afternoon after he admonished several youths he believed were trying to get on a bus outside the Student Center without paying.

Brian E. Dunkel, a junior in mathematics and computer science, sustained a chipped tooth and two fractures to the jaw and one to his left shoulder. He was treated at Cambridge City Hospital.

Dunkel told Campus Police that as he was leaving an MBTA bus by the rear door several youths got on, crowding past him. He told them to use the front door and pay the fare, police said. Instead, the youths turned around and followed Dunkel, surrounding him a few feet from the curb where he was knocked to the ground and hit with the bat. The youths got back on the bus, but ran out again seconds later and darted down the fire lane between Buildings 9 and 33 where Campus Police caught up with them and arrested Carl Foster, 18. He was charged

with assault and battery with a dangerous weapon. Foster told police he was a student at Boston Technical High School.

Estate Planning

As part of its Fall Meeting Series, the Benefits Office will introduce a new session on life insurance estate planning as it relates to the MIT Group Life Insurance Plan. Eric Menoyo from the law firm of Palmer & Dodge will discuss the various types of life insurance, estate tax planning and life insurance trusts. Issues that should be considered when buying life insurance will also be included in the presentation.

The life-insurance estate-planning meeting will be held at Lincoln Laboratory in Rm A-166 on Thursday, Nov. 8, from noon-1pm and on campus in Rm 10-250 on Thursday, Nov. 15, from 2:30-3:30pm.

Classified Ads

Tech Talk ads are intended for personal and private transactions between members of the MIT community and are not available for commercial use. The Tech Talk staff reserves the right to edit ads and to reject those it deems inappropriate.

INSTRUCTIONS: Ads are limited to one (of approximately 30 words) per issue and may not be repeated in successive issues. All must be accompanied by full name and extension. Persons who have no extensions or who wish to list only their home telephones, must come in person to Rm 5-111 to present Institute identification. Ads using extensions may be sent via Institute mail. Ads are not accepted over the telephone.

All extensions listed below are campus numbers unless otherwise specified, i.e., Dorm, Linc, Draper, etc.

MIT-owned equipment may be disposed of through the Property Office.

Deadline is noon Friday before publication.

■ FOR SALE

Logitech Scanman Plus 400dpi hand scanner w/ Paintshow Plus, Windows-compatible, 3 mos old, new "Ansel" program allows grayscale images & scaling, \$155. Doug x3-0757.

Panasonic phone w/answering machine, model #KX-T2385, single microcass, can be accessed remotely from touch-tone phone, more, ask \$65. George x3-3225.

Pioneer SX-780 45 w/ch receiver, Technics SL-230 turntbl, Technics M6 cass deck, Numark EQ 2400 10 band/ch equalizer, \$200 or bst. Tom x3-8043.

Motobecane gold "Grand Touring" 12-sp, frame 59 1/2 cm, top tube 58, whls 68 1/2, trs 3, 10 yrs old, \$170; Fuji boys bike, 10 sp, frame 47, whls 61, \$85. Call 617-547-5357 lv mssg.

2 v lrg oak dressers, exc cond, \$50 & \$200. Andrew x3-1857 or 876-9767.

Antique 3-arm gas chandelier, brass, v ornate, orig shades, \$600; antique chandelier, 2 long arms, orig shades, brass, \$500; antique 1880s mahog desk, \$1150. Kim 483-7355.

Small boy's skates, Lang fig skates, sz 11 or Micron hockey skates, sz 12, both in brand nw cond, \$25 ea firm. Call x3-1629 or 876-9842.

Refrigerator, \$150; microwave, \$60; blender, \$10; toaster, \$8; hair dryer, \$5; vacuum, \$25; F mattress & bx sprg, \$100; all 2 yrs old, negot. Anita x3-4726 or 625-7293.

Sears 16 c.f. freezer in exc cond, \$100. John, Linc x5007.

Scubapro snorkeling set, prof qual, perf cond, pool only use, few mos old, over \$200 nw, ask \$165; Steve Bauer road racing bike, top quality, 3 yrs old, \$500 negot. Morgan x3-6438.

CSA Alpine Tracker 202 ski mach, like nw, \$75 or bst; Monark 633 rower, like nw, \$75 or bst. Jan Blair, Draper x8-2843.

54" sofa, brown & gold, \$75; F-sz matt & bx sprg, \$75; F-sz matt, \$30; elec blanket, \$12; 2 12" lamps, \$5 ea; Toro leaf blower, \$25; all exc cond. Call x3-5046 or 643-4276.

Electronic treadmill, Pacemaker, digital readout, 6-mos old, used rarely due to foot injury, orig \$1500, ask \$1000 or bst. Call 864-0239.

L's ski boots, sz 6 1/2 - 7, white w/black, Lange downhill, front entry, high quality, perf cond, pd \$250, sell for \$95. Laura 577-9568.

Norelco 10-cup Dial-a-Brew II electric coffee maker, \$10 or bst. Call x3-4003.

Hutch, dark pine, beautiful, 48" wide, like new, exc cond, \$300. Karla x3-2203.

Army-Navy football tickets, Philadelphia, Dec 8. John, Draper x8-4265 lv mssg.

386 Computer System: 20Mhz CPU, 387 coproc, VGA, 65MB-HD, 4MB-RAM, modem, tower case, 5 1/4 & 3 1/2 FD, Toshiba 24-pin printer, softwr, ask \$2500. Call x3-8701 or 666-3422.

Sailboat for sale, Sea Trend 9'8" w/Neil Pryde sails & windsurfing Hawaii base & booms, Ampro mast. Jack 868-2087.

Pioneer receiver, 125W/ch, top-of-line, '83 model

SX-3900, v gd cond, \$230 or bst. Gino x3-6284.

Handcrafted country style blanket chest/toy chest, \$90; handcrafted corner hutch, \$185. Jack x3-1450.

Nordic Track Pro ski machine w/speedometer & heart & pulse meter, used 3 weeks, \$550. Dave x3-7548.

Single bed incl Simmons mattress, box spring, frame, like new, \$85. Call Linc x2846.

Red & black vinyl bar & 2 bar stools, \$50. Fran x3-0424 or 933-8213.

Moving sale: Nov 3, 10am-4pm, 415 E Fifth St, S. Boston, 2nd fl, everything must go, 3 full rooms of furniture + all decorations, pictures, rugs, etc, cash only.

M's figure skates, black leather, virtually new, sz 7, for quick sale at \$60; hammer dulcimer, \$150. Davin Wong, dorm x5-8886.

Apple ImageWriter LQ printer w/manual, cable, 3 ribbons, box of paper, like nw, used v little, \$395. Steve x3-8303 or 266-4943.

Panasonic Ease-a-Phone answering machine w/ remote, \$25 or bst. Call 566-5873 eves.

PC/XT compat, dual 360K FDs 5 1/4, monitor, underwarr, \$400; Graco playpen, \$10; stroller, \$10; baby gates, \$3 ea; narrow glass table, \$15; M's 5-sp bike, \$50. Call 241-5182.

■ VEHICLES

1979 Buick Electra, sunrf, Panasonic-Pioneer tuner/stereo cass, 4-dr, 350 V8, carefully maint, exc cond, nw exh/batt, loaded, options, \$2400 or bst. Call Linc x3456 or 617-275-9265.

1981 Toyota Corolla Liftback, auto, 72K, radio, nw batt & brks, v dependable, \$1500. Marilyn x3-6378.

1981 Mercedes 240D, blue/tan int, std, a/c, sunrf, 175K, orig ownr, all svc records, dealer maintained, exc cond, \$5000. Call x3-5618.

1981 Toyota Corolla, silver, auto, 1-ownr, 55K, AM/FM, some rust but exc cond, \$1500. Steve x3-2577 or 603-868-7152.

1982 Saab 900S 4-dr sedan, many nw parts, grt shape, 107K, \$2000; Thule sportrack w/bike attachments, almost brand nw, fit Saabs or cars w/rims, \$200. Meredith Thomas x3-1675.

1982 Dodge 024, auto, fwd, liftback, 2-tone blue, cloth int, AM/FM stereo, 29 mpg, 126K, runs well, ownr satisfaction guaranteed, \$800. Bruce, Linc x5330 or 508-692-0565.

1983 VW Rabbit, 2-dr, high 80s mileage, \$750. Rolf x3-2008.

1984 Buick Regal 2-dr, V6, 73K, gd running cond, nw trs, a/c, ps, pb, tilt wheel, \$2000 or bst. Call x3-3923.

1986 Chevy Nova, 4-dr, 5-sp, 72K, AM, nw brks, exc cond, 35 mpg, \$3000 or bst. Lam x3-4186 or 617-492-3996.

1986 VW GTI, performance & practicality, mint cond, diamond silver, 5-sp, sunrf, AM/FM/cass stereo, 63K, \$4400 or bst. Call Draper x8-2674 or 508-774-7778.

1987 Ford Taurus L, 4-cyl, auto, AM/FM/cass, Michelin radials, Chapman lock, only 39K, well maint, \$4800 or bst. Prasad, Linc x4539.

1988 Tioga Arrow 27' Class C motorhome, only 6K, \$27,500. Tony x3-3922.

1989 Escort GT, 16K, 1 ownr, 5-sp manual, a/c, custom tinted windows, sunrf, AM/FM/cass, car phone, black ext/gray int, must sell, \$5500. John, Linc x3541 or 508-283-9555.

■ HOUSING

Brighton-Newton: 2BR condo at Towne Estates on T, d/w, disp, a/c, pool, prkg, \$975. Irv, Linc x7440 or 862-3952.

Dorchester: Vict 3-decker, Popes Hill, v nice nbrhd, rec renov, nw rf & mech sys, garage, vw of Boston, 5 min from T, beaudetail, \$165K. Jim x3-2048 or 617-934-6782.

Everett: 4-rm walk-in apt, galley-style cabinet ktchn, d/d, mod shwr bath w/vanity, 2BR, closet space, unhtd, avail 11/16 or 12/1, no smkrs/pets, \$550. Mike Dantone 389-7500.

Lexington: 4BR, 2 1/2 bath, 2-car gar, furn, off Mass Ave, nr ctr & T, avail 12/1, \$1800/mo + sec dep. Call x3-1481.

Malden: Modern 3BR apt, off-street prkg, nr transportation, \$900/mo., no utils. Jim Grenham, Bates x341 or 279-4946.

Medford: Nr Tufts, 2BR, 1st fl of 2-fam, quiet nbrhd, sunny yd, porches, hdwd flrs, bus Davis T, no smkg, no pets, \$800+util. Dianne x3-4943 or 391-5095.

New Hampshire, SW: Prime property, historic town, CT River Valley, hse incl 11 acres land, post/beam barn, entire package or subdivide, sale or rent. Linda x8-7044.

ChemE School Named for Koch

(continued from page 1)

MIT Educational Council from 1973-78.

He is a trustee of New York University Hospital and Deerfield Academy (where he was educated), a director of the School of American Ballet and the Fred C. Koch Foundation and president of the David H. Koch Foundation.

Mr. Koch has taken an active role in the *Campaign for the future*. He issued a challenge to alumni to increase their support of MIT, pledging to match 50 percent of that portion of each alumnus' gift that represented an increase over last year's gift.

The Practice School was organized in 1916, 28 years after MIT began offering instruction in chemical engineering. The goal of the Practice School was to provide a way for students to apply the fundamentals learned in the classroom. The program focuses on using industrial settings and real problems to expose students to the constraints that time, money, and human relations exert as fundamental knowledge is applied to solving problems. Over the years, the concept of Practice School "stations" at various plants has evolved. The



PRACTICE SCHOOL ALUMNI: David H. Koch, center, who completed the campaign to establish an \$8 million endowment for the School of Chemical Engineering Practice, is flanked by other alumni who made major donations. From the left, William C. Rousseau, Jerry McAfee, Margaret Hutchinson Rousseau and Ralph Landau. The school has been named for Mr. Koch. Photo by L. Barry Hetherington

stations are moved periodically and over the years more than 15 companies have been station hosts.

Practice School Stations are currently in operation at Dow Chemical in Midland, Mich.; General Electric in Selkirk and Waterford, N.Y., and at Chevron in Richmond, Calif.

The experience has been productive. In its long history, the Practice School has had more than 2,000 graduates, David Koch among them. Many, like him, now hold key posi-

tions in industry or academia.

The late Warren K. Lewis, the first head of MIT's Department of Chemical Engineering (the first of its kind when it was organized in 1920) summed up the Practice School philosophy this way:

"In the profession of engineering, the premium is on the person who can best apply... theoretical background and research aptitude to the formulation and solution of real problems."

Dr. H. P. Meissner Dies at 83

Dr. Herman P. Meissner, who joined MIT in 1934 as an instructor and retired in 1973 as the Lammot duPont Professor of Chemical Engineering, died October 24 at Brigham and Women's Hospital. He was 83.

An authority on industrial chemistry and thermodynamics, Professor Meissner was the author of *Processes and Systems in Chemical Engineering*, published in 1970, and coauthor of *Thermodynamics for Chemical Engineers*, published in 1958. He was the author of many articles and held several patents.

A native of West Hoboken, N.J., Professor Meissner received the SB and SM degrees from MIT in 1929 and 1930 and the ScD from the University of Frankfurt am Main, Germany, in 1938.

He first came to MIT in the fall of 1925 as a freshman. He recalled that time in a lighthearted and well received talk he gave two years ago when the

Department of Chemical Engineering observed the centennial of chemical engineering education in the United States.

"My home was then in West Hoboken, N.J., a raucous suburb of New York City called by my friends the 'Athens of America' and notable for its drinking establishments. By contrast, Boston seemed sleepy and provincial, having none of its present vitality. It was a place where the restaurants I ate in were often called 'spas,' where Moxie was still a serious competitor to Coca-Cola, where clam chowder was made not with tomatoes but with milk..."

"The Institute was far smaller than it is today... The students in the corridors were primarily men, all relatively hairless by recent standards, and all wearing three-piece suits. There were very few women, making it seem quite monastic to me. Believe it or not, dances were often quite rigorously chaperoned..."

Professor Meissner recalled his memories of the founder of the department, Warren K. Lewis, and the other major figures of that time, and

concluded by borrowing a sentiment from Pygmalion to express how faculty felt about the department. "We would... say we've grown accustomed to this place. It's been a great show to be in..."

He is survived by his wife, the former Dorothy Butler, of Winchester; two sons, H. Cody of Arlington and Peter C. of Los Angeles; a daughter, Susan L. of Belmont; two sisters, Louise and Mrs. George Dudrap, both of Ft. Lee, N.J.; and two grandchildren.

A memorial service is being planned.

HARIRI SERVICE

A memorial service for Houssam R. Hariri, 18, an MIT sophomore who was killed in an auto accident in Boston October 19, will be held at 2:30pm Friday, Nov. 2, in the Bush Room (10-105). All who knew him are welcome.

Mr. Hariri, of Riyadh, Saudi Arabia, was killed when his car struck a tree on the Jamicaway.

Surviving are his parents, Rafiq Hariri and Nidal Boustani, five brothers and two sisters.

Skating Lessons Coming

Enrollment is open for MIT children for a series of elementary group skating lessons to be offered mostly on Saturday mornings in the Johnson Athletics Center ice rink beginning December 1. Classes will be held December 8, 15, 22, 29 and 27 (Thursday). They will continue on January 5, 12, and 19.

Children will be divided into beginners and advanced groups. The beginners group will consist of children with very limited or no previous experience. Those considered advanced skaters should be able to do some backward skating and crossovers. Classes will meet for beginners at 10am, with advanced lessons at 11am. Each class will be

limited to 30 children, ages 6-14.

Proper-fitting, well-sharpened, single-blade skates are essential in learning skating skills. Parents should pay particular attention to this detail. Also, parents who are lacing their children's skates should lace them quite tightly. It is suggested that a helmet be worn by beginning skaters.

A 1990-91 Athletic Card is required. There is a \$25 instruction fee for each child enrolled in the classes, payable at the time of registration. Checks should be made payable to MIT and returned with the registration form to the Department of Athletics, Murphy Equipment Center. For further information, call x3-4916 or x8-6199.

Technology Review Notes Staff Changes

Several staff changes have taken place at Technology Review.

Nancy Cahners, art director for the past 12 years, has stepped down to become part-time senior designer. The magazine has won a number of awards from prestigious design organizations during her tenure.

She has been succeeded by Kathleen Sayre, who has been design and production manager for many years and did the recent redesign of the magazine.

Dorothy Finnerty, subscription service manager for 20 years, is moving to Florida and will be replaced by Linda Manion, the office manager.

Finally, Laura van Dam has been promoted to senior editor, with responsibility for the "MIT Reporter" feature, and Herb Brody, formerly at High Technology and PC Computing, has been hired as a senior editor to replace Bob Howard, who went to the Harvard Business Review earlier this year.

■ WANTED

\$1500 reward for 2BR rent-controlled apt in mid-Camb (W of Prospect St & N of Mass Ave), 2nd fl or higher. Call x3-4698.

Wanted: someone who knows REFLEX database software to help Ocean Engineering office learn how to use it. H. Sharon Trohon x3-4330.

■ ROOMMATES

Cambridge, E: Roommate wanted for lrg 4BR apt, 10 min walk to MIT, avail Feb 1, \$400 incl util. Mauricio 547-2245.

Cambridge: Lovely 2BR condo to share w/IF, refurbished Edwardian between Hvd & Cent Sqs a few steps to Mass Ave bus, 20 min walk to MIT, \$600. Call x3-8857 or 354-5557.

■ LOST AND FOUND

Found: Calculator in Hayden Library stacks last May 1990. To claim contact Alan, Hayden circulation, M-F, 8-4, x3-9359.

Found: Gold class ring on Sept 13 in Bldg 9-101 M's rm, same can be claimed by proper identification. Nagel Stone x3-4627.



THE ARTS

November at MIT

1 Thurs

Laurie Anderson Live On-Screen
Singer/performance artist Laurie Anderson, below, appears live in a tele-interview from Germany on Kresge mainstage, part of Arttransi-tion '90: an international art/science conference established by the Center for Advanced Visual Studies (CAVS). Admission is free to MIT students and faculty; the required tickets may be obtained from the Ticket Office in the MIT Museum Shop, Stratton Student Center. Staff members, call 253-4415. 9-10am, Kresge.



Breezy Brass
MIT Brass Ensemble Concert. Lawrence Isaacson, director. 8pm, Killian Hall.

1-3 Thurs/Sat

Blue Window Opens
MIT Dramashop Fall Major Production. Guest director Judy Braha, Boston area actress/director. A comedy of the late '80's by Craig Lucas (*Longtime Companions, Prelude to a Kiss, Reckless*). Focusing on the private and public lives of seven New Yorkers, the play deals with the lack of real connections between people in modern urban society and the painful secrets kept from self and others. 8pm, Kresge Little Theater. \$6, \$5 students/seniors. 253-2908 (reservations) or 253-2877

2 Fri

MIT Staff Noon Concert
MIT Libraries Staff Member Judson Scott, trumpet, with Boston-area musicians playing harpsichord and bassoon. Frescobaldi, Hindemith, Pearle, Pezel, Prenzal. 12noon, Killian Hall.

3 Sat

Prieto Guests with MIT Symphony
David Epstein, director. Carlos Prieto, internationally respected cellist and MIT alumnus (1958), performs Elgar's Cello Concerto. Photo to top of column 2. The program includes Schumann's Symphony #4 and Ives' *Washington's Birthday*. Free tickets may be obtained from the Information Desk in the Student Center, admission \$1 at the door. 8:30pm, Kresge.



7 Weds

Berenice Abbott Celebrated
Students and all members of the MIT community are invited to a reception for the opening of a new Berenice Abbott photography exhibition at the MIT Museum. Photo below. This opening follows the dedication earlier in the afternoon of the Berenice Abbott Photography Laboratory (N51-3rd Floor) given to MIT in her honor by Ronald A. Kurtz '54. Ms. Abbott, Mr. Kurtz and Carol Kurtz will attend the reception. 5pm, MIT Museum, 265 Mass Ave. Please see Tech Talk's Institute Calendar for other Museum exhibitions. 253-4444



Horn Quartet

The Boston Horn Quartet with MIT Affiliated Artist Jean Rife and Boston-area musicians. 8pm, Killian Hall.

Avant-Garde Poetry

Peter Gizzi and Connell McGrath, co-editors of *o-blek/Journal of Language Arts* read in the MIT Writing Program Writers' Series. 8pm, Bartos Theater, Wiesner Bldg. 253-7894

8 Thurs

Capella Alamire in Chapel
Peter Urquhart, director. New England a capella group performing sacred and secular 15th century music of Josquin and others. 12 noon, MIT Chapel.

British Historian Speaks

Urban Space Design by historian and architecture professor Geoffrey Broadbent of London. Reception follows. Department of Architecture Lecture. 7:30pm, Rm 10-250. 253-7791

MIT Chamber Chorus

John Oliver, director. Martin, Monteverdi, and Mendelssohn. 8pm, Killian Hall.

8-9 Thurs-Fri

More Blue Window
See 1-3 Thurs-Sat above.

9 Fri

Staff Soprano
MIT Research Laboratory of Electronics staff member Wendy Hunter, below, soprano with Boston-area pianist Denette Whitter. Barber, Strauss, Ravel. 12noon, Killian Hall.



9-11 Fri/Sun

Oklahoma!
MIT Musical Theater Guild production of the Rodgers and Hammerstein landmark musical. 8pm Fri-Sat, 3pm Sun, Kresge. \$8, \$6 students/seniors; \$5 MIT students. 253-6294

H.M.S. Pinafore Sets Sail

MIT Gilbert and Sullivan Society production. 8:15pm Fri-Sun, 2pm Sun, Rm 54-100. Tickets: \$5-8. Reservations: 395-0154

14 Weds

Arts Grants Deadline
Today is the deadline for the second round of applications to the Council for the Arts at MIT for funding of arts activities and projects. Forms are available at the Office of the Arts, E15-205. Applicants are encouraged to meet with Council Director Mark Palmgren, before submitting applications. 253-4003

Afro-American Women Writers

A talk by Dr. Elizabeth Hadley Freydberg, Department of Afro-American Studies and Theatre, Northeastern University: *Letters to Our Daughters: From Alice Walker and Mariama Ba*. Part of a series on Afro-American women writers and critics presented by the Women's Studies Program. 7pm, Schell Room, E51-332. 253-8844

15 Thurs

Flute and Harpsichord in Chapel
Takt: Boston-area musicians Andrea Mason, flute and Jan Dorsett, harpsichord, below. 12noon, MIT Chapel.



GSD Chair Speaks

Current Work and Some Thoughts on Architectural Education, by Mack Scogin, architect, new chair of Harvard Graduate School of Design. Reception follows. Department of Architecture Lecture. 7:30pm, Rm 10-250. 253-7791

Evelyn Fox Keller Lectures

The Dilemma of Scientific Subjectivity, by Prof. Evelyn Fox Keller, Department of Rhetoric, University of California-Berkeley. MIT Writing Program Lecture. 8pm, Rm 6-120. 253-7894

15-16 Thurs/Fri

Dance Show and Tell

Lecture/demonstration with Beth Soll & Company and guest composers Richard Cornell and Paul Earls (CAVS). Beth Soll and five company members discuss the meaning and mood of dance movement and how choreographic decisions are made. \$6, free with MIT student ID. 8pm, Kresge Little Theater. 253-2877

15-17 Thurs/Sat

Oklahoma! Still OK

See 9-11 Fri-Sun above, except no matinee.

16 Fri

Cantata Chorus Concert

Betsy Burleigh, MIT lecturer in music, director. *Bach Cantata #4 Christ lag in Todesbaden*. 12noon, Killian Hall.

Reading for AIDS Awareness

Poetry readings of AIDS-related work by novelist Robert Parker; screenwriter Joan Parker; poet Honor Moore, author of *Memoir*; Richard McCann, poet and fiction writer, co-director of the Creative Writing Program, American University in Washington, DC; and poet and playwright Ayida Mthembu, Assistant Dean for Student Affairs at MIT. 8pm, Bartos Theater, Wiesner Bldg. (E15). 253-1917 or 253-2700

16-18 Fri-Sun

Still Called "Little Buttercup"

MIT G&S Society production of *H.M.S. Pinafore* continues. 8:15pm Fri-Sun, 2pm Sat, Rm 54-100. Tickets: \$5-8. Reservations: 395-0154

18 Sun

Lafayette String Quartet

MIT Guest Artist Concert: Lafayette String Quartet, below. All-women group from Michigan. Beethoven's Quartet Op. 18 #5, Ives' Quartet #2; Ravel's Quartet in F Major. 4pm, Kresge Auditorium.



List Closings:

Satellite Intelligence: New Art from Boston and San Diego. Works expressing a wide range of media styles from Boston and San Diego.

Synthetic Spaces: Holography at MIT. Computer-generated holography developed by students in the Media Lab's Spatial Imaging Laboratory. List Visual Arts Center, Wiesner Bldg. Weekdays 12-6, Weekends 1-5. 253-4680

26 Mon

Japanese Cult Classic

The Crazy Family, an irreverent, nihilistic satire about a middle-class Japanese family whose flimsy suburban dream house becomes the site of an all-out domestic Armageddon. MIT Japan Program film. 7:30pm, Rm 10-250. \$2 donation. 253-8095

27 Tues

Dept of Architecture Lecture

Recent Work by architect Otto Steidle of Frankfurt, Germany/MIT visiting professor. Reception follows. Department of Architecture Lecture. 7:30pm, Bartos Theater, Wiesner Building. 253-7791

29 Thurs

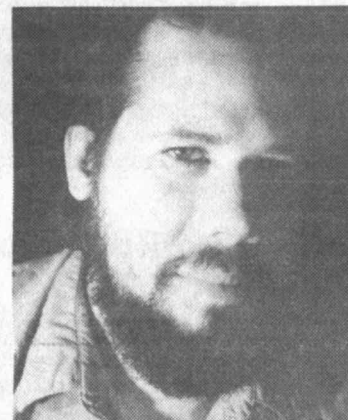
Calumet Quintet in Chapel

This Boston-area string quintet performs Quintet No. 3 in D by Joseph Mayseder (1789-1863). 12noon, MIT Chapel. Photo below.



Martin Espada Reads

Poetry at the Media Lab: Martin Espada, below. Born in Brooklyn of Puerto Rican parents, Espada is a practicing tenant lawyer who won the first Pen/Revson Foundation Fellowship for Poetry (1989) for his latest collection of poems, *Rebellion is the Circle of a Lover's Hands*. 7:30pm, Bartos Theater, Wiesner Building. 253-0312



Artist Speaks

Current Work, by Hans Haacke, artist, New York. Reception follows. Department of Architecture Lecture. 7:30pm, Rm 10-250. 253-7791

29-1 Thurs-Sat

The Inner Circle

Drama by Patricia M. Loughrey exploring the effect of AIDS on an infected teenager and his closest friends. Part of MIT's program for World AIDS Day. Question-and-answer session follows. Directed by Boston actor/director George Contini. 8:30pm, Killian Hall. Free admission but priority given to members of the class of '94. 536-6574

30 Fri

MIT Staff Noon Concert

Soprano Teva Regule, Department of Aeronautics and Astronautics technical assistant. 12noon, Killian Hall.

MIT Messiah

MIT Concert Choir. John Oliver, director. Handel's *Messiah* with professional soloists and a professional orchestra. 8pm, Kresge. Free to MIT students presenting current ID, others \$5 at the door.

30-1 Fri/Sat

Fall Student Dance Concert MIT Dance Workshop. Beth Soll, director. Guest choreographers Phillip Karg and Valerie Anderson, artists-in-residence and members of Beth Soll and Company. Also works choreographed by students. 8pm, Kresge Little Theater. 253-5623

All events are free unless prices are noted. All concerts: 253-2906 unless otherwise noted. 24-Hour MIT Arts Hotline: 253-ARTS. Month-at-a-Glance is produced by the MIT Office of the Arts (253-4003) and ARTSNET. China Altman, editor, Lynn Heinemann, assistant editor, Celia Metcalf, design.

Sports at MIT

FOOTBALL

Football linebacker Darcy Prather broke his own single-season record for unassisted tackles in a season Saturday when he racked up four solo stops in a 30-7 loss to Stonehill College. Prather has 41 unassisted stops in the first six games of the season surpassing his 1989 mark of 39 tackles over eight games. The MIT football team will be featured in the cover story of the Sunday, Nov. 4, 1990, Boston Globe Magazine.

SAILING

It was a good weekend for the Lewin family at MIT. Brother and sister sailing tandem Andreas and Paula Lewin of Bermuda each met with great success in respective regattas. Paula, a junior who is a Bermudian Olympic hopeful, won the Victorian Urn Regatta and became the first MIT women's sailor ever to qualify for the Atlantic Coast Championships to be held November 10 & 11 at Yale University. Andreas, a senior, placed second in the "A" Division of the two-day Schell Trophy competition. He was crewed by freshman Jen Schussel of Lynnfield, Mass., on Saturday, and by Mike Binnard, a junior from Palos Verdes, Calif., on Sunday. The MIT sailing teams are each nationally ranked with the women's team 13th in the country and the men's team 14th.

FIELD HOCKEY

Field hockey goalie Helen Shaughnessy, a senior from Needham, Mass., is mentioned in the latest edition of College Field Hockey Newsletter for her total of 212 saves on the season. She has a save percentage of .883.

CREW

MIT crews and coaches had varying degrees of success in the recently completed Head of the Charles Regatta. Freshman heavyweight coach Stu Schmill and Novice women's coach Tom Tiffany each coxed winning boats. Schmill's Lake Washington Rowing Club entry captured the Masters' 4 Division, while Tiffany coxed the Boston Rowing Club to the Women's Lightweight 8 crown. The men's heavyweight varsity took 8th place of 40 entrants in the Club Division and was only five seconds out of second place. The varsity women were 10th of 30 entrants in the Youth 8, while the graduate women's crew was fifth of 30 in the lightweight women's 4. The men's lightweight crews were 22nd and 31st in the highly competitive Lightweight 8 Division.

Roger F. Crosley

Health Plan Rates Continue to Rise

(continued from page 1) subscribers in 1990.

As the cost of this plan continues to escalate, Ms. Kelley suggested subscribers should carefully evaluate their continued participation in this plan and the alternatives available to them. In order to give more time for subscribers to re-evaluate their choice and to explore the best alternatives available to them, MIT has limited the increase in the premium rates for

1991 for BC/BS Option 2 so that they will not exceed a multiple of 2.5 times this year's rate.

This is a temporary measure for 1991, Ms. Kelley said. Subscribers in this program should be aware that the projected costs are considerably higher than is reflected in their share of the 1991 rate increase, and the 1992 rates will reflect more of the steep rise in expenses.

Health Plan Rates

As of January 1, 1991

| Plan | Level of Coverage | Faculty/Staff Monthly Rate | Support/Service Weekly Rate |
|-----------------------------------|-------------------|----------------------------|-----------------------------|
| Blue Cross/Blue Shield Option 1 | Individual | \$ 631.09 | \$ 143.40 |
| | Family | \$1,285.22 | \$ 290.84 |
| Blue Cross/Blue Shield Option 2 | Individual | \$ 50.00 | \$ 5.77 |
| | Family | \$ 152.21 | \$ 22.47 |
| Traditional MIT Health Plan | Individual | \$ 26.41 | \$ 3.86 |
| | Family | \$ 108.35 | \$ 19.26 |
| Flexible MIT Health Plan | Individual | \$ 47.41 | \$ 8.71 |
| | Family | \$ 160.35 | \$ 31.26 |
| Harvard Community Health Plan | Individual | \$ 25.93 | \$ 3.75 |
| | Family | \$ 104.66 | \$ 18.40 |
| Tufts Associated Health Plan | Individual | \$ 32.47 | \$ 5.26 |
| | Family | \$ 119.87 | \$ 21.91 |
| Bay State Health Care | Individual | \$ 44.35 | \$ 8.00 |
| | Family | \$ 154.15 | \$ 29.82 |
| Central Massachusetts Health Care | Individual | \$ 41.81 | \$ 7.42 |
| | Family | \$ 129.19 | \$ 24.06 |

MIT and the United Way: A Volunteer Profile

Last year the MIT community contributed more than a quarter of a million dollars to the United Way. This year's campaign began October 17 and will continue through November. But where do those dollars go? Who are we helping? You may be surprised. The list of beneficiaries includes kids, the homeless, battered women and refugees. These people are represented by over 200 agencies supported by the United Way. In addition, this year you can direct your contributions to a human-service agency that's not affiliated with the United Way.

The profile below is the second in a series on the people your dollars help. These articles are based on interviews with people at MIT who volunteer for human-service agencies.

When Camp Fire, Inc. was founded in 1910, it primarily focused on activity-oriented clubs for girls that met at parents' homes. And that's probably the image of the organization that most of us grew up with.

But Camp Fire is not just for girls anymore—boys joined ten years ago—and in the Greater Boston area the club program is not as dominant. "One reason is that there are many more families with both parents working or with single parents in the city, so you don't have enough women or men with the extra time to run a club program," said Rachel Morton, manager of the computer facilities in nuclear engineering.

As a result, the Council for Greater Boston Camp Fire has branched out to programs specifically geared toward city kids. "One



Ms. Morton

Photo by Donna Coveney

of the things we do very well in the city is Community Response programs," said Ms. Morton, who became involved with Camp Fire five years ago through her son and is now on the board of directors.

These programs use hands-on activities, games and roleplays to teach kids how to take care of themselves in the city. For example, this year fifth-grade students in many Boston-area schools participated in "I'm T Smart!," a program developed to help them safely use the public-transportation system. All programs are run by professionals

or trained volunteers, and are available to any interested group regardless of whether or not it's affiliated with Camp Fire.

Of course, Camp Fire is still very involved with camps. In addition to Camp Nawaka in the Berkshires and Camp Ponkawisset in Westwood, this year Camp Fire and the Metro Park Zoos started Zoo Camp at Franklin Park.

There more than 400 kids aged six to 13 learned the answers to "What makes a bird a bird?" "How do reptiles see, smell, and hear?" and more. They also participated in a variety of programs from arts and crafts to music, dance and drama, all "focused around the zoo environment," said Ms. Morton, who helps keep all the camps running through her work on the Camping Services Committee.

Ms. Morton believes that Camp Fire is special because "kids are not just performing an activity, but are listening to each other in a group."

In summary, she said, "Camp Fire does a very fine job in helping many, many boys and girls."

The Council for Greater Boston Camp Fire has an operating budget of about \$620,000. This year the United Way contributed \$148,500. If you would like to direct your gift to the Council for Greater Boston Camp Fire, check the Specific Care box on your pledge card and write in the name and code of the agency (see the brochure that came with your pledge card). If instead you'd like to distribute your gift among all 200 United Way agencies, check the Community Care box.

Elizabeth Thomson

Here & There

■ When the new king of Nigeria's Asaba region is crowned in December, MIT can share in the proud moment.

Joseph Edozien first came to the United States and to MIT in 1967 as a visiting professor of nutrition. He stayed until 1970, when he left to head the nutrition department at the University of North Carolina at Chapel Hill.

The 65-year-old professor is now leaving Chapel Hill to assume his new duties as king of Asaba, near the western bank of the Niger River. The last king was his uncle; Professor Edozien was the unanimous choice to succeed him among the male heirs of the royal family.

He will rule one million people in Asaba, one of 20 kingdoms in the country of 100 million. And he hopes to use his scientific knowledge in behalf of his followers.

"For me, the major concern is the people," he told the Associated Press. "They are looking for economic development, for improvement in agriculture, and for new industry."

It was Dr. Nevin S. Scrimshaw,

Institute Professor Emeritus and former head of the then Department of Nutrition and Food Science, who recruited Dr. Edozien for MIT.

Professor Scrimshaw had made a standing offer to Dr. Edozien to come to MIT, and when civil war broke out in Nigeria, Dr. Edozien ended up in Paris. Professor Scrimshaw recalled, "I got a call from him while I was in the middle of a conference in Kresge, and I told him to come ahead."

Dr. Edozien, who has both MD and PhD degrees, had been a medical school dean in Nigeria, a distinguished researcher and a world authority on kwashiorkor, a severe protein deficiency in young children. While at MIT, he conducted a nutritional survey for the state and, at Chapel Hill, he maintained contact with Nigeria as an effective voice in the areas of public health and nutrition, Dr. Scrimshaw said.

■ Dr. Carol Espy-Wilson, a visiting scientist in the Department of Electrical Engineering and Computer Science and an assistant professor of electrical engineering at Boston University, is featured on a videotape prepared by the

General Electric Foundation to underscore its message to women and minorities about the rewards of research and the gratifications of teaching.

It's part of a program in which the foundation is providing \$2.1 million to 30 universities to attract more women, blacks, American Indians and Hispanic people to teaching careers in engineering, the physical sciences and business.

Under the program, MIT will receive foundation awards for five first-year graduate students. The fellowships cover tuition and fees and provide \$12,000 stipends.

Dr. Espy-Wilson is one of six persons on the videotape, among them Dr. Sally K. Ride, the first American woman in space and now a physics professor at the University of California at San Diego. Dr. Espy-Wilson, who received the PhD in electrical engineering and computer science in 1987, tells viewers that her research-teaching career provides the flexibility she needs to spend time with her family. She has infant twins.

Charlie Ball

Whitaker Health Sciences Fund to Close

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upon the quality of the Whitaker Health Sciences Fund programs, which were viewed as truly outstanding," Dean Sizer said.

In his Message from the President contained in the fund's 1990 report, Dean Sizer said: "Since its beginning in 1974, the Whitaker Health Sciences Fund has supported a broad spectrum of biomedical and bioengineering research which has extended from civil engineering to health care management."

The resources remaining in 1992—

expected to be about \$300,000—will be used to endow a recently established Whitaker Health Sciences Fund Graduate Fellowship at MIT.

Whitaker grant recipients include Nobel laureates David Baltimore, former head of the Whitehead Institute for Biomedical Research and now president of Rockefeller University, Har Gobind Khorana, the Alfred P. Sloan Professor of Biology and Chemistry, and Professor Susumu Tonegawa, Howard Hughes Medical Institute Investigator in the Department of Biology and the Center for Cancer Research.

SEMINAR CHANGE

The location of the Retirement Planning Seminar 3, Financial Planning, scheduled for Thursday, Nov. 1, has been changed from the Bush Room (10-105) to the Faculty Club. For those attending the morning and full-day sessions, registration and continental breakfast will begin at 8:30am and the program at 9am. For those attending the afternoon session only, that program will begin at 1:45pm.