

Almanac

Tuesday, October 11, 1983

Published by the University of Pennsylvania

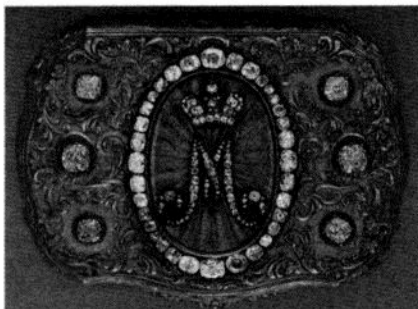
Volume 30, Number 7

Dental Medicine: Putting Buried Treasures to Work

Auctioneers at Christie's don't pound on tables and shout. They rap softly and nod.

Still, the tap of the hammer last week in New York could, in Philadelphia, be heard as the report of a starting gun for the next five years at the School of Dental Medicine.

With a new dean in place (below), a \$3 million educational experiment tested out, and a share in Penn's proposal to develop an 18-acre health complex at the old PGH site, the dental school is out to raise funds for endowment.



From the Past: At Christie's last week, a 3 3/4" gold snuffbox diamond-initialed "M" brought the high of \$15,000.



For the Future: As Penn looks back on the dental school's history during fall auctions of nineteenth-century treasures, the new dean who has arrived to take the School through its next steps is Dr. Jan Lindhe, who was dean at Sweden's University of Gothenburg at the time of his selection. A clinical research scientist with interests in periodontology and epidemiology, Dr. Lindhe adds to a growing international outreach for the School of Dental Medicine through teaching and research recognized abroad.

To do so it will part with some—but not all—of the Empress Eugénie's bejeweled gifts to her dentist that have lain in a bank vault, too valuable to display, for most of this century. It will also put up for auction November 15 two Manet still-lives that had gone unidentified in storage until the seventies.

Only 13 small pieces of the Thomas W. Evans collection went to the October 3 auction, but a handful of snuffboxes was enough to lead to a \$52,000 total, outperforming the catalog estimates of \$27,000 to \$38,000. More of the collection is headed for Christie's October 25 sale, for which the International Friends of the School will sponsor a preview reception there the night before.

Through the sales, the School is shoring up endowment for a form of expansion that starts with getting smaller—"getting better by getting smaller," in the phrase of Robert Levy when as chair of the School's overseers he told the Trustees of plans-in-progress.

Getting smaller is a national trend for dental school enrollments—but not, in all cases, by design as it is at Penn. In the seventies, like others, the University's dental school was responding to a national manpower shortage when it took entering classes as high as 160. The national shortage (and federal capitation grant practices based on it) pushed up the numbers at all the existing schools and led some states to start new ones. Meanwhile, the schools and the profession had promoted fluoridation, public awareness, preventive care and research so successfully that some media called dentistry a profession working itself out of a job.

What Penn's faculty and the former dean Dr. D. Walter Cohen saw instead was a profession that could turn to unsolved problems as the manpower gap closed. Though caries was responding to fluoridation, periodontal disease was growing in significance for an aging population. After third-party payment plans made care affordable, the problems of combining quality care with quality *delivery* of care still called for measures such as the development of new roles for auxiliary personnel and of formal programs in dental care systems (both of which Penn did). Research was growing, especially at Penn (see page 2). Dental education clearly had work to do; but could it be done on the small-enrollment base that was educationally more desirable than the overcrowding of the seventies?

From this question emerged the Pennsylvania Experiment, in which the school set up three distinct forms of dental education, ran them concurrently, and had the Busch Center test the results. Under \$3 million in grants from the Pew Memorial Trust administered by the Glenmede Foundation, Penn created Model A and Model B, running them alongside the "traditional" that wags inevitably labeled Model T. Both Model A and Model B called for expansion of clinical facilities, for both were to give selected dental students hands-on clinical training from the very beginning. (An oversimplified comparison of the three is that in T for tradition, the first two years are spent on didactics, with supervised clinical experience starting the third year; Model A puts the didactic and clinical in parallel; and Model B—the professionally "ideal" model that planners feared would be too expensive—takes integration all the way to the medical model of preceptorship with the student on a delivery team.)

After two years' testing, the Busch report was that Model B was in fact *more* cost-effective than either of the others. Professionally, it was considered advisable to keep both Model A and Model B for their separate strengths, however, and the School now has three installations: Model A is in its own clinic in the

(continued on page 2)

Stringent FY 1985: The text of President Sheldon Hackney's October 4 memo telling central administrative units to hold their 1984-85 costs within 2 percent of this year's is on page 3. The memo does not address School or other academic budgets, but deals with routes nonacademic planners are to take—including in-house filling of any approved vacancies, coordination among central units, and adoption of technologies for cost-effectiveness. Dr. Hackney announces a new grouping of central units, and names an Administrative Review Board to be chaired by Senior Vice-President Helen O'Bannon.

INSIDE

- **Research Teamwork:** Herpes et al., p. 2
- **American Dentist in Paris,** p. 2
- **Limitations on Central Budgets FY 85,** p. 3
- **Leges Sine Moribus Vanæ,** p. 4
- **Speaking Out:** GAPSA on ATO, p. 5
- **Appointments/Promotions 1982-83,** pp. 6-8
- **Call for Honorary Degrees,** p. 7

Evans Building at 40th and Spruce, while Model B has a practice in Graduate Hospital plus the initial one at the Dental Care Center in leased quarters on Locust near 40th—where a practice begun with 200 patients treated 6600 last year.

Clinical operations for Models A and B, and their success and growth, helped set up a need for expansion on the PGH site if the City approves plans being made by Dr. Thomas Langfitt and others. "The participants in planning have been Children's Hospital of Pennsylvania, Children's Seashore House, the University, the Veterans Administration Hospital, and the Barnes Organization," The Vice President for Health Affairs said. "We have established in principle a program which will occupy the entire 18 acres of open land. When the plans have been fully prepared, they will be submitted to the City of Philadelphia for review."

Temporarily at least, a move of the clinical practice faculty to PGH would separate them from their basic science colleagues in the well-fitted modern Leon Levy Oral Health Center. But it would bring them closer to the Medical School, and provide for expansion of faculty group practice that has been another key element in the School's planning. Throughout his deanship, Dr. Cohen used a phrase for what he wanted to see at Penn: a "Mayo Clinic of dentistry" drawing people for care they would not find anywhere else. Some members of the faculty already have such practices, treating heads of state and difficult cases from throughout the world. At the same time, the Dental Care Center serves 40 percent of Penn faculty and staff, the portion that opted for the School's plan versus a Prudential plan that the School thought might take a much larger share because of faculty and staff suburban scattering.



The American Dentist in Paris

Dr. Thomas W. Evans—a West Philadelphian who apprenticed himself to a goldsmith at 14 and went on to become dentist and much-decorated friend to the royal households of Europe in the nineteenth century—was the School of Dental Medicine's first benefactor, willing his considerable Paris real estate fortune to found "an institute second to none" after his death in 1897. He also gave his parents' home (at 40th and Spruce where the Evans Building now stands) and the Thomas W. Evans Collection of art, jewelry, instruments, papers and memorabilia now displayed in part at the School under Librarian John Whittock's care.

In the Collection are gold and jeweled gifts of Empress Eugénie, the Spanish-born consort of Napoleon III. Though Dr. Evans is recorded as a skilled, sensitive professional who saved teeth when others pulled them, straightened them and fashioned

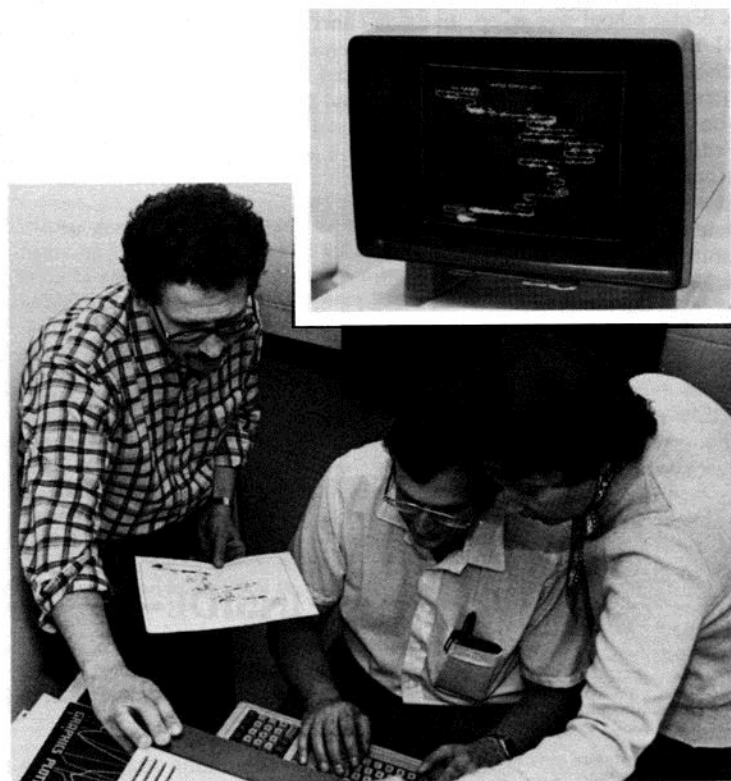
prosthetics to restore speech, and combined gentleness with early uses of anesthesia to spare pain, it was not just as the classic grateful patient that the Empress gave him some of objects he treasured most. During the turmoil of revolution in 1870, after Napoleon was captured at Sedan and France fell to Prussia, the mob had stormed the Tuileries in search of "the Spaniard." (The General who was to have protected her turned up instead as president of the Provisional Government.) Escaping through the Louvre, she made her way circuitously through the streets to one of the few addresses she knew: her dentist's.

But Tom Evans was no ordinary dentist; he was the *dentiste américain* who through skill and charm raised himself and eventually others up from the rank of "bleeders and barbers" to that of respected professional. And he was loyal.

At the time the Empress reached his home that night with her lone woman companion and a luggage of two handkerchiefs, he was out—making final arrangements for an Ambulance (hospital) he had donated to care for the Franco-Prussian War wounded. But he quickly took charge of escape plans, and next morning found a larger hat to shield the well-known face, bundled the women into his carriage (the one now at New Bolton Center, still used on rare occasions), saw them to Deauville and persuaded an English yachtsman to take them across. Gerald Carson tells the whole adventure in *The Dentist and the Empress*.

When he returned to Paris after settling the Empress at Camden Place, his own property had been spared—probably in gratitude for his provision of a hospital so advanced (thanks to study of the American Civil War's volunteer system) that four out of five treated there had survived. For his humanitarian activities on behalf of French soldiers, he was promoted to Commander in the Legion of Honor in 1871 by the president of the new Third Republic, and thus survived the transition from one regime to another while adhering both to his principles and his friends.

The Manets in the November 15 auction are not from the royal family, but were bought from the artist whose favorite model, the actress Méry Laurent, was Dr. Evans' mistress for the last decades of his life. More about that chapter in a future issue.



Teamwork in Research: Herpes to Bone and Beyond

Penn's dental school leads all others in the country in basic research dollars, some from private sources and with results extending beyond oral health. For example, sharing a patent application for Herpes Simplex vaccine — with Lederle Laboratories signed on for eventual development — are Dental School's Dr. Gary Cohen, left, and Vet School's Dr. Roselyn Eisenberg, right. In the center is Dr. Ellis Gollub, who in addition to his own research helps colleagues in the School develop computer solutions to problems such as modeling what cannot be seen. Dr. Gollub's collaborator in biochemical studies of bone formation is Dr. Irving Shapiro of the School, but members of Dr. Britton Chance's group at the Johnson Foundation also participate. And spinning off the dental faculty work on bone formation has come so much multidisciplinary curiosity (including investigations with Vet School's Dr. James Buchanan of calcification of artificial heart valves that particularly seems to strike children) that the Penn group organized a Philadelphia Bone Club with colleagues from other universities. The flow among health sciences works in several directions — Dr. Shapiro also brought medicine's mercury studies to dentistry, with highly publicized results linking mercury in tooth amalgams to incidence of neurological deficit in dentists and auxiliary personnel. Much of the School's organized cross-over — in Penn and to affiliates as Wistar and the Science Center — channels through COHR, one of the nation's five federally-funded Centers for Oral Health Research, headed by Dr. Joel Rosenbloom. The School's Clinical Research Center under Dr. Irwin Ship facilitates basic research with clinical aspects.

Inset: A Computer Prediction of the Secondary Structure of Glycoprotein D of Herpes Simplex Virus. Dr. Gollub's model allows Drs. Cohen and Eisenberg to probe for important places on the protein that trigger immune response.

Following are excerpts from the President's October 4 memorandum to officers of the central administration.

Limiting Central Administrative Costs for FY 1985

Our challenge for the coming budget year will be to *limit total administrative expenditures to 2% increase over FY 84 budgeted levels*, while providing for salary increases to continuing personnel and necessary increases in current expenses. Further, I expect that total administrative expenditure will be similarly limited to a *total 2% increase for FY 1986*. To meet these challenges, I have decided on the following strategy.

The central administrative budgets are being organized into large administrative units. (See box.) This approach will allow identification of necessary reductions, yet not demand across-the-board cutting of every budget unit. Indeed, it is possible that enhancements will be necessary for some budgets.

Personnel and operating expenditures must be examined in each large unit to establish a plan of cost reduction. This budget strategy will require reevaluation of functions and setting priorities. Some functions will have to be reduced or eliminated. Since I expect that the same constraints will apply in FY 86, I urge you to develop multi-year strategies.

Personnel costs generally represent the largest controllable expenditure in administrative budgets; the most effective way to accomplish a reduction is to develop a plan to reduce positions. Further, I expect a parallel reduction in contracted personnel services where applicable. Your budget plan should not contemplate major layoffs.

Integrated Central Administrative Units

1. President
 - Health Affairs
 - Secretary
 - Provost
 - General Counsel
2. Student Services
3. Development
 - Communications
 - Alumni Affairs
4. Senior Vice President
 - Government Affairs
 - Vice President Operational Services
 - Vice President Finance
 - Vice President Human Resources
 - Investments
 - Treasurer
 - Comptroller
 - Management Information Systems
 - Management Studies
5. Operations and Maintenance
 - Physical Plant
 - Construction
 - Transportation
 - Telecommunications
 - Utility Service Support
 - Mail
 - Purchasing
 - Facilities Development
 - Public Safety

Administrative Review Board

James J. Bishop	Arthur F. Hirsch
James F. Galbally	Gary J. Posner
Paul Gazzerro, Jr.	Glen R. Stine
Harry J. Halley	Helen B. O'Bannon (Chair)

By focusing on larger units, you should be able to achieve greater integration of functions between units, thereby consolidating positions and containing your need for space.

In addition to the potential for integrating functions, you should consider and plan for increased applications of technology—e.g., office automation and software development. The introduction of word processing, for example, should reduce clerical personnel. We are committed to implementing computer technology throughout both our academic and administrative areas. By identifying opportunities for office automation and software implementation, you will assist us in setting priorities for the expenditure of our computing resources.

To assist in this process, I am establishing an Administrative Review Board. (See box.) The Board will begin immediately to review and decide on all requests to fill vacant positions in the five major units. Further, when filling a vacant position is approved, it should be done only internally except in extraordinary circumstances approved by the Board. The Board will also review and decide all requests to create new positions in these units. Finally, the Board will review and decide on all requests for additional contracted personnel services beyond those approved in your FY 84 budgets. Let me emphasize that these approvals must be obtained *prior* to Hiring Review and job posting and prior to contractual negotiations. The Board, through its review, will seek to determine with you alternatives to hiring personnel.

Second, the Board will expect to review proposed purchases of office automation, computer or personal computer equipment prior to purchasing. You should be able to demonstrate how the proposed purchase fits in with your office and University plans, and how it will be used to improve efficiencies.

Third, the Board will establish a procedure to review all major central administration space renovations and additions and major furniture purchases. This is essential in order to improve space utilization and hold costs to minimum.

Finally, the Board will review with you and the Budget Office during the month of November the outline of your strategy to conform your major unit budget to the guidelines. The Board will work with you to find ways to improve the linkages within your unit and across units that could result in consolidation of space, positions, equipment and current expenses.

Once your budget strategy outline has been accepted, you will obviously need to establish implementation teams for each large unit, in consultation with the Administrative Review Board, to assist you in accomplishing your budget strategy for FY 85.

The Administrative Review Board will continue to work throughout the year on organizational review, to find ways to improve the efficiency of our administrative efforts, to review personnel requests, and to assist in setting priorities for the allocation of computing and technology resources.

The goals outlined in this memorandum will be difficult, and, in some cases, painful to achieve. I am absolutely confident that they are essential to the University and that you will achieve these goals with all the dedication you have shown in the past. We need to do all we can to minimize adverse impact on our employees and to maintain and even enhance our support services. These are tough challenges, but I am certain we can meet them.



Leges Sine Moribus Vanae

by Thomas Ehrlich

My theme is the Latin words on the University Seal and Arms: *Leges Sine Moribus Vanae*. You have seen the words no doubt several thousand times on everything from cocktail napkins to the tee shirts, from beer mugs to banners. What did they mean for the one who chose them as our motto? What do they mean for us today?

The two questions, in my view, have the same answer. The motto seems to me worth a few moments of pause, not only since it emblazons our banners, but also because it has nothing to do with Benjamin Franklin, unlike almost every other dimension of our University's history.

Not quite nothing. The man who chose the quotation, Provost William Smith, was himself chosen by Benjamin Franklin. Smith originally came to Franklin's attention as a result of a Utopian plan for a college, which he published and sent to the legislature of the "Province of New York" in 1753, calling it "A General Idea of a College of Mirania." Smith selected a quotation from Horace—"Quid Leges Sine Moribus Vanae Proficiunt"—as a motto for the College of Mirania. In his Utopian vision, Mirania was a province of the new world inhabited by "a mighty and flourishing people, in possession of an extensive country, capable of producing all the necessities and many of the superfluities of life." Smith set forth specific programs of study in an institution designed for the purpose. His ideas embraced what Franklin called the "useful and the ornamental." They immediately appealed to Franklin, and Smith was soon made a member of our faculty. Smith became provost in 1755 and

for the next quarter century had as much influence on our University as any individual in Penn's 244-year history.

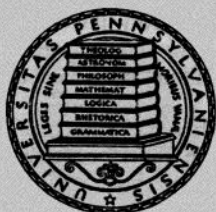
The original seal Smith chose in 1755 bore an abbreviated version of the Horace inscription, and succeeding seals had either that version or no motto at all. There was a period in the first part of this century when the word *literae* was inserted in place of *leges*. But in 1932 the Trustees adopted the motto we know today: *Leges Sine Moribus Vanae*. In 1956 an informal faculty committee studied the matter again and reaffirmed the motto, rejecting a proposed resubstitution of *literae* for *leges*.

What does it mean, then: *Leges Sine Moribus Vanae*? Considered solely in terms of the text, at least three and perhaps more interpretations might appear possible. The first is that laws ought to reflect the moral position of a community. So stated, the proposition is hardly remarkable, or even debatable, at least in a democratic society. A second possible interpretation is that laws that do not reflect the moral position of a community are doomed to be ignored. This is a descriptive proposition unlike the first, normative one. A good deal of historical evidence could be cited in support, including prohibition in the 1920s and other more recent efforts to preclude use of marijuana. A third, and again normative, interpretation is that laws not reflecting the moral position of an individual should not be obeyed by that individual. This proposition should carry with it all the ethical obligations of civil disobedience that Martin Luther King eloquently stated in his letter from a Birmingham jail. He stressed that civil disobedience includes the moral requirement to accept the legal consequences of that disobedience. As he put the matter, "I submit that an individual who breaks a law that conscience tells him is unjust, and willingly accepts the penalty by staying in jail to arouse the conscience of the community over its injustice, is in reality expressing the very highest respect for law."

Each of these three propositions, and particularly the last, is worth a good deal of serious discussion and debate. But my primary point in reminding you of the University's motto is that none of these three was in William Smith's mind when he proposed it. Rather, as he wrote in his text on a college in mythical Mirania, the Miranians "were convinced, without a previous good education, the best Laws are little better than a *verba minantae*, and, consider'd as such, will be dup'd and broke thro' with impunity;—that the Magistrate can at best but fright Vice into a Corner, and that 'tis Education alone can mend and rectify the Heart." What a remarkable vision on which to found a university! Again, in Smith's words, "Nothing could so much contribute to make such a Mixture of People coalesce and unite in one common Interest, as a common Education of all Youth..." Unlike most other educational planners of his time, Smith's views were wholly secular. He was deeply suspicious of education rooted in religion.

Is it valid still today to suggest, with my first predecessor, William Smith, that morality must be based on good education, and that, in turn, good education will promote sound laws? My own answer, it will come as no surprise, is yes.

A starting place is the fundamental precept of open inquiry that must



In the Office of the Secretary is a handsome 1965 booklet, *A Guide to the Use of the Seal & Arms of the University of Pennsylvania*, which helps distinguish between the two. The Seal of the Corporation (with seven books flanked by the motto the Provost discusses above) is reserved for documents issued or authorized by the Trustees. When the motto appears on clothing, paper goods (and in the latest Alumni Relations gift catalog it turns up on golfballs and needlepoint-covered footstools) it comes with the Arms, which show a shield bearing three "plates" for William Penn's family and two books and a dolphin for Benjamin Franklin's—usually with the motto bannered below. A popular variation has the motto circling the shield inside a fluted border. Also, instructs the booklet, black-and-white reproductions use vertical lines as heraldry's code for gules (red) and horizontal lines for azure (blue). The colors are said to have been chosen by a student representing the University at a track meet in Saratoga in 1874; adopted by the Athletic Association in 1876; and adopted by the Trustees for the academic hood in 1895.

be the hallmark of any secular university. What is accepted today must continually be challenged, questioned, probed, and disputed—whether it be theory or alleged fact. If the accepted survives the process, it will be strengthened. Even more important, it may be proven wrong. Reasoned analysis is the means of inquiry in this process, not appeals to faith or emotion, for it is only within the realm of reasoned analysis—with no limits except the reach of intellect—that education at a secular institution has a special claim to strength.

A great humanistic scholar of the law, Paul Freund, wrote that rationality "is a warrant not so much of the soundness of a decision as of the course pursued—that the course of inquiry has been kept open and operating in appropriate ways and within appropriate termini." I could hardly claim that there is no place in a university for the political process of building a consensus, for the committee report looking like a camel, or for many other institutional arrangements that are, to put the matter gently, less than wholly rational in their operations. To the contrary, no university could or should survive without those arrangements. I do argue, however, that what I call the morality of reason must be dominant in our academic work. We must be prepared to state the reasons for our hypotheses, to test those hypotheses, to explain the bases for our conclusions, and to be open—even eager—for the challenges by those that follow the same morality.

Of all qualities, this approach leads directly to, indeed requires, tolerance of views and persons different from our own. Absolute certainty on any issue makes tolerance of those who disagree arduous at minimum, perhaps even hypocritical. At best, the absolutist accepts with condescension that not all have similar certitude on whatever matter is at issue. But if one is genuinely open to new arguments on old issues, as well as to new issues, then tolerance is required. As my mentor, Judge Learned

Hand, wrote in a paper on "Sources of Tolerance" delivered over fifty years ago at the University of Pennsylvania Law School, liberty "rests in the hearts of men, in the belief that knowledge is hard to get, that man must break through again and again the thin crust on which he walks, that the certainties of today may become the superstitions of tomorrow; that we have no warrant of assurance save by everlasting readiness to test and test again."

Learned Hand revered universities and their teachers, perhaps more than those who work in them might think reasonable. He urged me to teach, and said that if he had his life to live over he might well have preferred teaching. As he wrote when he was 80 years old, recalling the pleasures of his own university education, he was "in a company of those who thought that the noblest of man's work was the pursuit of truth; who valued the goal so highly that they were never quite content that the goal they had reached was the goal they were after; who believed that man's highest courage was to bet his all on what was no more than the best guess he could make..."

The twin bridges of reason and tolerance that link morals and education to law are probably not all that William Smith meant when he urged that morality must be rooted in good education as a necessary basis for a legal system. But that seems to me the essence of what the Pennsylvania motto should mean for us today. In a university, it is particularly important to accommodate change by a process that provides continuity. Open inquiry that proceeds through reasoned analysis is the essence of that process. It is a process that can and should be taught from a variety of different disciplinary perspectives. In the teaching, we promote not only the morality of reason but also a decent respect for others. As Smith would certainly have agreed, without that respect—which comes through education—no legal system can long survive.

SPEAKING OUT

GAPSA on ATO

At its September 28, 1983 meeting, the Graduate and Professional Student Assembly adopted the following statement:

- 1) We strongly condemn incidents of abuse and harassment such as occurred in the Alpha Tau Omega fraternity last spring.
- 2) We strongly support the Administration's statement, "Conduct and Misconduct on Campus," and we encourage the newly convened task force to prepare recommendations as quickly as possible.
- 3) We suggest that the review of judicial procedures currently in progress specifically address the adequacy, equity and uniformity of procedures and sanctions to deal with this type of incident.
- 4) We support the inclusion of educational programs among the sanctions imposed upon participants in this incident.

To reaffirm in a constructive way the University's commitment to eradication of all forms of abuse and harassment, we recommend the following:

- 1) That the policy of secrecy regarding information about the disposition of cases handled by the judicial system be revised to permit publication of the number and type of such cases, the disposition of these cases and the sanctions imposed on offending parties in cases where harassment or abuse was found to have occurred.

- 2) That the Penn Women's Center and other offices which deal with incidents of harassment and abuse make public on a regular basis the number and type of such incidents for which they have provided counselling and support services, and the number of these incidents which have been pursued further under University judicial procedures.
- 3) That these reports be made at least twice yearly.

The Assembly is further concerned that the campus not focus exclusively on procedures for deterring and dealing with incidents of harassment and abuse at the expense of addressing the development of a climate in which:

- 1) individuals are encouraged to take responsibility for each other's well-being.
- 2) abusive behavior is clearly not tolerated, and
- 3) the social and moral development of community members is actively pursued.

In order to promote prompt and thorough consideration of these concerns, the statement is distributed as follows:

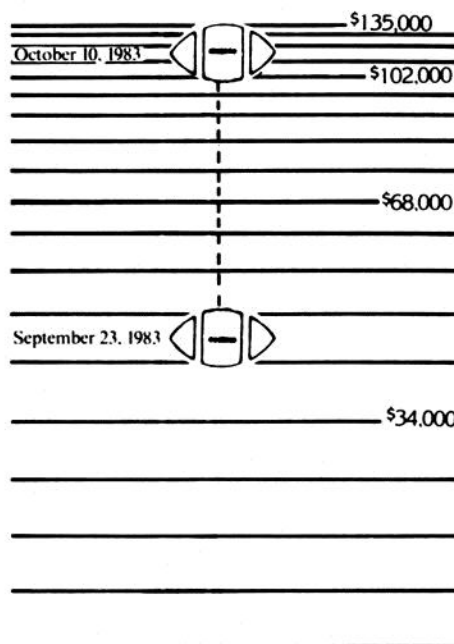
Task Force on Conduct and Misconduct on Campus
President's Commission on Judicial Procedures
President Sheldon Hackney
Provost Tom Ehrlich
Vice Provost for University Life Jim Bishop
The Daily Pennsylvanian
Almanac
The Penn Paper

—Bette Kauffman
GAPSA chair

*Speaking Out welcomes short, timely letters on University issues.
The deadline is noon Thursdays for the next Tuesday's publication.*

United Way/Donor Option

Moving upfield toward a goal-line of \$135,000, the 1983 campus campaign for United Way/Donor Option agencies reached \$111,413 by Monday. The surge after September 23 came as school and center representatives got back sooner this year. An earlier start and shorter campaign are part of the "Pacesetter" program that President Sheldon Hackney heads for the college-and-university segment of the overall campaign.



From the extensive lists of Trustee actions on appointments, reappointments, secondary appointments, leaves, and terminations, Almanac with the advice of the Faculty Senate gleams only those actions reflecting movement into or within the Standing Faculty. This includes new appointments and promotions, in all schools. In the health schools where reappointment sometimes includes movement from the associated faculty (not in standing faculty) to the clinician-educator track (standing faculty but not tenure-accruing), those actions are published. Note that clinician-educator titles are recognizable by the form of title, "Professor of _____ at [affiliated institution]." The following list shows actions from Trustees' minutes of June 1982 through June 1983, representing actions approved at Provost's Staff Conferences leading up to those meetings. Actions marked (●) involve additions to the tenured ranks through appointment, promotion, or conversion. Chair designations are not included here but will be the subject of a future article.

Appointments and Promotions in the Standing Faculty, 1982-83

Annenberg School of Communications

Appointment

Dr. Christine M. Bachen as Assistant Professor of Communications.

Promotions

Dr. Larry Gross to Professor of Communications.
● Dr. Paul Messaris to Associate Professor of Communications.

Faculty of Arts and Sciences

Appointments

Dr. Edward F. Buffie as Assistant Professor of Economics.
Dr. Brenda B. Casper as Assistant Professor of Biology.
● Dr. David Chandler as Professor of Chemistry.
Dr. Jack E. Chapin as Assistant Professor of Political Science.
Dr. Ted Chinburg as Assistant Professor of Mathematics.
Dr. Youssef Cohen as Assistant Professor of Political Science.
Dr. Steven Diaz as Assistant Professor of Mathematics.
Dr. L. Stanley Durkin as Assistant Professor of Physics.
Dr. Wendy S. Flory as Assistant Professor of English.
Dr. David R. Gray as Assistant Professor of Economics.
Dr. Stuart M. Heagy, III, as Assistant Professor of Physics.
Dr. Paul A. Heiney as Assistant Professor of Physics.
Dr. Vaughan F. R. Jones as Assistant Professor of Mathematics.
Dr. Jeffrey L. Kallberg as Assistant Professor of Music.
Dr. Timothy M. Lutz as Assistant Professor of Geology.
Dr. Robert A. Margo as Assistant Professor of Economics.
Dr. Izchak Miller as Assistant Professor of Philosophy.
Dr. Stellan S. Ostlund as Assistant Professor of Physics.
Dr. R. Scott Poethig as Assistant Professor of Biology.
Dr. John W. Roberts as Assistant Professor of Folklore and Folklife.
Dr. David Sappington as Assistant Professor of Economics.
Dr. Susan C. Watkins as Assistant Professor of Sociology.

Promotions

● Dr. Beth E. Allen to Associate Professor of Economics.
Dr. Nina Auerbach to Professor of English
Dr. Constantine Azariadis to Professor of Economics.
Dr. Richard R. Beeman to Professor of History.
Dr. Nancy M. Farris to Professor of History.
● Dr. David Harbater to Associate Professor of Mathematics.
● Dr. Walter M. Licht to Associate Professor of History.
Dr. Stanley J. Opella to Professor of Chemistry.
Dr. Edward N. Pugh to Professor of Psychology.
● Dr. David P. Silverman to Associate Professor of Oriental Studies.
● Dr. Paul J. Steinhardt to Associate Professor of Physics.
Dr. Eugene K. Wolf to Professor of Music.

Conversions to Tenure

● Dr. Paul D. Allison, Associate Professor of Sociology, converted to tenure.
● Dr. Eric S. Weinberg, Associate Professor of Biology, converted to tenure.

School of Dental Medicine

Appointments

Dr. Peter Berthold as Assistant Professor of Restorative Dentistry.
Dr. Cyril Evian as Assistant Professor of Periodontics.
Dr. Carlos Garcia as Assistant Professor of Restorative Dentistry.
Dr. Linda S. Kowal as Assistant Professor of Dental Care Systems.
Dr. Jeffrey Pearlman-Storch as Assistant Professor of Restorative Dentistry.
Dr. Robert Rose as Assistant Professor of Restorative Dentistry.
Dr. Leif Tronstead as Professor of Endodontics.

Promotions

Dr. Louis Rose to Professor of Periodontics.
Dr. Brian M. Salzberg to Professor of Physiology.

Graduate School of Education

Appointment

Dr. Thomas A. Parham, Assistant Professor of Education.

Promotion

● Dr. Nessa Wolfson to Associate Professor of Education

School of Engineering and Applied Science

Appointments

Dr. Peter Davies as Assistant Professor of Materials Science and Engineering.
Dr. Mark Nansteel as Assistant Professor of Mechanical Engineering and Applied Mechanics.

Promotion

● Dr. Kenneth R. Foster to Associate Professor of Bioengineering.

Graduate School of Fine Arts

Promotions

● Dr. Setha M. Low to Associate Professor of Landscape Architecture and Regional Planning.
● Dr. Jon Lang to Associate Professor of City and Regional Planning.

Law School

Appointments

● C. Edwin Baker as Professor of Law.
Courtney W. Howland as Assistant Professor of Law.
Michael Singer as Assistant Professor of Law.

Promotions

● Regina Austin to Associate Professor of Law.
● Stephen B. Burbank to Associate Professor of Law.
Henry B. Hansmann to Professor of Law.

School of Medicine

Appointments

Dr. Martin D. Altschuler as Associate Professor of Radiation Physics in Radiation Therapy.
Dr. Vinod K. Bhutani as Assistant Professor of Pediatrics.
Dr. Lawrence H. Bloom as Assistant Professor of Ophthalmology at Presbyterian—U. of P. Medical Center.
Dr. Marc J. Bloom as Assistant Professor of Anesthesia.
Dr. Douglas A. Boenning as Assistant Professor of Pediatrics.
Dr. Lawrence F. Brass as Assistant Professor of Medicine.
Dr. Gordon P. Buzby, Jr., as Assistant Professor of Surgery.
Dr. Craig B. Caldwell as Assistant Professor of Anesthesia at HUP and VA Medical Center.
Dr. E. M. Campbell as Assistant Professor of Ophthalmology at Presbyterian—U. of P. Medical Center.

Dr. Frederick W. Campbell, III, as Assistant Professor of Anesthesia at HUP and CHOP.

Dr. Theodore Cheek as Assistant Professor of Anesthesia at HUP.

Dr. Barbara F. Danoff as Associate Professor of Radiation Therapy at HUP.

Dr. Nancy S. Day as Assistant Professor of Anesthesia.

Dr. Karen B. Domino as Assistant Professor of Anesthesia.

Dr. John J. Donnelly as Assistant Professor of Ophthalmology.

Dr. Esther Eisenberg as Assistant Professor of Obstetrics and Gynecology.

Dr. Jack A. Elias as Assistant Professor of Medicine.

Dr. Carolyn S. Ernst as Assistant Professor of Pathology and Laboratory Medicine.

Dr. Michael D. Fallon as Assistant Professor of Pathology and Laboratory Medicine.

Dr. Roger G. Fennell as Assistant Professor of Anesthesia at Pennsylvania Hospital.

Dr. Kenneth H. Fischbeck as Assistant Professor of Neurology.

Dr. Eric V. Frisch as Assistant Professor of Anesthesia at HUP.

Dr. Roy E. Furman as Assistant Professor of Neurology.

Dr. John D. Gallagher as Assistant Professor of Anesthesia at the Deborah Heart and Lung Center.

Dr. Steven A. Glasser as Assistant Professor of Anesthesia at Pennsylvania Hospital.

Dr. Francisco Gonzales-Scarano as Assistant Professor of Neurology.

Dr. Patricia Grimes as Assistant Professor of Ophthalmology.

Dr. John Hansen-Flaschen as Assistant Professor of Medicine.

Dr. Raymond P. Harrison as Assistant Professor of Psychology in Psychiatry at HUP.

Dr. Mark Hilberman as Assistant Professor of Anesthesia.

• Dr. Brian V. Jegasothy as Professor of Dermatology.

Dr. Peter M. Joseph as Associate Professor of Radiologic Physics.

Dr. Ellie Kelepouris as Assistant Professor of Medicine.

Dr. Kimberly A. Johnson as Assistant Professor of Anesthesia at HUP.

Dr. Paul L. Kimmel as Assistant Professor of Medicine at HUP.

Dr. Gregory S. Kopf as Assistant Professor of Reproductive Biology in Obstetrics and Gynecology.

Dr. Richard K. Krauss as Assistant Professor of Obstetrics and Gynecology.

Dr. Morrie E. Kricun as Associate Professor of Radiology at HUP.

Dr. Kenneth R. LaMantia as Assistant Professor of Anesthesia.

Dr. Mark S. Levine as Assistant Professor of Radiology at HUP.

Dr. Stephen A. Liehaber as Assistant Professor of Human Genetics.

Dr. Jeffrey J. Littman as Assistant Professor of Anesthesia at HUP.

• Dr. Virginia A. LiVolsi as Professor of Pathology and Laboratory Medicine.

Dr. Peter F. Malet as Assistant Professor of Medicine.

Dr. Francis E. Marchlinski as Assistant Professor of Medicine.

Dr. Jack Lee Martin as Assistant Professor of Medicine at HUP.

Dr. Thomas E. McDonnell as Assistant Professor of Anesthesia at Presbyterian-U. of P. Medical Center.

Dr. Richard P. Millman as Assistant Professor of Medicine.

Dr. Marshall C. Mintz as Assistant Professor of Radiology at HUP.

Dr. John M. Murray as Assistant Professor of Anatomy.

Dr. Irving Nachamkin as Assistant Professor of Pathology and Laboratory Medicine at HUP.

Dr. Ali Naji as Assistant Professor of Surgery.

• Dr. Shakunthala V. Narasimhulu, Assistant Professor of Surgical Research.

Dr. Susan N. Nicolson as Assistant Professor of Anesthesia at HUP and CHOP.

Dr. Trevor M. Penning as Assistant Professor of Pharmacology.

Dr. Mortimer Poncz as Assistant Professor of Pediatrics.

Dr. William D. Powlis as Assistant Professor of Radiation Therapy at HUP.

Dr. Nancy S. Roberts as Assistant Professor of Obstetrics and Gynecology.

Dr. Abdolmohamad Rostami as Assistant Professor of Neurology.

• Dr. Charles D. Scher as Professor of Pediatrics.

Dr. Warren Schwarz as Assistant Professor of Radiology at HUP.

Dr. Steven A. Silber as Assistant Professor of Medicine at Graduate Hospital.

Dr. Gail B. Slap as Assistant Professor of Medicine.

Dr. Rosemary K. Sokas as Assistant Professor of Medicine.

Dr. Frank Sparandero as Assistant Professor of Medicine.

Dr. Peter E. Turner as Assistant Professor of Anesthesia at the Deborah Heart and Lung Center.

Dr. Andrew T. Turrisi, III, as Assistant Professor of Radiation Therapy at HUP.

Dr. Michael G. Velchik as Assistant Professor of Radiology at HUP.

Dr. Elliot B. Werner as Assistant Professor of Ophthalmology.

Dr. Robert W. Wilmott as Assistant Professor of Pediatrics.

Promotions

Dr. Abass Alavi to Professor of Radiology at HUP.

Dr. Larissa T. Bilaniuk to Professor of Radiology at HUP.

Call: Honorary Degrees

The University Council Committee on Honorary Degrees welcomes suggestions for recipients of honorary degrees for Commencement on May 21, 1984. Nominations (including background biographical information) should be submitted in writing to any member of the committee or to Lynne Perryman, Office of the Secretary, 121 College Hall/CO. The Deadline is October 31.

Committee members include: Marvin Wolfgang, chair, 289 McNeil/CR; Philip M. Cohen, 3965 Baltimore Avenue, Philadelphia, PA 19104; Robert F. Engs, 207 College Hall/CO; Elizabeth Flower, 307 Logan Hall/CN; Peter J. Freyd, 4N38 DRL/E1; Benjamin F. Hammond, Dental School/A1; David K. Hildebrand, Suite 3000 SH-DH/CC; Kathleen Kelly, Pathology and Laboratory Medicine, 34th and Hamilton Walk; Arthur J. Lawrence, 8 Fern Road, Turnersville, NJ 08012; Robert J. Rutman, 148 Vet School H1; Eliot Stellar, 243 Anat-Chem/G3; Edward J. Strong, Box 268, 711 HRS, 3901 Spruce BB.

Dr. Helen C. Davies to Professor of Microbiology.
Dr. Norig Ellison to Professor of Anesthesia at HUP and CHOP.

Dr. David B. Freiman to Associate Professor of Radiology at HUP.

• Dr. Thomas A. Gennarelli to Associate Professor of Neurosurgery.

Dr. David B. P. Goodman to Professor of Pathology and Laboratory Medicine.

• Dr. Alden H. Harken to Professor of Surgery.

Dr. William Y. Inouye to Professor of Surgery at HUP.

Dr. Donato LaRossa to Associate Professor of Surgery at HUP.

Dr. James R. Leyden to Professor of Dermatology at HUP.

Dr. Stephen Ludwig to Associate Professor of Pediatrics at CHOP.

Dr. Paul Todd Makler, Jr., to Associate Professor of Radiology at HUP.

Dr. Vivianne T. Nachmias to Professor of Anatomy.

Dr. Alan J. Schwartz to Associate Professor of Anesthesia at HUP and CHOP.

Dr. Austin J. Sumner to Professor of Neurology.
Dr. Marc Yudkoff to Associate Professor of Pediatrics at CHOP.

Reappointments

Dr. Jay D. Amsterdam to Assistant Professor of Psychiatry at HUP.

Dr. Barrie R. Cassileth to Assistant Professor of Medical Sociology in Medicine at HUP.

Dr. Linda K. Dunn to Assistant Professor of Obstetrics and Gynecology at Pennsylvania Hospital.

Dr. David M. Epstein to Assistant Professor of Radiology at HUP.

Dr. Nancy C. Hanke to Assistant Professor of Psychiatry at HUP.

Dr. Fred M. Henretig to Assistant Professor of Pediatrics at CHOP.

Dr. William M. Hogan to Assistant Professor of Obstetrics and Gynecology at HUP.

Dr. Harry R. Katz to Assistant Professor of Radiation Therapy at HUP.

Dr. Diana F. Nelson to Assistant Professor of Radiation Therapy at HUP.

Dr. Arthur Lee Osterman to Assistant Professor of Orthopaedic Surgery at HUP.

Dr. Milton D. Rossman to Assistant Professor of Medicine at HUP.

Dr. Michael B. Simson to Assistant Professor of Medicine at HUP.

Dr. Steven Sondheimer to Assistant Professor of Obstetrics and Gynecology at HUP.

Dr. Marc R. Sontag to Assistant Professor of Radiation Physics in Radiation Therapy at HUP.

Dr. Alan G. Wasserstein to Assistant Professor of Medicine at HUP.

Changes

Dr. Soraya Abbasi to Assistant Professor of Pediatrics.

Dr. Barbara Atkinson to Assistant Professor of Pathology and Laboratory Medicine at HUP.

Dr. Jean B. Belasco to Assistant Professor of Pediatrics.

Dr. Judy C. Bernbaum to Assistant Professor of Pediatrics.

Dr. John S. Brooks to Assistant Professor of Pathology and Laboratory Medicine at HUP.

Dr. Alan Frazer to Associate Professor of Pharmacology in Psychiatry.

Dr. Motoi Hayashida to Assistant Professor of Psychiatry at VA Medical Center.

• Dr. John B. Watkins to Associate Professor of Pediatrics.

(continued next page)

(continued from page 7)

Conversions to Tenure

- Dr. Mark J. Brown, Associate Professor of Neurology, converted to tenure.
- Dr. Juan Gil, Associate Professor of Medicine, converted to tenure.
- Dr. Gerd Muehlechner, Associate Professor of Radiologic Physics in Radiology, converted to tenure.
- Dr. Charles E. Riva, Associate Professor of Research Ophthalmology, converted to tenure.

School of Nursing

Appointment

Dr. Neville Strumpf as Assistant Professor of Nursing.

Promotion

- Dr. Dorothy Brooten to Associate Professor of Nursing.

Conversion to Tenure

- Dr. Jacqueline Fawcett, Associate Professor of Nursing, converted to tenure.

School of Public and Urban Policy

Conversion to Tenure

- Dr. Stephen L. Feldman, Associate Professor of Public Policy, converted to tenure.

School of Veterinary Medicine

Promotions

Dr. Darryl N. Biery to Professor of Radiology in Clinical Studies.

- Dr. Lin V. Klein to Associate Professor of Anesthesia in Clinical Studies (New Bolton Center).

Conversion to Tenure

- Dr. Lawrence T. Glickman, Associate Professor of Epidemiology in Clinical Studies (Philadelphia), converted to tenure.

The Wharton School

Appointments

Dr. Erin Anderson as Assistant Professor of Marketing.

Dr. Randolph P. Beatty as Assistant Professor of Accounting.

- Dr. Edward H. Bowman as Professor of Management.

Dr. Wayne E. Ferson as Assistant Professor of Finance.

Dr. Aryeh S. Friedman as Assistant Professor of Legal Studies.

Dr. Edward L. Golding as Assistant Professor of Public Management.

Dr. J. Orlin Grabbe as Assistant Professor of Finance.

Dr. William N. Lanen as Assistant Professor of Accounting.

Dr. Chi-Wen Jevons Lee as Associate Professor of Accounting.

- Russell E. Palmer as Professor of Accounting.

- Dr. Mark V. Pauly as Professor of Health Care Systems.

Dr. Barry Smith as Assistant Professor of Insurance.

Dr. Paul A. Tiffany as Assistant Professor of Management.

William C. Tyson as Assistant Professor of Legal Studies.

Promotion

Dr. David Schmittlein to Associate Professor of Marketing.

Conversion to Tenure

- Dr. David J. Reibstein, Associate Professor of Marketing, converted to tenure.

ON CAMPUS Update OCTOBER

Coursework and Training

17 *Finding Grants and Fellowships for Graduate Funding*, 4:30-6 p.m., Ben Franklin Room, Houston Hall (Career Planning and Placement Service).

13 *Preventive Tree Surgery*, 9 a.m.-4 p.m. workshop covering the art of cabling and bracing with climbing and non-climbing sections offered; \$20. Morris Arboretum, pre-registration required: 247-5777.

Graduate and Professional School Forum, representatives from over fifty law, business, and other graduate schools, 10 a.m.-4 p.m., Bodek Lounge, Houston Hall (Career Planning and Placement Service).

Films

Interacts Film Series

All films will be shown in the Studio Theater of the Annenberg Center. Admission is \$3.

14 *One From The Heart* 7 and 9 p.m.

15 *One From The Heart* 1, 3, 5, 7, and 9 p.m.

Music

12 *The London Serpent Trio*, a group that plays the serpent, a wind instrument originating in the 16th century, will perform at 8 p.m. in Room 200, College Hall. Admission is \$3, \$2 for students and senior citizens. Information: Ext. 4890.

On Stage

14 *Jubilation*, a New York based dance company, 8 p.m., Harrison Auditorium, University Museum. Tickets: \$6 with a University I.D., \$8 without. Information: Ext. 4444.

Talks

12 *George Sand and the Decentering of A Masculine Model*; Lucienne Frappier-Mazur, professor of Romance languages; 12:15-1:30 p.m., Gallery, Hill House (Women's Studies Luncheon Seminar).

Assessing the State and Its Human Policies: Should We Say Farewell to Welfare?; Judge Charles Weiner, Federal District Court of Eastern Pennsylvania; 1-2:30 p.m., Room 200, College Hall (School of Social Work).

A Math Calendar

The Department of Mathematics publishes a weekly calendar, *Mathematical Calendar for the Philadelphia Area*, which lists lectures of interest to mathematicians. Included in the calendar are lectures both at Penn and other universities and colleges in the Philadelphia area. Those who would like to receive the calendar should call Karen Walker, Ext. 4080. Those who would like to put a lecture of considerable mathematical content into the calendar should also call Karen Walker—by Tuesday afternoon of the week before the lecture is scheduled.

Impact of Languages on Cognitive Style in English and Chinese; Alfred Bloom, department of linguistics, Swarthmore College; 4:30 p.m., West Lounge, 4th floor, Williams Hall (East Asia Colloquium).

13 *When 'A or not-A' Isn't Quite Always True: Geometric Logic for Laymen*; David Yetter, graduate student, mathematics; 12:15-1 p.m., Graduate Student Lounge, Room 233, Houston Hall (GSAC Lunchbag Lecture).

Development of Antibodies to Epithelial Transport Systems; Dr. James Wade, department of physiology, University of Maryland; 4 p.m., Physiology Library, Richards Building (Department of Physiology).

17 *Molecular Thermodynamics of Fluid Mixtures Containing Molecules of Different Size*; Ying Hu, East China Institute of Technology, Shanghai; 3:30 p.m., Alumni Hall, Towne Building (Department of Chemical Engineering).

Metro-Goldwyn-Mayer Meets the Atomic Bomb; Nathan Reingold, editor, *Joseph Henry Papers*, Smithsonian Institution; 4 p.m., Room 107, Smith Hall (Department of History and Sociology of Science).

The Dopamine Hypotheses of Schizophrenia: An Experimental Approach; Neil R. Krieger, pharmacology department; 4 p.m., Room M100, Med Labs (Pharmacology Department).

Apollonian Recordings: Blues and Polka as Media Creations; Charles Keil, department of American civilization, SUNY Buffalo; 4:30 p.m., Room 362, Science Center (Annenberg School).

18 *Intracellular and Extracellular Carbonic Anhydrase in Skeletal Muscle—Possible Physiological Roles*; G. Gross, Institut Fuer Physiologie, Universitaetsklinikum, West Germany; 12:30 p.m., Physiology Library, Richards Building (Respiratory Physiology Seminar).

Reinitiation of Protein Synthesis at the Lysis Cistron of Phage MS2; J. Van Duin, biochemistry department, State University of Leiden, The Netherlands; 4 p.m., Room 196, Med Labs (Microbiology Graduate Group).

Additions, changes, and cancellations for the weekly *On Campus Update* must be received by noon Tuesday before the Tuesday of insertion. The deadline for the November poster is October 11, by noon. Address: 3601 Locust Walk.

Almanac

3601 Locust Walk/C8
Philadelphia, Pa. 19104
(215) 898-5274 or 5275.

The University of Pennsylvania's journal of record and opinion is published Tuesdays during the academic year and as needed during summer and holiday breaks. Guidelines for readers and contributors are available on request.

EDITOR
ASSISTANT EDITOR
EDITORIAL ASSISTANT
WORK STUDY STUDENTS

Karen C. Gaines
Marguerite F. Miller
Linda M. Fischer
Kevin M. Dougherty
Amy L. MacMullan
Michael Markowitz
John Neumann

ALMANAC ADVISORY BOARD: Eliot Stellar, chair; Jacob Abel, June Axinn, Jean Crockett, Carolyn Marvin and Ralph Spritzer for the Faculty Senate; Denise McGregor for the Administration; Jane Bryan for the Librarians Assembly; Edwin Ledwell for the Administrative Assembly; Joseph Kane for the A-3 Assembly.

ALMANAC, October 11, 1983