



**UNIVERSITY AT ALBANY**  
STATE UNIVERSITY OF NEW YORK

Contact: Vincent Reda

## Symposium Focuses on College Transfer Students

The University at Albany's **Two Year College Development Center** will sponsor a Transfer Symposium, "Current Issues Affecting Transfer," in the Campus Center on Thursday, May 5, from 10 a.m. to 3:30 p.m.

The morning session will feature a panel discussion by experts representing various perspectives on transfer, and includes a discussion of issues that impact transfer and articulation between two-year and four-year institutions. Afternoon activities will consist of academic focus groups in humanities and fine arts, math and computer science, natural science, social and behavioral science, and professional schools and business.

President Swygert and Ernest Martinez, deputy to the chancellor for community colleges, will open the symposium. Transfer counselors, department chairs, college and university faculty, and academic officers are invited. For more information call Paul Mooradian at 442-5590 or Pat Foti at 442-3728.

May 3, 1994

94-44





**UNIVERSITY AT ALBANY**  
STATE UNIVERSITY OF NEW YORK

Contact: Vincent Reda

## Nationwide Franco-American Database to be Formed at Albany

The first central access point to connect persons of the Franco-American culture from all parts of America will be created at the University, thanks to the efforts of one of the nation's leading experts in Francophone studies, **Eloise Briere** of the Department of French Studies.

Franco-Americans, the descendants of French-Canadians living in the U.S., will be the subject of an electronic database designed to bring together the skills and cultural resources of this rich, diverse group. An award of \$10,000 from the French government's cultural services office and an additional \$1,500 from the Quebec Government House will support the project, undertaken by Briere and two graduate student assistants.

"While there have been resource lists of Franco-Americans in the past, there has not been a census of people active in Franco-American cultural life in the information age," says Briere. "We now have the opportunity to gather and disseminate information widely and help people form new connections.

"For example, we expect to see our database used by educators seeking scholars, by cultural programmers hiring performers, and by business people looking for associates."

The work of locating the resource people and creating the database will be done by graduate students Margaret Lanoue and Charles Martel, both Franco-Americans experienced in computer applications. They and Briere are members of *La Federation Franco-Americaine du New York*, based in Albany.

Those wishing to be part of the Franco-American census and database can contact Briere's office, HU 237, University at Albany, Albany, NY 12222, or call 442-4103.

May 3, 1994

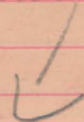
94-45

NOTES

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Plattsburgh Press-Republican

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## TRANSACTION REPORT

P. 1

MAY- 4-94 WED 14:08

## SERIAL B' CAST

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06		13:28	DAILY_GAZETTE:COLONI	37"	0	SERIAL CANCEL	
07		13:29	THE RECORD	48"	1	SERIAL OK	
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10		13:33	WNYT CH 13	56"	1	SERIAL OK	
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17		13:42	WTRY	59"	1	SERIAL OK	
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20		13:45	AP/LCA	55"	1	SERIAL OK	



**UNIVERSITY AT ALBANY**  
STATE UNIVERSITY OF NEW YORK

Contact: Mary Fiess or Christine Hanson McKnight (518)442-3091

## Doctoral Student Wins Prestigious Fellowship

**Jean Kelsey**, a doctoral student in the Department of Physics at the University at Albany, is one of six graduate students nationwide to be awarded a 1994 **Semiconductor Research Corporation (SRC) Graduate Fellowship**. The award is for three years at \$16,800 per year, plus fees and tuition, and is renewable yearly.

Another physics doctoral student, Cheryl Wyetzner, is also the recipient of an SRC Graduate Fellowship, awarded in 1992. Kelsey and Wyetzner are two of 34 graduate students in the U.S. and Canada supported through the SRC Graduate Fellowship Program, which aims to encourage talented students to pursue research and training in areas important to the semiconductor industry.

Fellows must be pursuing a Ph.D. under the guidance of a faculty member who directs SRC-funded research; in the case of Kelsey and Wyetzner, the faculty member is physicist Alain Kaloyeros, director of the University's Center for Advanced Technology for Thin Films and Coatings. The center is nationally recognized for work on new approaches to the fabrication of computer chips.

Kelsey, a native of Plattsburgh, is investigating the use of tungsten thin films as barrier layers in microelectronics applications. As an undergraduate at Albany, she received a Barry M. Goldwater Scholarship, awarded to outstanding undergraduate students in math and science across the U.S.

The Semiconductor Research Corporation (SRC) is a consortium of companies dedicated to enhancing the semiconductor research base in universities and to increasing the flow of technology and relevantly trained and educated graduate students to the semiconductor industry. The SRC plans and implements a \$30 million program of basic and applied research.

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May 5, 1994

94-46 ✓





**UNIVERSITY AT ALBANY**  
STATE UNIVERSITY OF NEW YORK

Contact: Greta Petry (518) 442-3095

## University at Albany Names 1994 Collins Fellows

ALBANY - University at Albany President H. Patrick Swygert has announced that the 1994 **Collins Fellows** winners are **Martin Edelman**, professor and chair of the Department of Political Science, and **James Fleming**, professor and associate dean of the School of Education.

Named for the late Evan R. Collins, former president of the University, the award is presented annually to faculty members who have demonstrated extraordinary devotion to the University over a sustained period of time. Edelman and Fleming will be presented with the Collins Medallion at Commencement on Sunday, May 15, in the Knickerbocker Arena. The ceremony begins at 10 a.m.

Edelman joined the faculty in 1968 and has served several terms as chair of his department. He has been a member of the University Senate, the Coalition for a Just Community, which drafted the *Principles for a Just Community*, and a faculty adviser in Israel. A popular and well-known teacher in such courses as *American Constitutional Law* and *Israeli Politics*, Edelman won the Chancellor's Award for Excellence in Teaching in 1981. He is a scholar of public law and politics and has recently completed the book *Courts, Politics, and Culture in Israel* (University of Virginia Press, 1994).

Fleming joined the Department of Reading in 1969 and has served as its chair and as director of the Center for Reading and Language Studies. He was named associate dean of the School of Education in 1982. Fleming has been involved with the University Senate Council on Research and the Library Council. He received the University Award for Excellence in Academic Service in 1993.

May 3, 1994

34-47





# UNIVERSITY AT ALBANY

STATE UNIVERSITY OF NEW YORK

Contact: Vincent Reda

## University Honors Legislature for 150-Year Support

President H. Patrick Swygert and members of the University at Albany community will be on hand Monday, May 9, in the Well of the Legislative Office Building when the University hosts a reception to honor the New York State Legislature for its support throughout the institution's 150-year history.

The reception, sponsored by State Senator Hugh T. Farley (Republican, District 44), a 1958 graduate of the University, and State Assemblyman John J. McEneny (Democrat, District 106), will be held from 6 to 8 p.m. Legislators, University Council members, and members of the faculty and student body will also be in attendance.

On May 7, 1844, the New York Legislature passed a bill which established the first state-chartered institution of higher education in New York. The then-State Normal School, which prepared teachers, evolved into the New York State College for Teachers and finally, in the mid 1960s, into a university center of the State University of New York.

The University at Albany is now an internationally known public research university with 17,000 graduate and undergraduate students enrolled in more than 190 degree programs. It is celebrating throughout this year, its Sesquicentennial, with an array of events — including this symbolic tribute to the foresight and continued support of the state's leaders.

On Tuesday, May 3, the State Senate and Assembly passed resolutions sponsored by Messrs. Farley and McEneny, respectively, that proclaimed May 9 "University at Albany Day" statewide "to honor the 150th Anniversary of the University at Albany" and to offer "a reflection and acknowledgment of the continued commitment to public higher education in the State of New York."

The University counts among its alumni/ae seven current members of the State Assembly and two members of the Senate, as well as two current members of the U.S. House of Representatives, Susan Molinari '80 (Republican, NY-13) and John M. McHugh, MPA '77 (Republican, NY-24).

May 5, 1994

Post-It™ brand fax transmittal memo 7671 # of pages 1 94-48

To	News/Assignment	From	
Co.	Editors	Co.	
Dept.		Phone #	
Fax #		Fax #	





**UNIVERSITY AT ALBANY**  
STATE UNIVERSITY OF NEW YORK

Contact: Vincent Reda

## University Leadership Award to Gregory Stevens of Slingerlands

A University at Albany Presidential Leadership Award for 1993-94 has been awarded to **Gregory Stevens**, assistant dean of the College of Arts and Sciences, for his significant efforts in promoting multiculturalism through changes in the academic curriculum.

Stevens is a recipient in the Justice Award category, which designates a member of the University community whose "commitment to the principles of fairness and equity has helped to foster a Just Community" at Albany. The University's Just Community initiative promotes a sense of understanding and appreciation of individual differences and works to find and express common ground.

A resident of Slingerlands, where he lives with his wife Diane and three children, Stevens began his University career in 1980. Among his accomplishments in the past few years has been his direction of a highly praised regional conference on diversity entitled "A Curriculum for the 21st Century: Integrating Human Diversity into Curricular and Academic Life."

He also developed a video and manual for the American Library Association, titled *Videos for Understanding Diversity*, as an aid for educators creating courses on multiculturalism. In addition, he submitted numerous successful program award proposals to the Center for the Advancement of Human Diversity, served as staff liaison for the College's Diversity Committee, and organized a series of meetings for diversity course instructors.

Stevens is immediate past president of Historic Cherry Hill, is currently an elder at the Bethlehem Lutheran Church in Delmar, and coaches in both the Tri-Valley Little League and the Bethlehem Tomboys Softball League.

May 6, 1994

94-50





UNIVERSITY AT ALBANY  
STATE UNIVERSITY OF NEW YORK

Bea - Please make 50 copies  
of this release and  
led foot them down  
to the LCA at the  
State Capitol, as  
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Please also send copies

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40 N. Pearl  
Albany 12243

Candace Griffith, Rock Coll.

HPS  
Cabinet

Tnt.

Chris



## UNIVERSITY AT ALBANY

STATE UNIVERSITY OF NEW YORK

For Release: Immediate

Contact: Candace Griffith, Rockefeller College,  
(518) 442-5121

### **Richard Nathan to Deliver Burton Lecture at University at Albany's Rockefeller College**

**Richard P. Nathan**, Provost of the Nelson A. Rockefeller College of Public Affairs and Policy at the University at Albany, will give the Tenth Annual **John E. Burton Lecture**, "Reinventing Government - What Does It Mean?" at 4 p.m., Friday, May 13. The lecture will be held at Rockefeller College in Draper Hall, Room 313, on the University's downtown campus. The talk, which is free, is open to the public and the press.

Richard P. Nathan is Distinguished Professor of Political Science and Public Policy at the University at Albany, State University of New York. He serves as director of the Nelson A. Rockefeller Institute of Government and as provost of the Rockefeller College of Public Affairs and Policy, which is part of the University at Albany. Prior to coming to Albany, Nathan was a professor of public and international affairs at Princeton University, and before that a Senior Fellow at the Brookings Institution. His government service includes associate director for the National Commission on Civil Disorders (Kerner Commission), director of domestic policy research of the national campaigns of the late Nelson A. Rockefeller, assistant director for the U.S. Office of Management and Budget, and deputy undersecretary for welfare reform of the U.S. Department of Health, Education and Welfare.

The Burton Lecture was established in 1985 to honor John E. Burton, Former Director of the New York State Division of the Budget. John Burton served as Director of the Budget under Governor Dewey from 1943 to 1950. In addition to modernizing the New York State budget process, he was a key member of the special committee which recommended the creation of the State University system. Mr. Burton also initiated an internship program in the 1940's which evolved over the years into what today is the Graduate School of Public Affairs, one of the four schools of Rockefeller College.





## UNIVERSITY AT ALBANY

STATE UNIVERSITY OF NEW YORK

For more information about the drive, contact Greta Petry at (518) 442-3095 today. To arrange an interview with Jean-Pierre Koniaris or to speak with his physician regarding bone marrow transplants in general, contact the Albany Medical Center Public Relations Department at (518) 262-3421 or this evening at (518) 262-3111.

### MEDIA ADVISORY

**Attention News Directors, Health Reporters and Editors**  
**A bone marrow blood test drive is being held on Tuesday to aid University at Albany senior **Jean-Pierre Koniaris**, 21, of Niskayuna, who has been diagnosed with leukemia and is in need of a bone marrow transplant. The drive, which is open to the public, will be from 11 a.m. to 2 p.m. Tuesday, May 10, in the Campus Center Ballroom on the Uptown Campus, 1400 Washington Ave., Albany. Donors are urgently needed. The test takes only 15 minutes.**

Koniaris, a physics major from Niskayuna who is President of Golden Key National Honor Society and a member of Phi Beta Kappa, has been diagnosed with acute lymphocytic leukemia. He spent most of the fall semester undergoing treatment, but returned to school for the spring semester.

Koniaris experienced a relapse recently and is currently undergoing chemotherapy at Albany Medical Center. Even though Tuesday's bone marrow blood test drive is being held to find a donor for Koniaris, he seeks to draw attention to the need for donors to be found for other leukemia patients as well.



"I told (University President H. Patrick Swygert) that I hope the University would help me in finding donors to benefit other leukemia patients out there. There is a special emergency for minority donors," said Koniaris, who is white. The drive is a campus-wide effort being organized by the Golden Key National Honor Society.

Leanne Sweet, founder of the Bone Marrow Resource Foundation, a recruitment group for the National Marrow Donor Program, is directing the drive. Like Koniaris, she said the donor pool for bone marrow for people from minority groups, especially African-Americans, is extremely small, and she urged the community to respond to the drive in order to increase the number of donors registered.

Sweet said the blood test on Tuesday takes only about 15 minutes. Two vials of blood are drawn, and the donor signs a consent form and a health form. In the event a match is made, Sweet said, the donor is put under anesthesia in the hospital. No incision is made. Rather, a needle is used to extract marrow from the bone marrow cavity in the hip. The donor would feel, for a couple of days, as though he or she had fallen on ice, she said.

94-49

May 9, 1994



**UNIVERSITY AT ALBANY**  
STATE UNIVERSITY OF NEW YORK

**For Release:** Immediate

**Contact:** Christine Hanson McKnight  
or Mary Fiess, (518) 442-3091

## **Dennis Tillman Named Financial Aid Director At the University at Albany**

**Dennis Tillman**, former director of financial aid at The Sage Colleges in Troy, has been named director of financial aid at the University at Albany. He will oversee a staff that administers \$47 million in financial aid to an estimated 17,000 undergraduate and graduate students each year.

Tillman, a resident of Troy, headed the Office of Financial Aid at The Sage Colleges for 20 years, with responsibilities for administering more than \$14 million in aid annually to 2,200 undergraduate and graduate students. He holds an M.A. in finance and a B.S. in business administration from the University of Nebraska.

“Dennis Tillman has a reputation for outstanding quality of service to students,” said Albany Director of Admissions Micheileen Treadwell. “He will bring a high level of energy and enthusiasm to this position, and I am looking forward to working with him.”

Tillman succeeds Donald A. Whitlock, Albany’s longtime director of financial aid who retired in January of 1993. Treadwell said that Richard L. Tastor, Albany’s associate director of financial aid, served “with excellence” as interim director of financial aid for 16 months while the University carried out a major search for the position.

# INSTRUCTIONS TO PROGRAM #'s on back.

FAX list continued

WCDA FM - 456-8980

Pat Hunt/SUNY Central - 443-5322

The Jewish World - 459-5289

Capital District Business Review - 437-0764

Gazette/Colonie Bureau - 458-7362

Channel 6/Capitol Bureau - 434-9889

Paul Grondahl/T-U/Features - 454-5514

The Chronicle of Higher Education - 202/296-2691

Long Island Jewish World - 516/829-4776

Chronicle of Higher Ed. on appointments, promotions from rank to rank, resignations & deaths - 202/467-0587

Leila Connors - LA Times Syndicate

LA Global Viewpoint 310/474-8061

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Attention: Appointments,  
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Society  
202 872 6206



**UNIVERSITY AT ALBANY**  
STATE UNIVERSITY OF NEW YORK

Contact: Greta Petry (518) 442-3095

**MEDIA ADVISORY**  
**Attention News Directors, Education Reporters and Editors**

When **Carmen Abreu** graduates on Sunday, May 15, from the University at Albany, she is expected to be among a handful of Hispanic women across the country graduating with a Ph.D. in physics. According to the survey of earned doctorates conducted by the National Research Council, only four Hispanic women who are U.S. citizens earned a doctorate in physics in 1992, the latest year for which statistics were available.

As a group, women in general are still rarely found in physics laboratories. Only 11 percent of the physics doctorates awarded in 1992 went to women who are U.S. citizens, according to the Council.

But the fact that this bright young woman is beating all the odds comes as less of a surprise when one hears that, growing up in New York City, Ms. Abreu just decided on her own that she wanted to be a nuclear physicist. This was not a common job choice at the all-girl high school she attended, but science had always come naturally to her. Asked whether she had a mentor in her early school years or came from a family of science teachers, she said no.

Her parents moved here from the Dominican Republic shortly before her birth. Her mother is a homemaker and her father, a truck driver. After her parents split up more than 15 years ago, Carmen and her two younger sisters lived with their mother. It was Carmen's mother who told her she could be anything she wanted to be when she grew up. Today Carmen is leaning towards a career in medical physics.





While women are a rarity in physics, that is not the case at the University at Albany. Through sustained efforts over the last decade, the University at Albany has sought to make its physics department more welcoming to female graduate students, with the result that the number of women in the Ph.D. program has consistently held higher than the norm, at about 30 percent, said Walter Gibson, physics department chair.

This year, four of the nine students in "a remarkable group" of graduating physics doctoral students are women, Gibson said.

The University first identified the lack of women in physics about 15 years ago when it found the pool of female candidates for faculty openings in the department was too small. Even today, when about half of advanced placement physics students in high school are women, disparities remain. "A huge attrition takes place between high school and college, and then between college and graduate work," Gibson said. One explanation for this dramatic drop is that women students are still being steered away from the sciences by a variety of forces, including parents, peers and both male and female advisers who may have negative memories of taking science in high school themselves, he believes.

Changing the numbers "is not just something one decides to do and suddenly it changes overnight," Gibson said. "It really is something we've paid attention to for a very long period of time." The fact that women Ph.D. students are teaching in the undergraduate laboratories sets an encouraging on-site model for female undergraduates, Gibson said. And the word has spread through former students that "being a female in physics at Albany is no big deal," he said.

May 11, 1994

94-53

# NOTES

Bea

I faxed this release  
around. Would you please  
send copies to:

U.P. Gullahorn

Prof. Jacquelyn Fetrow

Prof. Shelton Bank

Fred Wolff

Prof. Eric Block

& please post up stairs.

Many thanks

Mary

TRANSACTION REPORT

P. 1

MAY-11-94 WED 15:40

SERIAL P' CAST

Also faced 5/11 to: Jill Bryce, Daily Gazette, George Walsh, Gazette, Dave Kraus, Gazette, Robin Wilson, Chronicle of Higher Ed, Kevin Sack, NYT, Eric Hopell, 13, Rob Lillpopp, 10, Maria Newman, NYT, Larry Schwartz 6, Karen Nelis TU.

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09		15:28	WQBK	1' 8"	2	SERIAL OK	
10		15:06	WTRY	1'33"	2	SERIAL OK	
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## UNIVERSITY AT ALBANY

STATE UNIVERSITY OF NEW YORK

Contact: Mary Fiess or Christine Hanson McKnight (518)442-3091

### Student Wins Goldwater Science Scholarship

**Michael Tychko**, a University at Albany junior majoring in biochemistry and molecular biology, has been awarded a **Barry M. Goldwater 1994 Scholarship**. The national award, given annually to outstanding undergraduate students in math and science, provides up to \$7,000 a year for tuition, fees, and related educational expenses. This is the fourth straight year that an Albany undergraduate has won a Goldwater scholarship.

Tychko, of Brooklyn, has a grade-point-average of 3.97 (out of a possible 4.0) and is conducting an undergraduate research project with Shelton Bank, a professor in the University's Department of Chemistry. They are working to synthesize a "labeled" molecule that, when introduced into cultures of growing bacteria, can provide information about the metabolism of the bacteria. He also works in the lab of Albany chemist Eric Block.

Since at least seventh grade, Tychko said, he's had a strong interest in science. But he credits professors at Albany with cultivating that interest by offering him challenging opportunities. "Dr. Bank came to me and urged me to get involved in research," he said. As a freshman, he had a "work-study" job assignment in the Chemistry Building, working with Fred Wolff to maintain equipment, and he said that job provided him with a great hands-on introduction to laboratory instruments he now routinely uses.

"Michael is very motivated and hard-working. He thinks about science in a way that will allow him to successfully run a laboratory of his own someday," says his program advisor, biochemist Jacquelyn Fetrow.

Tychko was born in Russia and moved to the U.S. with his mother when he was seven years old.

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May 11, 1994

94-54





**UNIVERSITY AT ALBANY**  
STATE UNIVERSITY OF NEW YORK

Contact: Greta Petry or Joel Blumenthal

## Walt Whitman's Words and 100,000th Graduate Mark 150th Albany Commencement

President H. Patrick Swygert of the University at Albany on Sunday, May 15, paraphrased poet Walt Whitman in delivering what he called "a different kind of **Commencement** Address . . . one that celebrates and sings ourselves," to mark the 150th Commencement of the University.

The address was in large part a roll call of individual bachelor's, master's and doctoral 1994 graduates who Swygert said "have enriched our University and our community so much." The list culminated with 16 students designated as the honorary 100,000th graduates of the University, which saw that number reached in this year, its Sesquicentennial.

Swygert said it was the spirit of optimism of those like Whitman that was responsible for the institution's founding in 1844 as the New York State Normal School, a preparatory institution for teachers created amid that era's enthusiasm for common school education and its ability to foster an educated electorate. "We embrace Whitman's tradition today," said Swygert, the 15th president of what is now a research university of more than 17,500 students.

The University this year conferred a total of 4,567 degrees: 2,845 bachelor's, 1,543 master's, and 179 doctorates.

May 15, 1994

94-55





**UNIVERSITY AT ALBANY**  
STATE UNIVERSITY OF NEW YORK

Contact: Greta Petry (518) 442-3095

**University at Albany Names Annual Lecture Series to Honor Former SUNY Chancellor D. Bruce Johnstone**

ALBANY - President H. Patrick Swygert announced today that the University at Albany has named an annual lecture series in honor of **D. Bruce Johnstone**, who resigned this spring as Chancellor of the State University of New York system.

The D. Bruce Johnstone Lecture on International Development, as the series will be known, will bring a major speaker to the University each year to discuss an area of international educational development. Scheduled to be delivered during the Fall 1994 semester, the lecture series is part of the University's Sesquicentennial celebration, and will be offered through the Department of Educational Administration and Policy Studies in the School of Education. The first Johnstone Lecture is scheduled to be delivered by Wadi Haddad, the former executive secretary of the World Conference on Education for All and senior adviser for Human Development in the Office of the Vice President, Africa Region, of the World Bank.

Judy Genshaft, dean of the School of Education, said, "We are honored to sponsor the D. Bruce Johnstone Lecture Series because of our extensive work in global education and policy studies. Our faculty has worked collaboratively with Dr. Johnstone on many of his international development projects. We feel this is a fitting tribute to Dr. Johnstone's international accomplishments, to his ties to our University, and, in particular, to the School of Education."

"International educational development is a vital arena of scholarship and study," said Johnstone. "I am honored to be associated with the important work in this field taking place at the University at Albany."

May 19, 1994

94-56

TRANSACTION REPORT

P. 1

MAY-19-94 THU 15:27

SERIAL B' CAST

also faxed to Joseph Burke, Interim Chancellor; Frank Pogue, vice  
 Chancellor for Student affairs & Special Programs; Richard Jarvis, Acting  
 Provost & Vice Chancellor for Academic affairs; Pat Hunt, associate vice chancellor  
 for Univ. Relations, copy to President Swygert & Buffalo Evening News, Stephen Bell, city editor,  
 & to Jill Bryce, Clayette, & Karen Nelis, TU

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04		**:**	TIMES UNION	0"	0	SERIAL CANCEL	
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18		**:**	WGNA	0"	0	SERIAL CANCEL	
19		**:**	NEWSDAY LONG ISLAND	0"	0	SERIAL CANCEL	
20		**:**	NY TIMES STATE CAPIT	0"	0	SERIAL CANCEL	
21		**:**	NEWSDAY STATE CAPITO	0"	0	SERIAL CANCEL	
22		**:**	AP/LCA	0"	0	SERIAL CANCEL	
23		**:**	ASP	0"	0	SERIAL CANCEL	
24		**:**	PODIUM PRESS /WCDB	0"	0	SERIAL CANCEL	
25		15:26	wmht	17"	1	SERIAL CANCEL	
TOTAL				15M11S	25		

TRANSACTION REPORT

P. 1

MAY-19-94 THU 15:52

SERIAL B' CAST

## TRANSACTION REPORT

P. 1

MAY-19-94 THU 15:52

SERIAL B' CAST

#	DATE	S. T.	NAME	TIME	PGS	NOTE	DP
01	MAY-19	15:47	TIMES UNION	56"	2	SERIAL OK	
02		15:31	THE RECORD	1' 6"	2	SERIAL OK	
03		15:32	WRGB CH 6	1' 20"	2	SERIAL OK	
04		15:34	WTRY	1' 24"	2	SERIAL OK	
05		**:**	WGNA	0"	0	SERIAL CANCEL	
06		**:**	NEWSDAY LONG ISLAND	0"	0	SERIAL CANCEL	
07		15:37	NY TIMES STATE CAPIT	55"	2	SERIAL OK	
08		15:39	NEWSDAY STATE CAPITO	1' 29"	2	SERIAL OK	
09		15:40	AP/LCA	1' 20"	2	SERIAL OK	
10		15:42	wahf	1' 20"	2	SERIAL OK	
TOTAL				9M50S	16		





## UNIVERSITY AT ALBANY

STATE UNIVERSITY OF NEW YORK

CENTER FOR WOMEN IN GOVERNMENT

**For Release: 5 p.m. (EDT) Tuesday, May 24, 1994 - Please Note Embargo**

**Contact: Sharon L. Harlan, Ph.D., (518) 442-3900, or Christine McKnight, (518) 442-3091**

### **Center for Women in Government: Employee Awards in Sexual Harassment Cases are Up Sharply**

ALBANY, N.Y. - The cost of sexual harassment to the nation's employers more than doubled in 1993, coinciding with a dramatic increase in the number of sexual harassment charges filed, according to a new study by the Center for Women in Government at the University at Albany. The Center also found that African Americans receive fewer favorable resolutions of their sexual harassment charges from the U.S. Equal Employment Opportunity Commission (EEOC) than whites.

Employees - nearly all of them women - won twice as much money in monetary benefits from sexual harassment charges resolved in 1993 than they did in 1992, according to the Center, which is part of the University's Rockefeller College of Public Affairs and Policy. Some key findings of the study:

- As a result of charges resolved by the EEOC in 1993, 1,546 individuals won \$25.2 million in monetary benefits from their employers, including back pay, remedial relief, damages, promotions and reinstatements. In 1992, 1,340 people won \$12.7 million. While the number of individual beneficiaries increased 15.4 percent, total monetary awards were up 98.3 percent in one year.
- Requests for right-to-sue notices by people who filed sexual harassment charges have nearly doubled in the last three years, from 13.3 percent of all resolutions in 1990 to 24.4 percent in 1993.
- Investigations of sexual harassment charges filed by African Americans are much more likely to close with a finding of "no reasonable cause" than investigations of charges filed by whites. However, for those who do receive monetary benefits, the average is \$11,029 for African Americans, compared with \$9,382 for whites.
- The number of sexual harassment charges has increased 112 percent in the last three years, from 5,623 in 1989 to 11,908 in 1993. In 1992, the year of the greatest single increase, the number of charges filed with the U.S. Equal Employment Opportunity Commission (EEOC) went up 53 percent.
- Of those who file sexual harassment charges, 61.9 percent are white women, 14.4 percent are African American women, 14.7 percent are women of other races, and 9 percent are men. Nearly one-third (31.6 percent) of the individuals who file charges with the EEOC also claim that their employer retaliated against them for taking action.

"This is clearly a serious workplace issue," said Judith R. Saidel, Ph.D., who is executive director of the Center for Women in Government. "It demonstrates that failure to attend to this workplace issue can cost employers substantial amounts of money, and it documents that employees are more willing than ever before to press these charges."

Saidel said that, besides monetary damages, sexual harassment costs to employers include absenteeism, turnover and reduced productivity. Targets of sexual harassment bear economic and psychological costs that are as yet unmeasured, she said.

The Center's director of research, Sharon L. Harlan, Ph.D., who conducted the study, said it is the first in-depth examination of sexual harassment case resolutions using EEOC data. Three major events in 1991 contributed to the increases in monetary awards and number of charges filed, she said:

- Public awareness of sexual harassment was raised by Anita Hill during the Clarence Thomas confirmation hearings for U.S. Supreme Court.
- Federal courts set new precedents for employees seeking redress.
- Congress passed the Civil Rights Act of 1991, which allowed targets of sexual harassment in all states to recover compensatory and punitive damages.

"This research shows that the types of legal remedies available influence how effectively women are able to respond to sexual harassment," she said. "The federal law, which now provides better protection to millions of working women, has evidently encouraged women who believe they are targets of sexual harassment to file charges, and especially to take steps toward initiating lawsuits."

Harlan said the tougher law permitting the recovery of monetary damages from employers coincides with greater numbers of employees taking steps toward going to court. An even stronger remedy for sexual harassment, she said, would be to amend the law to remove the limitations on damage awards and expand its protections to employees of very small businesses, as many states have already done.

Details of the study were reported in the latest issue of *Women in Public Service*, a bulletin produced by the Center documenting trends about women working in government. Data reported in the bulletin were supplied by the EEOC.

The Center for Women in Government has earned a national reputation for its work in identifying and removing barriers to employment equity for women in public service, and in developing women's leadership in the public policy arena.

*Editors, reporters: Sharon L. Harlan will be available for questions about this report from noon to 5 p.m. today, May 24, at 518-442-3900.*

94-57



**UNIVERSITY AT ALBANY**  
STATE UNIVERSITY OF NEW YORK

Contact: Robyn Patton  
State Comptroller's office  
(518) 474-4015

**H. Carl McCall to Moderate Panel at UAlbany June 6**

ALBANY - State Comptroller H. Carl McCall will moderate a regional forum on "New Directions in State/Local Relations: Achieving Fiscal Stability in the 1990s," from 9 a.m. to noon Monday, June 6, in the Campus Center at the University at Albany, 1400 Washington Ave. The forum is free and open to the public.

Recent regional trends in the areas of taxing, spending and economic health will be discussed. "By airing regional concerns, panel members will identify areas of common understanding, and will highlight topics where opinions diverge. I believe that such public debate can result in successful joint efforts to develop solutions to local problems and promote regional growth," McCall noted in a letter to participating institutions.

In addition to the State Comptroller's office and the University at Albany, the event is being sponsored by the Center for Economic Growth in Albany and by the Maxwell School of Citizenship and Public Affairs at Syracuse University.

Panelists include: Charlotte Buchanan of the Albany law firm of McNamee Lochner Titus & Williams; Helen DesFosses, associate provost for educational development at UAlbany's Rockefeller College of Public Affairs and Policy; Karen Hitchcock, vice president for academic affairs at the University at Albany; Marlene Kennedy, editor of the Capital District Business Review; Susan Matthews of Corporate Health Dimensions; and Kevin O'Connor, president of the Center for Economic Growth.

May 27, 1994

94-58

