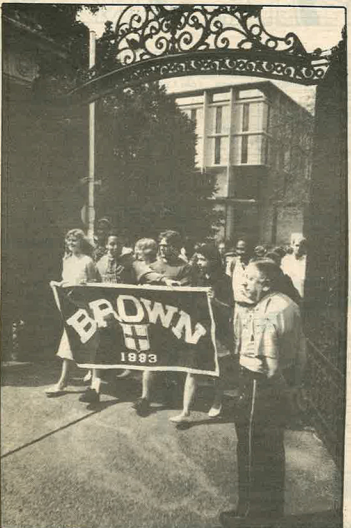


# The Brown Daily Herald

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## Walk This Way



TOM MORROW/Assistant Photo Editor

Fresh walk through the Gates on the first day of classes yesterday.

## Women Faculty Appeal Latest Lamphere Decision

■ By SARAH BRADLEY  
Herald Staff Writer

In the latest volley of the battle over the Lamphere Consent Decree, the women faculty of Brown have appealed a May 12 district court decision that lowered the number of tenured women required to terminate the consent decree.

U.S. District Court Judge Raymond Pettine's original February 9 decision eliminated the decree's application to non-tenured women, but established a goal of 70 tenured women by 1991. The university appealed, resulting in Pettine's lowered goal of 67 women, announced in his May 12 decision.

Pettine defined 67 tenured women by 1991 as "substantial compliance" enough to overturn the decree. This number is 90 percent of "full representativeness," which is the number of tenured women Brown would have if its faculty perfectly reflected the 1954 to 1985 availability pools of women Ph.D.s.

"The judge has effectively made it easier to vacate the decree in 1991," said Mary Ann Doane, a member of the Affirmative Action Monitoring Committee, which was set up by the decree.

Elizabeth Kirk, chair of the English department and a class representative, said the judge's decision was unacceptable because he seemed to make the ter-

• May 10, 1975: Lamphere files original complaint in Federal Court.

• July 21, 1976: The case is certified as a class-action suit, with five additional Brown women faculty as co-plaintiffs.

• September 12, 1977: New Brown President Howard Swearer agrees to settle the lawsuit by entering into a court-supervised consent decree.

• October 27, 1987: Faculty meets to discuss possible end to Lamphere Consent Decree. Strong opposition to vacating the decree is voiced.

• Spring, 1988: At a special faculty meeting on the decree, 75 faculty members vote overwhelmingly to retain the decree at least until an alternative affirmative action mechanism is set up, but the vote is not official because a quorum is not present.

• October 18, 1988: During open and closed hearings on the decree, U.S. District Court Raymond Pettine urges the university and female faculty to reach a compromise solution and set up an internal mechanism to replace the consent decree.

• October 21, 1988: Pettine issues a court order calling for final briefs on the decree by December 2.

• November, 1988: A ten-person committee of faculty and administration members is formed and meets regularly to discuss possible alternatives to the decree.

• February 9, 1989: Pettine issues a court order that upholds major components of the consent decree.

• May 12, 1989: After a university appeal, U.S. District Court lowers to 67 the goal for the number of tenured women faculty at Brown by 1991. The February 9 decision had set the goal at 70.

mination of the consent decree dependent on numbers, and not whether the university had any mechanisms to monitor hiring after the decree.

The consent decree, an out-of-court settlement between the university and all women faculty in 1977, was the result of a class-action suit brought by former anthropology Professor Louise Lamphere. It set goals and timetables for the hiring of non-

tenured and tenured women faculty.

### Why Appeal?

This fall there are 59 tenured women at Brown. The university would need to hire eight more tenured women in the next two years for the consent decree to be reviewed and, in all likelihood, to be terminated.

Elected representatives of the women faculty said they decided

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## Brooks Stresses Individualism At Sunny 1989 Convocation

■ By ALISON BARTH  
Herald Staff Writer

President Vartan Gregorian addressed hundreds of his "fellow freshmen" and Pulitzer Prize-winning poet Gwendolyn Brooks articulated both her poetry and her life's wisdom at the 226th convocation yesterday morning on the Green.

Their talks followed the traditional opening of the Van Wickie Gates for the entering class, when about a thousand first-year students filed through to the chimes of the University Hall bells. Students, parents, faculty and ad-

ministrators gathered for the official opening of the university's academic year.

Brooks read a number of individual poems, including one piece that she had written days before, although the whole of her address entitled "To Fit In" resounded with the cadence and lilt of its poet author. Many of her selections spoke directly to black men and women.

Brooks advised the entering students to avoid the lure of fitting into the sickness of the world. "Much of what is out there for you to follow these days is chiefly dangerous, is chiefly

addled, is chiefly itself uncertain," she said.

"Social sleaze is out there. Political wheeze is out there. Mind-rocking, bodyrocking drugs are out there. Of course, if you allow a little or big monster to introduce you to drugs, you are mush-headed, cowardly," she said.

"Do your own thing, your own investigating. Ask yourself questions about everything, about everything that is going on in this world. You aren't supposed to ask questions, you know," she reflected. "Never mind: ask

Turn to BROOKS on page 6 ▶

## Brown To Participate In Education Program

The university will participate in a Rhode Island venture to guarantee college funds for the most needy.

■ By SEAN PORTNOY  
Herald Staff Writer

Brown will be participating in Rhode Island's ambitious new program to provide needy children with college assistance, according to a spokesman from the state Office of Higher Education.

The \$10 million Children's Crusade for Higher Education will target needy third graders and guarantee them future tuition at the University of Rhode Island, Rhode Island College, or the Community College of Rhode Island, if the students stay in school, stay away from drugs, and are admitted to the participating colleges.

If a student gains admission to a private college that has joined the program, the state will pay a portion of the student's tuition equal to tuition at URI. Sylvia Robinson, special assistant to the state's commissioner of higher education, said several private colleges in Rhode Island, including Brown, have shown interest in the program.

Brown will provide students and faculty as mentors for participants in the program, and any participants accepted to Brown will receive partial tuition payment from Rhode Island, said

Robinson.

The program, slated to begin in September 1991, was unanimously approved by the Rhode Island Board of Governors for Higher Education last Friday.

"We have a letter of support from President Gregorian," said Robinson. "And both Gregorian and Education Professor Ted Sizer have been briefed on the program."

Participating colleges will not only receive money for tuition, but are expected to be involved in the tutoring and mentoring of the students, Robinson said. The program calls for over 3,000 mentors, including college students, to volunteer as role models and as counselors for the students.

In his letter of support, Gregorian says Brown students, faculty, and administrators would be among those who would volunteer as mentors.

Education professors, including Sizer, expect the mentoring portion of the program to make or break the plan. The mentoring program is designed to cut through bureaucratic red tape with individual counseling. Ted Sizer said the success of the program is not guaranteed.

"It's a difficult program to run," he said. "If well-run, it has a good chance, but if it's sloppy run, it won't help."

Despite potential difficulties in the mentoring of students, Sizer said Rhode Island's program is a step in the right direction. "More youngsters in low-income families will know that higher education is feasible."



TOM MORROW/Assistant Photo Editor

Pulitzer-prize winning poet Gwendolyn Brooks told the audience not to succumb to life's pressures.

# Brooks

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them anyhow."

Brooks, 72, received a literary award from the New York Public Library when Gregorian was president there. The first black to win the Pulitzer Prize, she has written many volumes of poetry, and held several government positions related to the arts.

**Gregorian's Address**  
Gregorian spoke to the crowd of thousands with an exuberant pitch in his voice. "Today we are celebrating the beginning of a journey toward the creation of the future," he said.

"A liberal education is not to be equated with intellectual art of clever debunking and elimination of all beliefs," he said. "An exaggerated or pathological skeptical attitude can, but must not lead to cynicism and disavowal of all values."

Gregorian defined what he wanted students to get out of their education at Brown.

"Four years from now I want you to be overwhelmed by the realization that Brown University made a difference in your life," Gregorian said. "It made you compassionate, it made you thoughtful, it convinced you to acquire inquiry, doubting as well as challenging minds. It gave you an unquestionable thirst for learning right through the life."

**Gate Walking Frosh**  
The Van Wickles Gates remained closed until the bells of University Hall began to chime the hour. Parents, students, and administrators gathered at the entryway shortly after 11 a.m., waiting for friends or relatives to walk through.

The gates are only opened for entering freshman and graduating seniors. According to campus lore, any student who passes

through the gates more than twice will never graduate.

Hundreds of freshmen lined College Street, waiting to pass through the gates. Many approached the ritual they were about to take part in.

"This is the one tradition I've heard of — it's a really big deal," said Megan Cramer '93.

Bruce Martin '93 enjoyed taking part in the pageantry but was a bit critical. "I don't understand why you have to go through this. I do like it, but I think it's a little ridiculous," he said.

# Lamphere

Continued from page 1

to appeal the May 12 decision for several reasons. Perhaps the most compelling one is the fear of being pushed back to square one.

"If the consent decree was vacated tomorrow, legally we'd be back to the situation before the decree," said biology Professor Anne Fausto-Sterling, one of the class representatives in the classification suit.

An 11th circuit Supreme Court ruling that seem to place the burden of proof of discrimination on the plaintiff, bringing a new discrimination suit against Brown would be much more difficult than in 1977, when the university and the women faculty settled out of court with the Lamphere Consent Decree. "[Having to start over] would be a major setback for affirmative action," said Fausto-Sterling.

Women faculty said they do not want to lose the decree-created affirmative action mechanisms that have brought more women faculty to Brown.

"I think the mechanisms in place have provided benefits to the university as a whole," said Kirk.

She cited current hiring checks like the Affirmative Action Monitoring Committee (AAMC) and

the regulations requiring faculty searches to be conducted nationally as results of the Lamphere Consent Decree. "These could all just disappear after the decree is vacated," she said.

Other complaints are that the judge is overlooking some clauses in the consent decree, including one which requires at least one tenured woman in each department.

Brown News Bureau Director Mark Nickel said the university does not consider the May 12 decision a victory or a loss.

"The university looks forward to the time when no member of the faculty needs a consent decree to receive fair and equal treatment," he said.

### Ad Hoc Committee

#### Waits For Reply

Last November, after the university asked Pettine to terminate the decree, he recommended that an ad-hoc committee be established. Consisting of three class representatives, two AAMC members, three administration members, and two Faculty Executive Committee members, its goal was to negotiate a settlement without judicial involvement.

According to engineering Professor Peter Richardson, convener (there is no chair) of the committee, a 20+ page proposal was submitted to President Vartan Gregorian during the last academic year.

Doane said the proposal calls for an internal committee to monitor the hiring process. Any irreconcilable problems would be taken to an external committee made up of three people from outside the Brown community. The members would be chosen by the president and confirmed by

the internal committee.

Gregorian has yet to comment on the proposal. "It's understandable that President Gregorian should want to take his time coming into this new situation," said Kirk. "But the ball is really in his court."



The Jewish Student Union Presents:

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Wednesday, September 6, at 8:00 p.m.  
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## PROGRAM IN JUDAIC STUDIES COURSE ADDITIONS, FALL - 1989

### JS 1 JUDAISM AS A RELIGION

For most of their history, until the beginning of the 20th century the Jews have been regarded as a religious group. This course up the problem of defining the religion of that group by consider several systems of Judaism -- world view, way of life -- created groups of Jews from biblical to modern times. These several systems are treated one by one and in comparison with one another.

Mr. Green Monday, 3-5:30  
(Professor Green is a Visiting Professor at Brown who serves as chair of the Department of Classical and Religious Studies at the University of Rochester)

### JS 7B THE LITERATURE OF THE JUDAIC EXPERIENCE: THE AMERICAN JEWISH NOVEL

American novels and short stories by Jewish authors that deal with the Jewish experience in the United States. The immigrant experience, acculturation and assimilation, the range of (usually ambivalent) feelings toward lost cultural ties (hated, guilt, apathy, sentimentality, etc.) and the struggle for a *modus vivendi* between American and Jewish preoccupations are among the themes studied. We will consider in the works by Malamud, Bellow, Roth, Singer, Ozonoff, and others. Analysis will be focused upon the literary aspects of works, i.e., how do writers of fiction, as opposed to historians, sociologists, or philosophers, treat these themes and incorporate them into their imagined worlds?

Ms. Fishman Wednesday 3 - 5:30

**DROP/ADD FOR URBAN STUDIES**  
ADD: US23 (Urban Renewal: Case History of a Social Intervention)

US 23 starts with novel (USA) by DosPassos and concludes with "Sim City", a computer game in which "...the quality of life depends on you." The course section dealing with renewal in the 80's features class discussion with urban development practitioners.

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