

# Almanac

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## Lindbacks '86: The Winners Are . . .



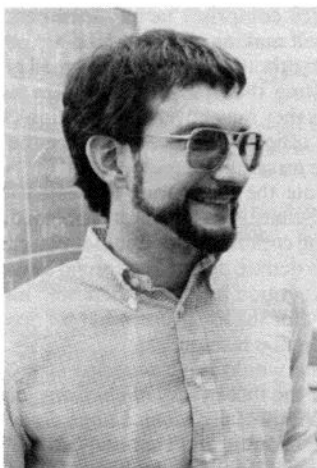
*Dr. Rebecca W. Bushnell*



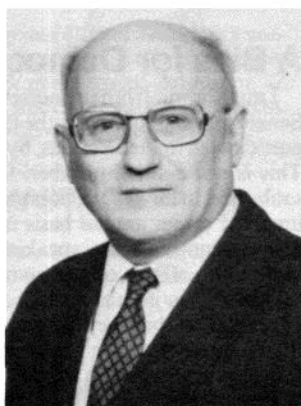
*Dr. Jeffrey Brandon Morris*



*Dr. Thomas J. Divers*



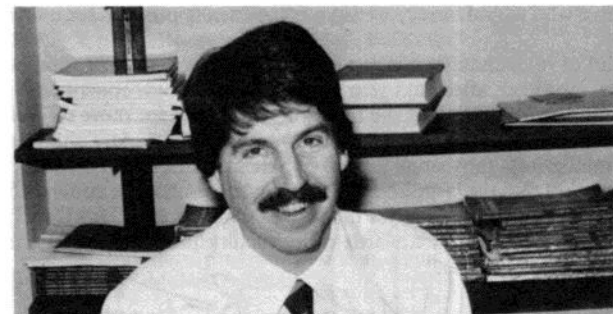
*Dr. Michael P. Cancro*



*Dr. Ludo Rocher*



*Dr. Don Yoder*



*Dr. Edward E. Bondi*



*Dr. Robert P. Lisak*

## First Place in Guggenheims

With eleven John Simon Guggenheim Fellows this year, Penn ties with Berkeley for first place in the nation. There were 3717 applicants, and 272 awards were made to scholars, scientists and artists at 99 institutions this year. Penn's winners of the one-year sabbatical support (which averages \$21,600 per grant) included two each from two departments—American civilization and Romance languages. On the roster are:

- *Dr. Paul Allison*, associate professor of sociology;
- *Dr. Frank Bowman*, professor of Romance languages;
- *Dr. Drew Faust*, associate professor of American civilization;
- *Dr. German Gullon*, professor of Romance languages;
- *Dr. Thomas Hughes*, professor of the history and sociology of science;
- *Dr. Gerald Lazarus*, professor and chair of dermatology/Med.;
- *Dr. Marjorie Levinson*, associate professor of English;
- *Dr. Ward Plummer*, professor of physics;
- *Dr. Janice Radway*, associate professor of American civilization;
- *Dr. Gillian Sankoff*, professor of linguistics; and
- *Dr. Robert Zurier*, professor of medicine/Med., and chief of rheumatology at HUP.

## Lindbacks 1986

Thursday at 4:30 p.m. in the Rare Book Room at Van Pelt Library, the eight winners of this year's Christian R. and Mary F. Lindback Awards for Distinguished Teaching will receive their citations. All faculty, students and staff are invited.

Provost Tom Ehrlich gives out four:

**Rebecca W. Bushnell**, assistant professor of English, who in four years' teaching English Renaissance and 17th-century literature, has "engendered extravagant praise" especially for lectures that elicit discussion and review and commentary on papers that "teaches students to teach themselves." One colleague writes, "I restructured my own class based on observing hers."

**Jeffrey Brandon Morris**, assistant professor of political science and former Faculty Resident in Van Pelt House, teaching on constitutional law, the Supreme Court and civil liberties with a "perfect . . . balance between expressing his own opin-

## Lindbacks continued from p. 1

ions and encouraging students to think for themselves," and even challenge his views. Rated "the most accessible professor I've ever had" by several, he has been an informal pre-law advisor to many, helping them choose schools and write application essays.

**Ludo Rocher**, professor of Sanskrit and Oriental studies, as "the embodiment of the concept of teacher/scholar in its highest form," with an ability to make students "almost magically" live up to his expectations. "A testimony to the lifelong effects of his teaching is that practically all his students occupy positions of importance in the foremost centers of teaching and research throughout the world."

**Don Yoder**, professor of folklore and folklife so fundamental to the conceptualization of his field that "It seems all scholars of American Folk Religion count themselves, somehow, as his students." Some 50 actual ones—many holding key positions in academia, regional and national societies and the art world—wrote praise for his ethics, inspirational qualities, respect for students and colleagues, and ability to encourage groundbreaking research. A sidelight from one letter: he still has his own lectures critiqued by others to make sure he is getting across.

Vice President for Health Affairs Thomas Langfitt awards four more in the health schools:

**Edward E. Bondi, M.D.**, associate professor of dermatology/Med., and the educational officer of his department. Rated "absolutely outstanding" in teaching, creative clinical investigation, warmth and friendliness; and, after an intercession where he created the program, organized the syllabus, introduced speakers, ran the projector, made the coffee and cleaned the room: "high grades as a coffee maker."

**Michael P. Cancro**, associate professor of pathology/Med., who added an M.Ed. and expertise in computer-based instruction after joining the basic sciences faculty here 10 years ago; his immunology classes get first-place ratings and standing ovations, and his office a steady parade where he is said to offer "help to the confused" and "research opportunities to the enthusiastic."

**Thomas J. Divers, D.V.M.**, associate professor of medicine/Vet., coordinator of large animal continuing education and acting chief of large animal medicine; a favorite on the lecture circuit, cited for ability to motivate the curious and kindly prod the not-so-curious; and for giving unstinted time to "extras" (such as: designing lunch-hour labs; making sure students are present when diagnoses are made).

**Robert P. Lisak, M.D.**, professor of neurology/Med., a "human reference library" for difficult clinical cases here and elsewhere, whose "door has always been open to discuss clinical problems, review career goals, or just have a friendly conversation." A star pupil said he stayed in academic medicine because of the personal example that one can be "a superb clinician, teacher and researcher, and yet maintain one's integrity and personal warmth and humor."

**Council/Trustees.** Coverage of last week's governance meetings, already minimal because of time-dependent record and opinion, was pulled at pre-stime to allow for the Guggenheim winners' list. News announced at the meetings, as well as actions taken, will appear next week, along with a related update on student demonstrations on divestment. —Ed.

## Corporations in South Africa: April 22

*A Forum on South Africa: Corporate and Social Responsibility* will be held Tuesday, April 22, 4 to 6 p.m. in the Annenberg School Auditorium, 3620 Walnut Street.

In response to a Council motion passed in December, President Sheldon Hackney said the forum is open to all members of the University and will likely have a question-and-answer period.

Judge A. Leon Higginbotham, Jr., a trustee

on the University Responsibility committee, will moderate the discussion. On the panel are Lewis H. Wilking, executive assistant for General Motors Corp.; Barbara Kommer, manager of investor communications at Hewlett-Packard Corp.; Dr. Michael Sinclair, senior analyst of the Investors Responsibility Research Center; and Dumisani Kumalo, project director of the American Committee on Africa.

## SENATE From the Chair

### A Bias for Democracy

I must admit from the outset that I am very pleased with the elections we just had for the Faculty Senate leadership. This is the third time when about one thousand members of the standing faculty participated in the elections, by informing themselves about the particulars and by casting their vote. This is not a small number. Out of the 1760 members, we must remember, about 1/7 have its sabbatical in far away places each year. Another couple of hundred faculty members are also deeply involved on an annual basis in a number of research efforts that require extensive travel. Many others maintain heavy speaking schedules around the country in a way that takes them effectively out of the affairs of the campus. So, having about 1,000 members voting out of a potential 1,200-1,480 is just marvelous, although for many faculty members this vote is the only act of participation that they can muster at any given year. And all this counting does not include the fact that annually we have about one hundred fifty faculty members who are just entering the school as assistant professors or are just retiring from the ranks of senior faculty.

Personally speaking it is also true that I always disliked designated government. The leadership of any group of people, however small or large, should be chosen, genuinely and regularly, by the people themselves. This, it seems to me, is true for whole nations as well as for institutions like universities. Institutional officers such as university presidents, provosts and chancellors should always be chosen with the essential participation of the faculty because the primary function of such officers is to lead the faculty in pursuing the objectives of the university. Universities that excel in continuously pushing the frontiers of excellence in their fields are the ones that are self motivated by a faculty that has a mastery of their affairs and a determination to use the available resources for the advancement of their students and of the fields of inquiry that they serve.

When one considers the leadership of such groups as the Faculty Senate the absurdity of a leadership that is designated as such by only a nominating committee becomes more apparent. Even though the nominating committee comprises faculty members, it is still a very small group of individuals and can easily find itself making choices which are not the ones that the faculty at large would prefer. In the long run, and without challenges, any small group would be found choosing in a very subjective manner, substituting their judgments for the judgments of the faculty at large, regardless of how good intentions they may have. Only elections among candidates that come from outside the ranks of the various office holders can produce the catharsis needed and restore the leadership to its popular basis on an annual basis.

How to reach out and facilitate the emergence of elected leadership year-in/year-out in an organization such as the Faculty Senate is, of course, a problem that we have not solved yet at Penn. The proposal to have a nominating committee "nominate" two candidates was not really responsive to the needs, and well deserved its demise during the special Senate meeting. The present system of elections by exception, through a petition by 25 members who have searched and found alternative candidates is also not satisfactory for the long run. What we need is a system that engenders bona fide candidates on a regular systematic fashion.

Three years ago such thoughts would have sounded strange and out of context for Penn. However, after the experience of the three years of elections, and the demonstrated desire of the faculty to have their votes counted, these proposals I hope do not sound so strange. Also the fears that elections would polarize the campus and that will bring up leaders with extreme views are proven unfounded. The faculty have shown its ability to focus enough on the issues and choose according to its electoral instincts. It is, of course, true, too, that with elections each year we would be missing the good services of some excellent candidates, but it is also true, I believe, that Penn does have a good number of excellent people who would fit very well in any top faculty position for many years to come.

Since we just went through a round of rules changes it is just too early to have another round of similar discussions in the near future. However, after next year's elections of the new constituency representatives to the executive Committee, it seems that the time will soon come for more serious consideration of additional changes in the way the Senate chooses its leadership. Any changes cannot come, of course, because a small group, (any small group) of Senate members is convinced that the changes are needed. It is important that the large body of the Senate members be convinced and then take the initiative for such changes. No one is yet quite clear of what exact form such changes should take, but it seems that the direction towards more faculty participation in the selection of the Senate leadership is much more clear.

*Anthony R. Tommarino*



## Retirement Investment Options

The Personnel Benefits Committee has asked that faculty and staff who participate in the TIAA/CREF retirement plan be reminded that the University offers alternative retirement investment options through the Vanguard Group of Funds and the Calvert Social Investment Fund.

It is important to compare the alternative pension investment funds with respect to their records of performance vis-a-vis TIAA/CREF. There are also significant differences in flexibility with respect to: (1) available options for transfer of assets back and forth among portfolios of the same investment management organization, (2) flexibility to transfer accumu-

lated investment balances from one investment organization to another, (3) option to receive lump sum cash distributions at the time of retirement, and (4) option to purchase retirement annuity programs from an insurance carrier of your choice.

*The Committee strongly recommends that all participants in the University of Pennsylvania Defined Contribution Retirement Plans review materials provided by TIAA/CREF, Calvert and Vanguard and discuss them with their own accountant or investment adviser. Informational and background materials will be furnished upon request to the Manager, Benefits, 116 Franklin Building/6282.*

—Personnel Benefits Committee, Ira Cohen,  
Chair, University Council

## Thesis Awards in Science

The deadline for nominations for Sigma Xi Ph.D. Thesis Awards is *April 18*. Two awards of \$500 each may be made to Ph.D. candidates for theses of outstanding quality and contribution to science at the Thesis Award Dinner on Tuesday, May 6. The winners receive certificates as well. Nominations are made by the thesis adviser on the thesis adviser's initiative and should include a thesis abstract, a vita for the candidate, a letter of recommendation from the thesis adviser and from either the graduate group chair or the sponsoring department chair. Please send these items to Dr. Henry O. Trowbridge, Dental/6003

# OF RECORD

*Following is the text of a letter being sent to deans, directors and department chairs, reaffirming the University's commitment to affirmative action and underscoring certain procedures that apply to the recruiting, hiring, transfer and promotion of faculty and staff.*

## On Affirmative Action Compliance

The special character of the University of Pennsylvania is reflected in the diversity of our community. Men and women of different races, religions, nationalities, regions, and economic backgrounds are needed to achieve the University's ultimate purpose: to improve the human condition through the pursuit of learning. Diversity is prized at Penn not only because it fulfills a commitment to equal educational opportunity, but because it helps to create an educational environment that contributes to an increasingly diverse and rapidly shrinking world.

As you know, Penn has a clear commitment to affirmative action. We must continue to seek talented faculty, students, and staff who will help constitute a community at Pennsylvania that is diverse in race, ethnicity, interests, and perspectives.

Our clear and conscious commitment to non-discrimination is contained in the following frequently-used statement of policy: "*The University of Pennsylvania, which includes the Hospital, does not discriminate on the basis of race, color, sex, sexual or affectional preference, age, religion, national or ethnic origin, or handicap.*" The University's policy is applicable to faculty, staff, students, applicants for faculty positions and other employment, and applicants to educational programs and activities. Absence of discrimination is not sufficient. Our continuing task is to eliminate patterns of unequal treatment.

During the last months, the Office of Federal Contract Compliance conducted a major compliance review of the University's Affirmative Action Plan. The University was found to be in compliance. The OFCCP recommended improvements, however, in data-reporting. In response, the University agreed to:

(a) implement measures for compiling and maintaining support data, by race and sex, for applicant flow, new hires, job offers, promotions, transfers, terminations, layoffs, and recalls.

(b) submit, by October 15, 1986, a Semi-Annual Compliance Activity Report covering the six-month period from April 1, 1986 through September 30, 1986. This report will be a statistical summary, showing totals, and totals by race and sex, for the following personnel activities: applicants, job offers, new hires, promotions, transfers, terminations, layoffs, and recalls.

The following hiring, transfer, and promotion policies are *essential* for the University to fulfill this commitment in its Affirmative Action Program. We ask your help in assuring that these policies are carried out:

### (1) Documentation of Affirmative Action Compliance

(a) When a candidate has been selected for a position, transferred, or promoted—but *before an offer is made*—the department *must* submit to the affirmative action compliance officer of the school or department a "Statement of Compliance". Information about the sex and racial/ethnic identity of the candidate will be recorded, together with a statistical summary of the sex, and racial/ethnic identities of the applicants considered for the position. The form asks the department to indicate methods used in recruiting and identifying applicants and the methods by which the chosen candidate was identified. The required compliance data for the Hospital will be obtained by the Personnel recruiter and/or departmental interviewers and maintained by the HUP Personnel Officer.

(b) The compliance officer will review the search procedures and evaluation process to determine whether affirmative action guidelines were adhered to. In cases where a Special Effort Search is required, particular attention will be paid to the method by which applicants are identified and to resulting characteristics of the "applicant pool." Compliance forms will be forwarded to the Provost's Office (faculty), the Office of Human Resources (administrators/staff), and HUP Personnel. These offices will forward completed forms to the Office of Affirmative Action for review.

### (2) Approval to Hire

(a) After the Statement of Compliance is approved, the salary will be determined by the chairman or Dean (for faculty), an Employment Specialist (for staff), and HUP Personnel (HUP employees). Approval to hire will then be given so that the department may offer the position to the chosen candidate. A "Personnel Action Form" will be completed in order to place the person on the payroll.

(b) Approval to hire will *not* be given unless a compliance form has been submitted to, and approved by, the departmental compliance officer; and Personnel Action Forms (PAFs) will *not* be entered into (or changed in) the UMIS payroll system until this process is completed.

Finally, we reaffirm the University's commitment to equal educational and employment opportunity and to affirmative action. The University has an obligation to further these principles.

Sheldon Hackney, President  
Helen O'Bannon, Senior Vice President  
Thomas Ehrlich, Provost

# On Enhancing the Freshman Residential Experience

For more than two years, the University community has engaged in active discussions on enhancing the freshman residential experience. These discussions have centered on increasing faculty-student interaction in residences and on linking needed Quadrangle renovations to the academic and nonacademic lives of freshmen. The University has had the benefit of: the first report of the University Life Seminar on the Freshman Year (*Almanac* February 11, 1986); the SCUE paper, "On Undergraduate Education" (*Almanac* May 19, 1985); a report on the freshman year from the Division of University Life (*Almanac* May 1, 1984); and wide discussion of the major issues within University Council, the Council of College House Faculty Masters, the Council of Undergraduate Deans, and other groups with significant interests in undergraduate education.

Although some differences of opinion naturally exist within the University about methods, we believe there is a strong consensus about the desirable goals of the freshman residential program. Those goals are:

1. Providing an effective and challenging orientation of students to the educational life of the University;
2. Improving the intellectual and emotional transition between high school and the University;
3. Promoting the formal and informal interaction of students and faculty members in supportive and educational ways;
4. Building a spirit of community and class identity;
5. Improving the academic and nonacademic support services to freshmen; and
6. Increasing student participation in the intellectual, cultural and other resources of the University, the City, and the Delaware Valley.

Based on the opinions and suggestions we have received from faculty, students, and staff, we conclude that adherence to the following principles

offer the best means to enhance the freshman residential program over the next few years.

**Principles of the Freshman Year Residential Program:** The organizing principle should be grouping freshmen into residential units of about 300 students, predominantly freshmen. As architectural features permit, there may be further division into smaller units for organizational or programmatic purposes. We also believe that freshmen who wish to participate in a College House experience should continue to be able to apply to all six of the College Houses and that Hill College House, a predominantly freshman residence, should remain an integral part of the College House system.

Each of these freshman residential units, which will be called Freshman Houses, will be led by a Senior Faculty Resident—a faculty member who will shape the educational program of the House. The Senior Faculty Resident will also lead the Freshman House and ensure that residents have a major role in the internal governance of their Freshman Houses, in the development and implementation of Freshman House programs, and the allocation and management of Freshman House resources. The Senior Faculty Resident will preside over this system and will be assisted in these efforts by another Faculty Resident, a Senior Administrative Fellow, Residential Assistants, upper class students, and freshmen. We envision that the Senior Faculty Resident will, in most cases, be chosen from the tenured members of the faculty; the other Faculty Resident will include all categories of faculty and perhaps others who work closely with undergraduates.

Each Freshman House should, in time, have adequate support and

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## Speaking Out

### Freedom of Criticism

The "Statement Concerning Faculty Rights and Responsibilities" (*Almanac*, April 8, 1986) to be presented for faculty approval and adoption as University policy at the April 16 Senate meeting is, in our view, fundamentally misguided. The Statement, as we read it, seriously conflicts with fundamental constitutional principles governing free expression and represents as well an improvident policy step for this University. We accordingly urge our colleagues to reject it.

The thrust of the Statement is that the freedom openly to express views on the research of others carries a responsibility to express critical views "in a reasoned and reasonable fashion" and that this obligation should be enforced through an internal peer review process. The enforcement mechanism proposed is an internal oversight and dispute-resolution process involving accountability in the first instance to Department chairs, Deans, the Provost, or all three depending on the circumstances. A Dean or the Provost, at the end of this process, is authorized to "take whatever executive action is appropriate." The range of permissible executive action is left undefined. A right of appeal to one of three entities (either the school's or the Senate's Committee on Academic Freedom and Responsibility or the Faculty Grievance Commission) is contemplated.

The premise of the Statement and the mechanism proposed to implement it are directly at odds with settled principles of free expression embodied in the First Amendment to the federal Constitution, the Constitutions of most states, much statutory law,

and the traditional concept of academic freedom. Those principles counsel that the placement of controls on expression designed to enforce requirements akin to the "reasoned and reasonable" requirement of the Statement are an invitation to censorship. Exchange of views on sensitive subjects, whether in the general arena of politics in matters connected with academic research, will often arouse strong feelings and heated expressions of conviction. In these circumstances, it is inevitable that some "unreasonable" or seemingly "unreasonable" criticism will be exchanged.

Grants of authority to police such exchanges for "reasonableness" carry distinct dangers to expression. *First*, some expression will be discouraged. *Second*, the rules are in practice amenable to discriminatory use against persons whose views go against the grain of established authority. The views of Galileo were, in his day, regarded as inherently unreasonable and threatening by most members of his community. Indeed, most suppression of speech, in this country and elsewhere, has been justified on the ground that the speech was irresponsible, irrational, or unreasonable. A long and painful history serves warning that open expression cannot flourish if those in authority monitor critical speech for its "reasonableness." *Third*, the Supreme Court has observed that "the State has no right to cleanse public debate [so as to be] palatable to the most squeamish among us." The Court noted that "one man's vulgarity is another man's lyric"—which is why "the Constitution leave matters of taste and style so largely to the individual." Surely, a university should be no less averse to sanctions based on the character and content to

speech. *Fourth*, application of restrictions only to criticism involves a form of viewpoint discrimination that is impermissible. Toleration of praise, however unreasonable, combined with "reasonableness" scrutiny of criticism, is a sure sign that dissent is not welcome. In summary, no American court, in our judgment, would uphold a law that expressly subjected criticism to a "reasoned and reasonableness" requirement.

Apart from the fundamental clash between the basic premise of the Statement and well-settled principles of open expression, there are problems with the specifics of the Statement. The Statement's requirement that criticism be clearly identified as the competent evaluation of a scholar expert, or, alternatively, as the entirely personal opinion of a member of the community is a flawed precept. The requirement suggests that only specialists in a subject-matter can claim the mantle of "scholarly" criticism. Moreover, the requirement assumes that a bright line can be drawn between competent scholarly evaluations and personal opinion. This assumption is disingenuous at best. To require that community members draw such a line as a condition to engaging in criticism is to ask some members to engage in what for them is an ideologically freighted and dishonest practice. Attempts to enforce this requirement will chill expression.

Other practices forbidden by the Statement, like physical interference with a faculty member's work, are properly forbidden—but *not* because the behavior is connected to criticism. In fact, to the extent that the practice is forbidden only when connected to criticism—which is suggested by placing the

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(continued from page 4)

appropriate facilities—such as seminar and study rooms—and access to multipurpose rooms, computer equipment, and other resources that will promote the educational environment of the Freshman House and enrich the experiences and interactions of its members. These resources would enable the House to sponsor programs such as "Discovery and Meaning" Lecture follow-up discussions, "Writing Strategies for Freshman Seminars," Philadelphia Orchestra Student Concert Series, "Preparing for and Taking Exams," "Managing Your Time," "The Impact of Racism on Life at Penn," "The Body" Series, and computer user meetings. In addition, each Freshman House should have access to dining facilities to support the unity of spirit emerging from programs of the Freshman Houses.

We expect that the Freshman Houses will work together cooperatively, but that substantial flexibility will enable each Freshman House to develop and shift as it chooses under the leadership of the faculty members involved, with high levels of participation by the students. Overall coordination of the Freshman Houses will be through a Council of Senior Faculty Residents, chaired by the Vice Provost for University Life, and provided with staff support by the Director of South Campus within the Office of Residential Living. Other members of this Council should be the College House Faculty Master of Hill College House and the Director of Residential Living. As occasions warrant, Faculty Residents, Senior Administrative Fellows and others will be asked to attend meetings of this Council. The Council will discuss policy matters, evaluate and plan for special requirements, and coordinate as needed the educational and developmental programs in the Freshman Houses.

—Sheldon Hackney, President,

—Thomas Ehrlich, Provost,

—James J. Bishop, Vice Provost for University Life

**Timetable:** For several reasons, it will take some years to implement a Freshman Residential Program on the lines we envision. Most important, the Program should be developed incrementally, to learn from experience. Further, renovations of the Quadrangle are still underway, and faculty apartments must be created or improved in Kings Court/English House and Harrison House. As a first step for the fall of 1986, we will focus on the Spruce Street and upper sections of the Quadrangle. This initial phase will include about 675 students, about 75% of whom will be freshmen. We will speak with several members of the faculty about their leading the Spruce Street House and the Upper Quadrangle House as the first components of the Freshman Year Residential Program. The experiences of the Senior Faculty Residents, Faculty Residents, Senior Administrative Fellows, and students next year will aid the University in planning the next phases of implementing the Freshman Year Residential Program in the Quadrangle, Kings Court/English House, and Harrison House.

We are fortunate that the College House Program and recent efforts in the Quadrangle, Kings Court/English House, and Harrison House have demonstrated the advantages of residentially-based programs for freshmen. Through the formal expansion of the residential programs into Freshman Houses, Penn can continue to increase faculty-student-staff interactions, provide informal educational experiences of lifelong value, and make living and learning with fellow scholars an exciting part of University life.

We thank all members of the University community who have helped to shape these initial plans of the Freshman Year Residential Program. Over time, the Program should become a key part of campus life at Penn.

prohibition in this Statement—the prohibition loses its original, legitimate purpose and becomes a tool of censorship. Prohibiting even objectionable conduct only when it is connected to expression becomes an improper restriction on the expression and should be legally unenforceable. The Statement further provides that criticism of another's work may not include "threats, coercion, or harassment." Absent further specificity, the term harassment is vague: some will view any strongly argued criticism as "harassing." The term "threats" covers expression that must be protected. For example, a statement that an activity is illegal and will be reported unless it ceases is a "threat." Courts have recognized this in striking down as unconstitutionally overbroad laws that generally prohibit threatening speech.

Because we believe the Statement is fundamentally flawed in its premise and in its specifics, we strongly urge that it be rejected at the April 16 Senate meeting.

—C. Edwin Baker, Professor of Law  
—James D.A. Boyle, Visiting Assistant Professor of Law  
—Michael A. Fitts, Assistant Professor of Law  
—Gary L. Francione, Assistant Professor of Law  
—Frank I. Goodman, Professor of Law  
—Harry L. Gutman, Professor of Law  
—Elizabeth S. Kelly, Librarian and Associate Professor of Law  
—Virginia Kerr, Assistant Professor of Law  
—Seth F. Kreimer, Associate Professor of Law  
—Noyes E. Leech, William A. Schnader Professor of Law  
—Richard G. Lonsdorf, Clinical Professor of Psychiatry and Law  
—Michael P. Madow, Assistant Professor of Law  
—Gerald L. Neuman, Assistant Professor of Law  
—Curtis Reitz, Algernon Sydney Biddle Professor of Law  
—Paul L. Schechtman, Assistant Professor of Law  
—Ralph R. Smith, Associate Professor of Law  
—Ralph S. Spritzer, Professor of Law  
—Clyde W. Summers, Jefferson B. Fordham Professor of Law

—William A. J. Watson  
Nicholas F. Gallicchio Professor of Law

### Realm of Mediocrity

Regarding the new University stationery, I could not have said it better than Professor Rubenstein—"incomparable tastelessness!"

Shame on you, whoever you are, who made the decision to relegate our most dignified-looking stationery to the realm of mediocrity.

—Barbara A. Johnson,  
Manager, Staff Relations  
University of Pennsylvania, not Penn

### Reach Around Penn

Two days from today, something very important and exciting will be taking place on the Penn campus. It will be an unprecedented display of unity and concern by members of the Penn and West Philadelphia communities, directed towards improving the lives and conditions of people outside the imaginary "walls" of the University. It will be an event marked by its enthusiasm and togetherness and yet remembered for its thoughtfulness and compassion. I am writing about REACH AROUND PENN, an inspiring effort to bring hundreds of students, faculty members, administrators, staff, and community members together to join hands in support of raising both funds and awareness for the homeless people of the Philadelphia community. (Note: this is not affiliated with Hands Across America).

REACH AROUND PENN will take place on April 17, 1986 (the first day of Spring Fling) at 3 p.m. on College Green and last approximately ten minutes as the group sings songs (e.g. "We Are the World", "The Red and the Blue") and enjoys general camaraderie.



Students are not the only members of the community affected by the despair of the homeless; it is a sad truth that impacts on all of us. REACH AROUND PENN welcomes everybody to join hands, pride, experiences, interests, and our hearts for a few brief moments to support the Committee for Dignity and Fairness for the Homeless—a group that runs a shelter on 20th and Spring Garden and is also committed to long range goals of education and employment. The donation is \$3/person (\$2.70/person for a group of ten or more) which is a small amount—less than the cost of our lunch, yet it will enable a homeless person to eat for one more day. The donation can be made on the day of the event, or before, at the REACH AROUND PENN table on Locust Walk. Questions, call 898-4831.

To present a united effort to the city, it is important that people from all schools and departments of the University at all levels participate; President Hackney will join hands and spirit with us on April 17; we would be honored if you would also join us for this inspiring occasion.

If you are joining us, please make a donation of \$3. You will receive a button that will ensure your place in line.

REACH AROUND PENN  
—Greg Olivieri(EAS '88)  
—Hayley Bryant, Coordinator(SAS '87)

*Recognizing the policy requirements of new technology, the Committee on Research of the University Council has worked for the past three years to draft a Policy on Computer Software. I commend the members of the committee for their efforts, which were recognized by Council when it approved the Policy March 19, 1986. The Provost and I are happy to report that, after careful study, we endorse the Policy, and hereby promulgate it, effective upon publication in Almanac.*

—Sheldon Hackney

## Policy on Computer Software

### I. Purpose

The policy set forth herein reflects the following goals:

- To maximize the incentive of University faculty and staff to create and develop innovative and useful software for instruction, research and operational purposes;
- To minimize the administrative burden involved in its implementation;
- To minimize the potential for misunderstanding, controversy, and litigation over the ownership and marketing of computer software;
- To protect the interests and rights of all parties that may be involved in the creation and development of software—faculty, support staff, students, the University, and, in some cases, outside contractors; and
- To encourage the University to develop a mechanism to facilitate interaction between creators of computer software and potential developers of software.

### II. Policy Provisions

1. Under ordinary circumstances, and as a general premise, the creator (or creators) of computer software shall be deemed the *owner* of the software in the sense that the creator has the right to market the software directly or through arrangements with commercial enterprises or the University. The creator is not obligated to share any part of the revenue from the sale or licensing of the software with the University or, except for Provision 3, with any office or organization within the University. This policy is applicable even when the creator used University equipment and facilities and received financial support from the University for the specific project.

2. In recognition of the special relationship between the University and its employees (including faculty) and students and the practical difficulty of defining the equities in the various circumstances under which software may emerge, the University shall have the absolute, unrestricted right to use *without charge*, for any purpose, any software created by or through the efforts of its personnel.

3. In addition to Provision 2, the University shall have a *non-exclusive* right to market or license any software created by its faculty and staff (and students when participating in University-sponsored or University-related projects.) If the University invokes its marketing option, whether acting alone or in concert with an external developer, its *net* revenues shall be allocated in accordance with the existing *patent* policy. (See box.)

4. The creator of any item of software may petition the University to waive its non-exclusive marketing rights. The determining official for this action is the Vice Provost for Computing. Such a petition should include a description of the software sufficient to enable that official to make a tentative judgment as to whether commercial potential exists.

5. When software is developed through the efforts of two or more persons, the potential financial interests of the various parties shall be made clear in advance by a private agreement or understanding. Under such joint undertakings, faculty members have a special obligation to deal fairly with junior faculty and students. If the software is created by a research center or other recognized entity of the University, the entity may adopt a stated and consistently applied policy of vesting all rights to the software in the entity, preempting the more general rights of the University.

6. When any employees of the University, whether faculty or support staff, or any outside contractor, have been given a specific task of creating or enhancing a particular software product, with full support for the project coming from the University, the latter shall routinely require that all participants in the project waive in writing any financial interest in the product that might otherwise accrue.

7. If the work leading to creation of a specific piece of software is sponsored by a contract between the University and a government agency, business firm, foundation, or other external institution, the provisions of the contract under which the work is performed take precedence over this policy.

### III. Effective Date

This policy shall become effective upon approval by the Trustees of the University. All contractual arrangements entered into by University personnel after the effective date of the policy for the purpose of exploiting the commercial potential of software created by such personnel shall be subject to the provisions of this policy. Any contracts entered into before that date shall be "grandfathered" and enforceable according to their terms.

### IV. Review and Evaluation

This policy shall be formally reviewed and evaluated after it has been in operation for three years.

#### Excerpt from the Patent Policy

*Following is the portion of Section II (Procedures for Implementing the Patent Policy of the University Of Pennsylvania) that is referred to in the Policy on Computer Software Developed at the University. The full patent policy is in The Research Investigator's Handbook, available from the Office of Research Administration.*

II.A.2.c. Royalties or other income received by the University from patent revenues will be distributed as follows:<sup>1</sup>

- 1) 50% of the first \$200,000 net patent revenue will be distributed to the inventor(s);
- 2) 25% of the next \$800,000 net patent revenue will be distributed to the inventor(s);
- 3) 15% of the net patent revenue of the next \$4,000,000 will be distributed to the inventor(s);
- 4) 10% of the net patent revenue of all subsequent returns will be distributed to the inventor(s).

The University's share of returns from patents resulting from any invention or discovery from work carried out on University time will be used to support research at the University. Thirty percent (30%) of such revenues will be placed directly in the Research Foundation to be dealt with by standard procedures of the Foundation Board. Priority for the remaining seventy percent (70%) should be given to support research close to the origin of the work which generated the patent.

i) For net patent income less than \$100,000 per year: The 70% may be distributed by the Vice Provost for Research, after consultation with the home department chairman, in response to research proposals of merit from the inventor(s), from the home department of the inventor(s) and from faculty members from the home department and school of the inventor(s), with priorities in that order.

ii) For net patent income in excess of \$100,000 per year: The 70% will be distributed by the Board of the Research Foundation. Priority will be given to research proposals from the inventor(s), from home department(s) of the inventor(s) and from faculty members of the home department and school of the inventor(s), in that order. The Board of the Foundation will, however, have the responsibility of evaluating the importance and merit of these priority proposals in the context of the broader research needs within the University.

Net patent revenues are defined as revenues from patents retained by the University after payment of expenses associated with preparation, filing, marketing, exploitation or defense of the patent.

For patents managed by a patent management organization, only the University's share of patent revenues, after payment of other significant expenses, will be considered to be net patent revenues.<sup>2</sup> All patent revenues from patents managed by a patent management organization will be subject to the terms of the agreement between the University and the patent management organization.

Distribution of patent revenues from patents arising from sponsored research will be subject to the terms of the grant or contract, as negotiated between the agency and the University.

<sup>1</sup>This scale applies only to patent revenues accruing on patents filed after April 28, 1980.

<sup>2</sup>Questions regarding division of the foregoing revenues among inventors where there are patents to multiple inventors, patents to different or overlapping inventors, and multiple patents to a single inventor, and all other questions of interpretation of these guidelines, will be referred to the Vice Provost for Research.



## CONFERENCE

**22** *Oligodendrocytes: Development and Myelin Synthesis*; a mini-symposium in honor of Ray A. Kroc and Robert L. Kroc; morning session on *Development* with chairman Robert Knobler; afternoon session on *Synthesis and Re-synthesis of Myelin* with chairman F. Arthur McMorris; *Roundtable Discussion* with moderator Donald H. Silberberg; 9:20 a.m.-5 p.m., Wistar Institute Auditorium (Wistar Institute).

## EXHIBITS

**15** *Recent Tapestries*, by Loretta Mossman; 9 a.m.-5 p.m., University City Science Center Gallery. *Through April 30.*

*Natural Impressions*, an exhibit of nature photography by Catherine Fessenden; Monday through Friday 10 a.m.-4 p.m., Sundays 1-4 p.m., George D. Widener Education Center, Morris Arboretum. *Through June 1.*

*Colorful Kite Tales*, an exhibit on the fascination and diversity of kites; 10 a.m.-4 p.m., Hillcrest Pavilion, Morris Arboretum. *Continuing throughout the spring.*

## FILMS

### Middle East Center

**23** *I Stand for Your Dreams* (A film about Kamal Ataturk); 4 p.m., 8th Floor Lounge, Williams Hall.

### International House

Films are shown at International House. Admission \$3, \$2.50 for House members, students, senior citizens. Information: 387-5125.

**17** *1985 Whitney Biennial Film Festival*; films by Sonbert, Moore, and Gottheim, 7:30 p.m.

**18** *Primitive Movers and Strange Ditties* (with Kathy Rose); a synthesis of dance and animation, 7:30 p.m., also Sunday, April 20.

## FITNESS/LEARNING

**19** *Spring Gardening Techniques 1986*; the fee (\$28) includes a box lunch and entry to 3 different sessions on the home garden; 9 a.m.-2 p.m., Morris Arboretum, Information: 247-5777.

**22** *IBM/Penn Threshold User Group Meeting*; 1-2 p.m., Room 236, Houston Hall (Computing Resource Center).

**23** *Computer Simulation Techniques*: The LINK Project; Christian E. Petersen, Project LINK; 3 p.m., Room 169, McNeil Building (Social Science Data Center).

## MEETING

**18** *General Meeting of the Senior Associates of the Center for the Study of Aging*, to promote greater involvement of the Senior Associates Group in University programs; 10 a.m.-noon, Rooms 285-287, McNeil Building.

## MUSIC

**18** *Grand Mass in C*; Mozart's concert will be performed by the University Choral Society, with director William Parberry, 8:30 p.m., Tabernacle Church. Free admission. Information: Ext. 6244. (Department of Music).

**19** *From England's Golden Age: Music of Orlando Gibbons*; Alexander Blachly, director, The Collegium Musicum, and Mary Anne Ballard, director, the Viol Consort; 8 p.m., Church of the Saviour. Admission: \$5, \$3, students and senior citizens. Information: Ext. 6244. (Department of Music).

*Evening of Blues and Gospel Melodies*; a concert featuring blues guitarist Etta Baker and gospel singer Daniel Womak; 8 p.m., Admission \$7, \$6 for members, students and senior citizens. Information: 387-5125 (International House).

## ON STAGE

**16** *The Apple Tree*, Mark Twain's humorous stories about life in the garden of Eden, with the Philadelphia Theatre Caravan; 4 p.m., Studio Theatre, Annenberg Center. Admission: free.



## RELIGION

### Hillel

Hillel will serve meals throughout Passover. Information, or to sign up: Ext. 7391. Reservation deadline for the Sedarim is 5 p.m., April 16. Deadline for other meals: 3 p.m., April 18.

## SPECIAL EVENTS

**16** *University of Pennsylvania Student, Faculty and Staff Blood Program*; 9 a.m.-2 p.m. in the Faculty Club, Club Room (lower level).

**19** *Morris Arboretum's Kite Festival*, prizes will be awarded. Admission: free to all those with kites; 1-4 p.m. Rain date: April 20. Information: 247-5777.

## TALKS

**15** *Aerial Photography and Multi-Sensor Imaging in War and Peace*; Dino Brugioni, former senior official and reconnaissance and photo interpretation expert of the CIA; noon, Room 17, Logan Hall.

*Halley's Comet in History*; C.B.F. Walker, deputy keeper, Western Asiatic Antiquities, The British Museum; 6 p.m., The Rainey Auditorium, University Museum.

*The Israeli Writer Confronting His Society*; A.B. Yehoshua, acclaimed Israeli writer; 4 p.m., Room 17, Logan Hall.

**16** *Organization and Expression of the Coronavirus MHV Genome*; Dr. Stuart Siddell, Institute for Virology and Immunobiology, Univ. of Wurzburg, West Germany; 4 p.m., Room 196, Med Labs Building.

**17** *Auditory Evoked Response in Depression*

and *Thyroid Disorders*; Dr. Marian Droba, post-doctoral trainee, department of neuropsychopharmacology; 4 p.m., Pharmacology Seminar Rooms, Suite 100-101, Mezzanine, Medical Laboratories Building (Department of Pharmacology, School of Medicine).

*Edward Frankland, Victorian Chemist*; Colin Russell, The Open University; 2:30 p.m., Room 514, Chemistry Building (Center for History of Chemistry and Department of Chemistry).

*Gene Activation During Multi-Step Carcinogenesis in Mouse Skin*; Dr. Karl Melber, Deutsches Krebsforschungszentrum Institut für Virusforschung, Germany; 11 a.m., Auditorium, Wistar Institute (Wistar Seminar).

*Neuropsychological Findings in Alzheimer's Disease in Aging*; Wilma Rosen, director, neuropsychology, Columbia University; 10:30 a.m.-noon, Agnew Grice Conference Room, 2nd floor, Dulles, HUP (Department of Psychiatry).

**18** *The Development and Historic Preservation of Center City, Society Hill, Penn's Landing, and University City*; Alois K. Strobl, Chief Cartographer for the Philadelphia City Planning Commission; noon, Faculty Club; a luncheon buffet is available for \$4.25. Call Ext. 4618 for reservations. (The Faculty Club).

*In Vitro Splicing of mRNA*; Carlos Goldenberg, Department of Pathology, Washington University, School of Medicine, St. Louis; 3 p.m., Auditorium, Wistar Institute (Wistar Institute).

**21** *Enzymatic Functions Closely Associated with Proteins of the Major Histocompatibility Complex (MHC)*; Stephen Roth, professor and chairman, department of biology; noon, Suite 100-101, Med Labs Building (Department of Pharmacology, School of Medicine).

**22** *Gas Exchange and Blood Flow in Liquid Filled Lung*; Dr. Thomas Shaffer, department of physiology, School of Medicine, Temple University; 12:30 p.m., Physiology Library, Richards Building, (Respiratory Physiology Group and Department of Anesthesiology).

*Protein Engineering of Triose Phosphate Isomerase*; Gregory A. Petsko, professor of chemistry, MIT; 4 p.m., Dunlop Auditorium A, Medical Education Building (Department of Biochemistry, Biophysics).

**23** *Consequence of Endothelial Cell Injury on the Plasminogen Activator System*; Susan Tannenbaum, Hematology-Oncology Section; 4 p.m., Conference Room, 7 Silverstein, HUP (Department of Medicine).

*The "Gastric Bubble" for the Treatment of Obesity*; Lloyd Garren; 2:30-3:30 p.m., Hope Auditorium, 2nd floor, CHOP, (Gastrointestinal Research Conferences).

## Deadlines

The deadline for the weekly calendar update entries is Monday, a week before the Tuesday of publication. The deadline for the Summer pullout is Monday, May 12. Send to *Almanac*, 3601 Locust Walk/6224 (second floor of the Christian Association).

## For Bald Men Only

Males between the ages of 18 and 49 who are bald on the crown of their head may be eligible to participate in a study being conducted by HUP's Department of Dermatology with a new formulation of Minoxidil, a hypertension drug that when applied topically has been successful in growing hair. Information: call Joan Johnson at 662-6722.

# A-1 Assembly

## Call for Nominations

The A-1 Assembly was established "to provide a forum whereby administrative opinion can be collected and expressed on problems facing the University and higher education.

A. To provide a mechanism for supplying voting representatives to sit on all major University committees affecting administrative personnel or administrative functions.

B. To provide a regularly meeting organization where communications across organizational lines can be fostered."

The Assembly has representation on University Council, *Almanac* Advisory Board and the Personnel Benefits Committee. The Executive Committee of the Assembly is frequently invited to provide advice and comment on a variety of issues and policies affecting the administrative staff members of the University. To fulfill its purpose as the representative organization for A-1 staff, the Assembly must have energetic and enlightened leadership. We need your assistance in identifying those individuals who will devote their time and talent to assuring its success.

Nominations are invited for President-elect and Secretary-elect, and for three vacancies on the Executive Committee. If you would be willing to serve the Assembly and its membership, please feel free to nominate yourself. The only criteria are that you be an A-1 and be willing to spend some time furthering the goals of the organization. Please send names of individuals who you would recommend for any or all of these positions to Carol Vorchheimer, 3800 Locust Walk/6190, by April 22.

The election will be held on May 27 in Room 351, Steinberg Hall-Dietrich Hall at our Annual Spring Meeting planned for 2 p.m. Our featured speaker this year will be Mrs. Helen O'Bannon, senior vice president.

—Shirley Hill, Chair

## Department of Public Safety Crime Report—Week Ending Sunday, April 13

The following report includes a weekly count of all reported crimes on campus, a listing of all reported crimes against the person(s), as well as the campus area where the highest amount of crime has occurred that week with a listing of those crimes.

### Total Crime

\*Crimes Against the Person—3, Burglary—12, Theft—14, Theft of Auto—0, Criminal Mischief—2, Trespass—2

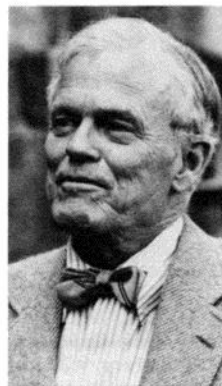
*4-7-86	9:47 PM	Locust footbridge	Male assaulted and robbed of \$39.00
*4-10-86	5:18 PM	Van Pelt Library	Wallet demanded and taken from complainant
*4-13-86	2:03 PM	Stouffer Walk	Suspects tried to take a gold chain from complainant

### Area/Highest Frequency of Crime

Date	Time Reported	Location	Incident
<b>Spruce St. to Locust Walk, 34th St. to 36th St.</b>			
4-7-86	8:58 AM	College Hall	Cash taken from an office
4-7-86	4:08 PM	Houston Hall	Unattended knapsack taken
4-9-86	7:45 PM	College Hall	Computer equipment taken from room
4-9-86	8:52 PM	Furness Bldg.	Secured bike taken from rack. Apprehension made. Bike recovered.
4-9-86	9:05 PM	Houston Hall	Wallet taken. Apprehension made. Wallet recovered.
4-11-86	1:33 PM	Williams Hall	Secured bike taken from rack.
<b>Spruce St. to Hamilton Walk, 36th St. to 38th St.</b>			
4-10-86	12:12 PM	Stouffer Dining	Unattended wallet taken
*4-13-86	2:03 AM	Stouffer Walk	2 suspects tried to take a gold chain from complainant
4-13-86	2:06 AM	Hopkinson Dorm	3 males apprehended taking items from room
4-13-86	3:35 AM	Butcher Dorm	Radio taken from room
4-13-86	1:03 PM	Class of '88	AM-FM cassette player taken from room
<b>Locust Walk to Walnut St. 34th St. to 36th St.</b>			
4-7-86	5:11 PM	Van Pelt Library	Wallet taken from unattended backpack
4-9-86	2:59 PM	Van Pelt Library	Wallet taken from unattended jacket
*4-10-86	5:18 PM	Van Pelt Library	Wallet demanded and taken from complainant
4-12-86	4:37 PM	3400 Walnut Street	Calculator, bag and glasses taken from room
<b>Hamilton Walk to Service Drive, 36th St. to 38th St.</b>			
4-7-86	9:39 AM	Medical School	Radio taken from room
4-7-86	12:07 PM	Medical School	Cash taken from room
4-9-86	2:58 PM	Medical School	Wallet taken from unattended backpack
4-10-86	8:55 AM	Johnson Pavilion	Wallet taken from unattended shoulder bag
<b>Locust Walk to Spruce St.—40th St.</b>			
4-7-86	7:37 AM	Evans Building	VCR taken from room
4-9-86	10:32 AM	Levy Building	Dental equipment taken from basement area
4-11-86	1:13 PM	Evans Building	Dental equipment taken from two lockers

**Safety Tip:** When you observe questionable persons on campus, call Public Safety immediately. Don't wait until a crime is committed. A pro-active community is a safer community.

Sociology professor Digby Baltzell (right) will retire this spring after 39 years of provocative teaching and compelling research at Penn. All members of the Penn community are welcome to attend a dinner in his honor on May 18 in the University Museum. For reservations, call the SAS External Affairs Office Ext. 5262 by April 18.



Dr. R. Jean Brownlee, professor emerita in political science and dean emerita of the College for Women, (right) has been selected by the Association of Women Faculty and Administrators to be the first recipient of the Leonore Rowe Williams Award. Named in honor of the late wife of a former provost who gave a bequest to AWFA, the award will honor outstanding women of Penn.



## Blood Drive at Faculty Club: April 16

Faculty, staff and students are joining together in response to the American Red Cross' need for everyone who is able to give a pint of blood this spring. The Blood Drive, part of Health Awareness Day, begins at 9 a.m. and continues until 2 p.m. at the Club Room in the lower level of the Faculty Club. President Hackney and Provost Ehrlich have volunteered to be among the first donors in line to demonstrate that it is safe and easy. Refreshments will be provided as well as other Health Awareness Day activities. For more information about the Blood Drive call Jim Robinson, director, Community Relations, at Ext. 3565.



# Almanac

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(215) 898-5274 or 5275.

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