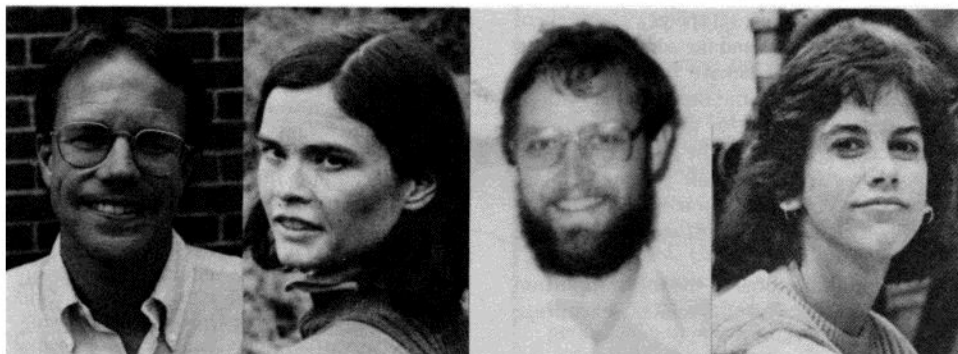


# Almanac

Tuesday, November 4, 1986

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Dr. Seyfarth

Dr. Cheney

Dr. Chinburg

Dr. Lester

## Young Scientists: "No Strings" Awards

The Natural Science Association set up three years ago by the School of Arts and Sciences has chosen four young scientists for its first three "no-strings" awards.

Each award carries \$10,000 a year for three years, to be used by the recipients "in any way they see fit other than to supplement academic salary," according to the joint announcement by Dr. Ralph Amado as director of the NSA and Dr. Elias Burstein as chair of its Science Board. The 1986 recipients are:

- Dr. Dorothy Cheney of Anthropology and Dr. Robert Seyfarth of Psychology, joint researchers in the social behavior and vocal communication of nonhuman primates, who share an award. The wife-and-husband team are noted for studies of vervet monkeys in East Africa showing how age, sex, kinship and ecological factors affect behavior and how they perceive vocalizations and classify objects.

- Dr. Ted Chinburg of Mathematics, whose work in algebraic number theory (including the relationship of number theory to geometry and physics in studying the symmetries of systems of natural phenomena) also won him a Sloan Fellowship last year.

- Dr. Marsha I. Lester, a pioneer in combining laser spectroscopy and molecular beams to measure van der Waals complexes who has also received a Camille and Henry Dreyfus Young Faculty Award. She is also noted for teaching innovations for graduate and undergraduate students including computerization in physical chemistry.

The new awards are made by nomination only, and are open to young Penn faculty in natural science departments—astronomy, biology, chemistry, geology, mathematics, physics and psychology. The Natural Science Association raised funds for the awards primarily from

corporate donors, Dr. Amado said. Additional resources are being sought with a goal of making the awards annual.

"We are delighted that the Natural Science Association has taken this initiative," said Dean Michael Aiken of the new awards program. "It will be helpful to our young faculty in furthering their research and scholarship."

The Association also sponsors symposia such as last year's on non-linear optics and this coming January's on natural-products chemistry and its role in pharmaceuticals. Next year the NSA plans a symposium honoring the 100th anniversary of the Department of Psychology.

## Parents Are Coming

Penn is preparing to welcome more than 2000 parents of our undergraduates to the campus on November 14 and 15.

Parents often tell us that the high point of this traditional Parents Weekend is the opportunity to meet the faculty who teach their sons and daughters. Those of you who teach on Friday may find that your students have invited their parents to the classroom. Many of you will perhaps give or attend one of that afternoon's special seminars, and go on to the Dean's Reception being given by each of the undergraduate schools. On Saturday several members of the faculty will give talks during the morning before the game against Harvard.

All members of the faculty are invited to join us as hosts of a reception in the Chinese Rotunda of the University Museum just after the game. We've taken care of the coffee and other hot drinks. All we need is your good company to make this a truly hospitable occasion for our students' families. Please phone the Parents' Program at Ext. 8445 to let us know if you will attend.

—Sheldon Hackney

—Tom Ehrlich

## Med Center Staffing

Medicine's Dean Edward J. Stemmler, Executive Vice President of the recently organized Medical Center, has formed the management staff of the Center by adding to the responsibilities of seven men and women already in University or HUP positions.

Victor Crown, Special Assistant to the Dean of the School of Medicine, has been named the Center's Associate Executive Vice President. David Morse, Director of University Federal relations, becomes also Assistant Vice President for Medical Center Federal Health Policy. Norris Claytor, Associate Executive Director of Hospital Planning, is now also Director of Health Services Planning for the Medical Center.

Ann Duffield, director of University relations, adds the role of Director for Medical Center Public Information. Gary Cardaronella, director of medical development, becomes also Director of Medical Center Development; Ellen Covner Weiss, associate executive director of Hospital legal affairs, is also Director of Legal Affairs for the Medical Center; and Beverly Carson, assistant to the Dean of the School of Medicine, is also Assistant to the Executive Vice President of the Medical Center.

"I am pleased to have so many fine, talented individuals join me in this new responsibility," says Dr. Stemmler. "The potential success of our efforts rests comfortably in good hands."

Dr. Stemmler has noted that some of the main advantages of the Medical Center are better organized development efforts, better coordinated presentations to governmental bodies, better space-planning and usage, and better coordinated financial planning and expenditures, legal services, and public relations.

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**Supplement: Five Year Plan of  
The Annenberg School of Communications**

### Senate Topics for November 19 Meeting

The fall meeting of the Faculty Senate will be held on Wednesday, November 19, 1986, from 3-5:30 p.m. in 200 College Hall. Very frequently, I hear complaints that changes are announced within the University without appropriate consultation. The upcoming meeting of the Faculty Senate presents a primary opportunity for each member of the standing faculty to participate actively and effectively in the decision-making process. We will be considering two wrongs that need righting: sexual and racial harassment. The recognition that these wrongs are present in our community is general. However, the development of effective methods of monitoring and reducing these wrongs with protection for grievants who have just complaints and exoneration of defendants who are found innocent is a difficult but not impossible task. The sexual and racial harassment reports now under review by both the University Council and the Senate Executive Committee provide a comprehensive picture of the problem and serve as a basis for discussion. These bodies and the administration to whom their recommendations will go are in need of your advice. I believe firmly that wide participation of the faculty will produce the best possible set of recommendations. A policy will be implemented; it will be a much better policy if it is implemented with, rather than without, your advice. The Senate meeting will be your opportunity to directly participate in the process. We must be certain that we maintain the delicate structure of academic freedom while putting in place mechanisms to right wrongs. To help in your consideration, the recent publication of the sexual and racial harassment reports and comments in the Speaking Out section of *Almanac* should be reviewed.

I will also bring you into the Senate planning process by outlining some of the most important issues that will be under consideration by Senate committees during the coming year. We encourage correspondence and other communication to help us in these deliberations.

The Senate Committee on the Economic Status of the Faculty will provide an interim report regarding their assessment of the proposed flexible benefits program and how it may affect you. The committee has also clearly focused on salary proposals that will return the faculty to a level on a par with the top three of our peer institutions.

Finally, several important changes in the Senate rules have been proposed by representatives of the School of Nursing. A quorum will be required for action. I will review these proposals in next week's column.

*Roger D. Soloway*

### Reorganizing for \$350 Million Construction

In recognition of the massive \$350 million of construction and renovation projects planned for the next several years, I have asked Vice President John Anderson to devote his full energy to directing this planning and construction.

He will directly oversee the Office of Facilities Planning and the Office of Project Management. Under this organizational shift, Mr. Anderson's skills will be directed toward the University's aggressive construction program.

In the year he has been at Penn, Mr. Anderson has articulated the University's needs for greater commitment to its facilities, spearheaded a proactive approach to managing construction projects, negotiated substantial savings in construction projects and developed a cadre of young professionals in the Office of Project Management.

By focusing his attention on construction, Mr. Anderson will be able to solidify these initial gains. Mr. Anderson will have an opportunity to tie the planning of renovations and construction more closely to the actual construction work that is undertaken.

Effective October 15, 1986, Arthur T. Gravina has been named Associate Vice President for Facility Operations for the University of Pennsylvania. Mr. Gravina will report directly to me. Reporting to Mr. Gravina will be James Miller, Safety Manager of the University; James Wargo, Director of Maintenance and Operations; and Robert McKain, Director of Contract Maintenance. A third position, Director of Environmental and Facility Services, is currently vacant.

Mr. Gravina will be responsible for the daily operations, utility services and maintenance of the physical plant of the University. He will oversee the commitments of the University to address its deferred maintenance problems. The University expects to spend more than \$20 million over the next few years. Mr. Gravina is responsible for advising and overseeing for the University all properties except those of the Hospital and the Residential System. He and his staff are advising me on facilities at New Bolton Center and those owned by University City Associates.

In other management shifts, Bruce Craig, Comptroller for Physical Plant, and his staff will report to Alfred Beers, Comptroller for the University.

Effective October 15, 1986, Steven D. Murray has been named Associate Vice President for Business Services. Mr. Murray is responsible for a diverse group of business and auxiliary enterprises at the University. Today the revenues generated from these operations are in excess of \$20 million. Mr. Murray is responsible for the Book Store, the Computer Connection, Purchasing, the Class of 1923 Ice Rink, Transportation and Parking Services, Penntrex and Telecommunications, Mail and Bulk Mail Services and PENNcard.

Mr. Murray has been employed by the University since 1974. He has his MBA from Wharton. Mr. Murray reports directly to me.

—Helen B. O'Bannon, Senior Vice President

## On Freedom to Exchange Ideas

The most fundamental value of the University is its commitment to freedom of expression. That commitment was severely challenged last week by individuals who opposed the appearance of Louis Farrakhan on Penn's campus. One can understand their reaction, but the University could not, and did not, give in to demands that Minister Farrakhan be barred from speaking.

Even though I find abhorrent a number of things Minister Farrakhan has said in the past, and even though some of his beliefs seem inimical to the sort of caring community we are building at Penn a community that provides individual equality, in an atmosphere of mutual trust and respect, while celebrating its racial and ethnic diversity it was crucially important to make it possible for him to speak on campus, just as it would be important to protect the right to speak of any speaker invited by a student or faculty group. We accomplished that.

The University took elaborate security provisions, including assigning 57 Public Safety officers, virtually the entire Public Safety staff, to protect Minister Farrakhan. Additional security support had been arranged with the Philadelphia Police. Furthermore, the University willingly absorbed the extraordinary security costs beyond the amount that would ordinarily be charged to the sponsor for a noncontroversial speaker. Our precautions were more than adequate.

Minister Farrakhan decided not to speak here Saturday night because he disagreed with one aspect of the security arrangements, whether there would be use of body searches or metal detectors at the doors of the auditorium.

Such individual searches are not in keeping with the values of open expression that we cherish. They are an invasion of privacy, as is the use of metal detectors, which require the search of hand-carried items, the turning out of pockets and perhaps additional measures.

In recent years the University has provided security for a host of nationally known visitors appearing on campus, including President Gerald Ford, White House Chief of Staff Donald T. Regan, Gen. William Westmoreland, Bishop Desmond Tutu, Rev. Jesse Jackson and Rev. Jerry Falwell, without resorting to body searches or metal detectors. On the basis of all the information that we had, it was determined that we could provide adequate security without altering our normal procedures in this case.

We will continue steadfastly to protect the right of free speech on the campus and to do so while encouraging an atmosphere in which genuine conversation can occur.

—Sheldon Hackney

## Almanac

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ASSISTANT EDITOR	Marguerite F. Miller
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# Speaking Out

## Sources of Knowledge

I read with interest the letter by Professor Peter Gaeffke ("On Undergraduate Education," *Almanac* October 14). His comments regarding Provost Ehrlich's address to the class of 1990 have been dealt with by the Provost. A greater part of Professor Gaeffke's letter, however, dealt with his views about the basis of contemporary knowledge, civilization and culture. Professor Gaeffke has put forward in his letter the thesis that it was during the growth of the Western world that the principles "on which our life still rests" were developed and "when we discard these basic positions we undermine" the "very ground on which we stand." I find these remarks narrow and incomplete. Besides, such ethnocentric interpretation of the sources of knowledge and civilization is not supported by independent evidence.

Undisputed archeological discoveries have established that very highly developed civilizations existed in regions which are now classified as developing countries. In fact the earliest evidence of existence of organized institutions of learning which attracted students in residence is to be found in the East. The standards of excellence in the best of these campuses were such that in order to qualify for "graduation" the student had to equal or excel the teacher as judged in an open debate before a jury of scholars. Objective evidence supports the view that these institutions precede the Golden Age in Greece. I like to believe that at least a part of all our lives "still rests" on the art, architecture, literature and music which are products of these non-Western civilizations. More tangibly, the civilization from China and India discovered the technology to manufacture the paper on which I write this letter, the ink with which to write, the printing process which helps me publicize my views and the numerical system which helps me count both forward and backward and thus keep this letter within limits! I was amused to reminisce that the sugar I added to my tea as I started writing this letter and the alcohol in the mug of beer I had at the end (at night and away from the campus) were also inventions of non-Western technology.

Professor Gaeffke implies that the growth and development of the Western civilization is a continuous process from the Greeks and Romans to the present. Several Western scholars have bemoaned the fact that the Middle Ages in Europe were indeed the Dark Ages in terms of growth of scientific thought and methodology. The period between the Greek philosophers (Aristotle, 382 B.C.) and the 13th century (Aquinas, 1274, Bacon, 1292 and Copernicus 1543 A.D.) showed little progress in science in Europe. The rapid phase of development of scientific thought as well as of democratic institutions have taken place in the past 300 years. In view of the transient nature of Golden Age that history has taught us, I find it hard to accept that generalization drawn from unjustified premise could form the

basis for undergraduate education here or elsewhere.

What, then, would I attempt to teach my own students? First, I would attempt to communicate the excitement I have for the field of Biochemistry which has permeated so many areas of Natural Science including Cell and Molecular Biology. To students in their formative stage, I would also try to communicate that a closed mind in an open society is as much an incongruity as an open mind in a closed regimented society.

—Melkote Raga Iyengar,  
Professor of Biochemistry

## Trapped in Wrong Debate

I opened the reports of the committees on sexual and racial harassment with both hope and apprehension. I wanted to see recommendations that would strongly inhibit harassment and that would simultaneously fit within the implicit constitution of the University. In the course of the history of the two committees and their predecessors I had seen fragments which suggested to me that the final texts might propose measures which I thought would be ineffective and which raised profound constitutional concerns. As a result, I feared we would be trapped in a debate over the nature of University governance and would be unable to assess the likely impact of the recommendations if they were to be implemented.

Good people have spent many long hours on the reports and their efforts show. My fears have, however, been realized. The reports pose very serious challenges to my conceptions of the constitution of the University to the way I see the responsibility of deans and the Provost, the role of schools, the entitlements of students to representation, the mission of the Ombudsman, the balance between formality and informality, and the vital opportunities for political mobilization.

When the reports come to the Senate floor, I will regretfully oppose them on constitutional grounds. Beyond opposition, however, I resent the documents. I resent them first because they don't attempt to persuade me seriously. Treating the constitutional issues as matters of "academic freedom" misses the complexity of structure and values in the fabric of governance. The reports invoke fairness but don't define the term or explicate the way in which alternative meanings apply. (Is the University of Pennsylvania bound by the same claims to fairness and the same assertions of right that characterize a democratic but coercive polity?) The reports invoke a dream of perfectibility across the entire University but do not explicate the implications of that dream for free spaces and conceptions of the University as a community of limited mutual obligations.

I resent the documents secondly because they have chosen a strategic tack which I don't think will work. As a result, we are likely to be led into a tangled constitutional

debate or forced to argue about the details of proposals which are strategically inept.

I sensed my disagreement at the beginning of the section on "Principles" in the sexual harassment report. "The strength of the University's policy on sexual harassment," the committee wrote, "is largely determined by the integrity and effectiveness of the system designed to resolve complaints of such misconduct." I think that is wrong. The strength of the policy rests on the ability of groups to mobilize a combination of moral suasion, support and discipline within and upon relatively small work groups and responsible schools. The formal adjudication of individual cases necessarily caught-up in elaborate definitions and procedural safeguards plays a relatively minor role in the transformation of moral climates. The reports, in my view, should have dealt with pressure points, mobilization, and the transformation of the norms of public behavior. We are, however, likely to argue about courts, information systems and the Ombudsman instead of the ways we can encourage deans, department chairs and the Provost to exercise the authority already in their hands.

These two reports present SEC with a test of leadership. I hope the Committee will rise to the occasion, crafting a mode of debate at the Fall meeting and in the months that follow that will both clarify the constitutional issues and focus attention on the efficacy of alternative strategies to reduce the level of sexual and racial harassment. I hope, particularly and personally, that it will craft options which will allow me to vote (perhaps in the Spring) without allying myself with those who think that harassment isn't much of a problem or that there isn't much we can do about it.

—Seymour J. Mandelbaum,  
Professor of Urban History;  
Department of City and Regional Planning

## Response(s) to Dr. Mandelbaum

Given the concerns that Dr. Mandelbaum expresses for fairness and effective strategy joined with his interest in reducing racial and sexual harassment, I welcome and value his comments. However, to me it seems that the debate on these issues would benefit more from the considered presentation of alternative strategies than from generalized expressions of hope, apprehension and resentment. I urge that Dr. Mandelbaum and other faculty members, staff, and students become involved constructively in the current discussions. As I said at Council, the ad hoc committee welcomes suggested improvements or better alternatives to the proposals made in our report.

—James J. Bishop, Vice Provost for  
University Life, Chair, ad hoc Committee  
to Draft a Racial Harassment Policy

**Next page:** Dr. Crockett's response

## From Dr. Crockett

I welcome Dr. Mandelbaum's letter on the two reports offered to the University Council on sexual and racial harassment. The reports are not perfect. It has been said before, and it will undoubtedly be said again, that it is extraordinarily difficult to devise effective ways of dealing with the serious problems of harassment, which do indeed exist, without compromising either due process or academic freedom.

Like Dr. Mandelbaum, I am concerned with "constitutional issues" and "values in the fabric of governance." But I would note that the Senate leadership has had before it for eighteen months the report of the Ad Hoc Senate Committee on Behavioral Standards. I am afraid that the time for philosophical discussion of these issues is past. The time now is for constructive, concrete suggestions as to how to achieve the goal of protecting the University community from the damaging and divisive effects of harassment without unacceptable sacrifice of academic freedom.

It is not constructive to pretend that academic freedom is absolute. No freedom is absolute when it conflicts with other rights and values. So it is necessary to consider what the limits should be. While it might well be appropriate to show slides of the female body in certain courses in the biological sciences, does academic freedom protect the right of an economics professor to show such slides in his courses? Does academic freedom protect the right of a professor to make remarks that are derogatory to his students and that refer, not to academic performance, but to personal characteristics? There appears to be deeply felt disagreement within the faculty on such questions.

It is my personal belief that there are limits to academic freedom and that these are best considered by a faculty group with access to broad faculty input. No other kind of group can be equally perceptive as to what academic freedom entails. No other kind of group can be equally committed to maintaining it. The Senate has a responsibility to deal with this issue. The conflict of values that has emerged in attempting to deal with harassment is not a problem that will go away if ignored.

—Jean A. Crockett, Professor of Finance

**Ed. Note:** The exchange above was completed before the receipt of another letter on the topic, below. In the interests of currency Professor Keene's letter was not delayed for response in this issue but comments have been invited for the November 11 issue which comes out just prior to the November 12 Council meeting. (See agenda, page 5.)

—K.C.G.

## Former Ombudsman's View

It is with regret that I write *Almanac* to express my deep concerns over the recently released reports of the Committees on Racial and Sexual Harassment. I know many of the members of the two committees and recognize the depth and seriousness of their commitment to due process, civil rights, and the cause of extirpating, or at least minimizing, racism and sexism in the University community. Yet, I fear that the remedies they propose would significantly set back this cause, in three ways:

1. They have defined harassment so

broadly that it embraces all forms of racist or sexist behavior. The result would be to make it impossible for the University administration to attack effectively one very serious aspect of such behavior: harassment, where one person who is in a superior, more powerful, position uses that power to diminish, humiliate, or exploit another person who is in an inferior position, and the motivation for that action is racial or sexual.

2. They have proposed alternative judicial systems that are so cumbersome and dispersed that they would hinder, rather than promote, swift, effective, and just disciplining of offenders.

3. In their understandable zeal to extirpate racism and sexism from the Penn community, they have proposed a mechanism that offends fundamental concepts of due process: the collecting of anonymous, uninvestigated, and unverified complaints of racist or sexist conduct which could be used against an alleged offender for up to three years. He or she would have no way of defending himself or herself because the name of the complainant would be kept confidential and the facts masked so as to prevent the offender from identifying the complainant who had insisted on confidentiality.

In addition, the draftsmen of the reports have proposed a prosecutorial role for the University Ombudsman that is profoundly at odds with the traditional independence and neutrality that are the *sine qua non* of that office's credibility and effectiveness. The role proposed for the Ombudsman, of keeping track of complaints, is more appropriately assigned to the Provost's office, the Office of Affirmative Action, or the Dean's offices.

—John C. Keene, Professor of City and Regional Planning, University Ombudsman, 1978-84

## Holiday Hospitality

The University hosts over 2000 students and 300 scholars from 100 different countries. Many of these individuals are here without their families and find the holiday periods particularly lonely. One of the kindest and most rewarding acts of hospitality that can be extended to our international visitors is to invite them to share a holiday meal. If you are able to host a foreign student or scholar (and are not already acquainted with someone through your department that you could invite directly), please contact: Hospitality Program, International House of Philadelphia, 386-5125, Ext. 225.

—Joyce Randolph, Director, Office of International Programs

## Celebration of Service

All members of the University family are invited to join with the campus ministry in honoring the Rev. Elizabeth Eisenstadt's first year among us. The Newman Center, Hillel Foundation and Christian Association have been joined by individual members of the University in extending this invitation to the "Celebration of Service" for Elizabeth. While coordinating campus ministry for the two Episcopal Churches of St. Mary's and the Church of the Savior, she has worked closely with the ecumenical fellowship shared by Roman Catholics, Lutherans and Episcopalians, and has been part of the interfaith group formed by Hillel, CA, and the Newman Center.

Father McGowen and the Student Council at Penn Newman are hosts of the celebration on Friday, November 14, from 3:30 to 6 p.m. at the Newman Center, 3720 Chestnut Street. Following the hours of fellowship there will be a brief liturgy of thanks.

Tickets for the event are \$25 (\$5 for students), obtained in advance at the Newman Center, at St. Mary's office in the C.A. at 3601 Locust Walk, at the University Lutheran Church, 37th and Chestnut Streets; or at the door. We want to keep Elizabeth among us. This event's proceeds will go toward that goal. Please join us.

—The Rev. John M. Scott, Rector, St. Mary's Church

—The Rev. William McGowan, Director, Penn Newman

—The Rev. Jeff Merkel, Pastor, University Lutheran Church

## Second Opinion

Due to the fact that we are the University of Pennsylvania, and we are an Ivy League institution, and that we do have a reputation to uphold to the educational and medical communities, we were somewhat aghast at the lack of decorum presented by *Penndemonium* in the latest issue of *Almanac*. We know that the staff writers Brit Ray and Laura Meyerson labored over the proposition considering that the situation was of a serious, even critical, nature. But the fact that they decided to inject such humor into the situation really burned us up. Granted, it kept us in stitches so that when we answered the phone that afternoon it sounded as if the cat-gut our tongues, so we just amputated a few phone lines till we could catch our breath.

We are sure that as the University examines the findings and releases further information on the Penn-Hilton alliance, we will be in a better situation to prescribe an appropriate name or, better yet, have interchangeable titles. It goes without saying that it will be a slick operation but we must not fall prey to reaction under the knife.

So, in confusion, stretch imagination. Page Leona Hemsley. March to the heart-beat of a different drummer ("HUP, 2,3,4."). Visit the Physical Therapy room and feel the good, good, good vibrations. Remove a 2,000 lb. mole from Whart-ton. Get the Vet School involved and breed HUP-pies. Start our own "Star Wars" program and call it OB GYN Kanobi. Involve the Travel Coordinator so we can have a tropical theme "Come Back-Teria." Have the Italian History Department decorate the Caesarian Lounge. Get the Astrology Department to do the same for the Cancerian Court. Don't keep us on pins and needles. If remodeling is done, try not to CHOP-HUP our hotel. Resuscitate the campus. Breathe some life into the property. Don't let the idea die of natural causes.

—Therese Massi, Telephone Service Assistant, and Friends

**Ed. Note:** In a thank-you note to those who suggested names for the Hilton Hotel, Real Estate Director Chris van de Velde reports "overwhelming enthusiasm for the new name which will be 'PENN Tower Hotel,' adding that "All of the suggestions were worthy of consideration—for the quality, associations, or in some cases good humor they represented."



## Council November 12: Sexual Harassment and Other Topics

The Steering Committee of Council has divided the two harassment reports introduced on October 8 so that discussion on sexual harassment continues November 12 and the racial harassment policy is on the December 10 agenda. (Both documents appeared in *Almanac* October 14.)

Also on November 12, Council will vote on three proposed by-laws amendments (*Almanac* September 30) relating to Council committees and their make-up. One amendment would institutionalize the Communications Committee set up experimentally in 1980. Another

adds to the membership of the Facilities Committee the chair of the Committee for an Accessible University (an administrative committee dealing with access by the handicapped). The third adds the Director of Victim and Security Support Services to the Council Committee on Safety and Security.

Admissions is a report topic with an action item: Admissions Dean Willis J. Stetson, Jr., will report on undergraduate admissions and Council will vote on a recommendation on geographic diversity.

The Committee to Review the Fall Break will also report.

*From the extensive list of Trustee actions on appointments, reappointments, secondary appointments, leaves, and terminations, Almanac with the advice of the Faculty Senate gleans only those actions reflecting movement into or within the Standing Faculty. This includes new appointments and promotions, and chair designations with or without promotion, 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 September 12 and October 24, representing actions approved June 6, 1986 through September 12, 1986, at Provost's Staff Conferences leading up to those meetings. Actions marked (●) involve additions to the tenured ranks through appointment, promotion, or conversion.*

## Appointments and Promotions in the Standing Faculty, 1986

### Annenberg School

#### Promotion

Dr. Robert C. Hornik to Professor of Communications.

### School of Arts and Sciences

#### Appointments

Dr. Elizabeth Bartman as Assistant Professor of History.

Dr. Evelyn Brooks as Assistant Professor of History.

● Dr. Guillermo A. Calvo as Professor of Economics.

● Dr. Anthony R. Cashmore as Professor of Biology.

Dr. Thomas S. Christensen as Assistant Professor of Music.

Dr. Joseph R. Ecker as Assistant Professor of Biology.

Dr. William F. Harris, II as Assistant Professor of Political Science.

Dr. Nigel D. Higson as Assistant Professor of Mathematics.

Dr. Jacob Hoeksema as Assistant Professor of Linguistics.

Dr. Michael H. Kelly as Assistant Professor of Psychology.

● Dr. Maurice Obstfeld as Professor of Economics.

Dr. Stephen A. O'Connell as Assistant Professor of Economics.

● Dr. John J. Ricchetti as Professor of English.

Dr. Nancy Shatzman Steinhardt as Assistant Professor of History of Art.

Dr. Richard L. Zettler as Assistant Professor of Anthropology.

#### Chair Designation

Dr. Robert Rescorla as the James M. Skinner Professor of Science.

### School of Dental Medicine

#### Appointment

Dr. Frederic Barnett as Assistant Professor of Endodontics.

### Graduate School of Fine Arts

#### Appointments

Dr. David G. DeLong as Associate Professor of Architecture.

● Dr. Howard Pack as Professor of City and Regional Planning.

● Ms. Anne W. Spirn as Professor of Landscape Architecture and Regional Planning.

### School of Medicine

#### Appointments

● Dr. John E. Biaglow as Professor of Radiation Biology and Biochemistry in Radiation Therapy.

Dr. Sally J. Boyson as Assistant Professor of Neurology.

● Dr. Peter J. Cohen as Professor of Anesthesia.

● Dr. Marc A. Dichter as Professor of Neurology.

Dr. John G. Hexem as Assistant Professor of Anesthesia.

Dr. Mark B. Landon as Assistant Professor of Obstetrics and Gynecology.

Dr. Karin L. McGowan as Assistant Professor of Pediatrics.

Dr. Carolyn Mies as Assistant Professor of Pathology and Laboratory Medicine.

Dr. David A. Piccoli as Assistant Professor of Pediatrics.

Dr. Barbara Shelton as Assistant Professor of Physical Medicine and Rehabilitation.

● Dr. Alfred R. Smith as Professor of Radiation Physics in Radiation Therapy.

Dr. Rebecca Taub as Assistant Professor of Human Genetics.

Dr. Joseph R. Volpicelli as Assistant Professor of Psychiatry.

Dr. Peter Wilding as Professor of Pathology and Laboratory Medicine at HUP.

#### Chair Designation

● Dr. John M. Daly as the Jonathan E. Rhoads Professor of Surgery.

#### Promotions

Dr. Zalman S. Agus to Professor of Medicine.

Dr. Eugene K. Betts to Associate Professor of Anesthesia at CHOP.

Dr. Luis Blasco to Professor of Obstetrics and Gynecology at HUP.

Dr. David E. Boettiger to Professor of Microbiology.

Dr. Derek A. Bruce to Professor of Neurosurgery.

Dr. Alexander J. Brucker to Associate Professor of Ophthalmology at Presbyterian-University of Pennsylvania Medical Center.

Dr. Daniel G. Haller to Associate Professor of Medicine at HUP.

Dr. Steven D. Handler to Associate Professor of Otorhinolaryngology and Human Communication at CHOP.

Dr. Philip M. Hanno to Associate Professor of Urology in Surgery at HUP.

Dr. Sergio A. Jimenez to Professor of Medicine.

Dr. Marc S. Levine to Associate Professor of Radiology at HUP.

Dr. Rob Roy MacGregor, III to Professor of Medicine.

Dr. Marie C. McCormick to Associate Professor of Pediatrics.

Dr. Thomas Moshang, Jr. to Professor of Pediatrics at CHOP.

Dr. A. Lee Osterman to Associate

Professor of Orthopaedic Surgery at HUP.

Dr. David B. Schaffer to Professor of Ophthalmology at CHOP.

Dr. Michael E. Selzer to Professor of Neurology.

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

Dr. John M. Templeton, Jr. to Associate Professor of Pediatric Surgery at CHOP.

Dr. Paul Morris Weinberg to Associate Professor of Pediatrics at CHOP.

● Dr. Susan R. Weiss to Associate Professor of Microbiology.

#### Reappointments

Dr. Maurice F. Attie to Assistant Professor of Medicine at HUP.

Dr. Linda Chen to Assistant Professor of Anesthesia at HUP.

Dr. John U. Doherty to Assistant Professor of Medicine at HUP.

Dr. Donald H. Rubin to Assistant Professor of Medicine at the Veteran's Administration Medical Center.

### Wharton School

#### Appointments

● Dr. Andrew Abel as Professor of Finance.

Dr. Inchi Hu as Assistant Professor of Statistics.

Dr. Henning Bohn as Assistant Professor of Finance.

Dr. Ajay K. Manrai as Assistant Professor of Marketing.

Dr. Richard L. Oliver as Associate Professor of Marketing.

Dr. Paul Rosenbaum as Associate Professor of Statistics.

Dr. Stavros Zenios as Assistant Professor of Decision Sciences.

## Summary of 1985-86 Resolutions and Recommendations and Actions Taken on Them

### I. Recommendations Not Completely Resolved by Last Year's First Fall Meeting of Council

*None.*

### II. Recommendations from the 1985-86 Academic Year

**Divestment and Countering Apartheid** (November 13, 1985): Council adopted a resolution calling for divestment within one year and the establishment of a task force to develop measures that can be taken to counter apartheid.

*Action: The Trustee University Responsibility Committee, during the fall of 1985, solicited opinion from the University community as to the appropriate role of the University as an educational institution and as a shareholder in addressing the issue of apartheid. Members of the committee participated in a dialogue on the subject at a meeting of the Steering Committee and attended the November Council meeting at which the resolution for divestment was discussed and adopted. The committee, in forming its recommendations for Trustee action in January, 1986, drew upon these and a wide range of other expressions of opinion and sources of information. The recommended task force was not established; the administration instead published in Almanac (January 14, 1986) a statement on present activities and potential means to counter apartheid.*

**Committee on Sexual Harassment** (November 13, 1985): Council adopted a resolution asking the Steering Committee to constitute an ad hoc Council Committee on Sexual Harassment "to review and recommend a set of policies and procedures to resolve cases of sexual harassment."

*Action: No administrative action required; the committee was established and has completed its work.*

**Charge to Academic Review Committee** (December 11, 1985): Bylaws amended to change the name of the Academic Review Committee to "Academic Review Committee for Centers and Institutes."

*Action: No administrative action required.*

**Charge to Personnel Benefits Committee** (December 11, 1985): Bylaws amended to state that one of the administrative staff members is named by the A-I Assembly and that a faculty member from the Senate Committee on the Economic Status of the Faculty serves on the committee to provide liaison.

*Action: No administrative action required.*

**Forum on South Africa** (December 11, 1985): Resolution adopted calling for one-day educational forum on South Africa.

*Action: Forum held on April 22.*

**Freshmen Residence** (February 12, 1986): In considering the recommendations of the President's Seminar on the Freshman Experience regarding residence, Council adopted a resolution asking that freshmen be given the option of living in college houses, in addition to the "freshmen halls."

*Action: Freshmen will be able to choose between freshmen halls and college houses.*

**Conflict of Interest Policy** (March 19, 1986): Revision of Conflict of Interest Policy for Faculty Members adopted.

*Action: Revision approved by the administration (Almanac April 22, 1986).*

**Policy on Computer Software** (March 19, 1986): Computer software

policy adopted by Council.

*Action: Policy approved by the administration (Almanac April 15, 1986).*

**Freeze on New South African Securities** (March 19, 1986): Resolution adopted asking the Trustees to place an immediate freeze on the acquisition of new securities involving South Africa and to amend their January 17 action, primarily by reducing by one year the waiting period during which South Africa is to be given an opportunity to make substantial progress toward dismantling apartheid.

*Action: Trustee Committee on University Responsibility was apprised of the Council action; Trustees on June 27, 1986, specified June 30, 1988 as the deadline for divestment of holdings in firms that have not withdrawn from South Africa following a determination on June 30, 1987 that substantial progress toward ending apartheid has not been made.*

**New Student Union** (March 19, 1986): After considering a report by the Undergraduate Assembly proposing a new student union, Council adopted a resolution requesting the Steering Committee to charge the Facilities committee with "the responsibility of researching the feasibility of the construction of a new student union."

*Action: Steering Committee charged the Facilities Committee accordingly. Administration asked Senior Vice President O'Bannon's office to include a student union in its studies of the 36th and Walnut area.*

**Right of Chair-Elect of Faculty Senate to Attend Committee Meetings** (April 9, 1986): Bylaws amended to assert the right of the chair-elect of the Faculty Senate to attend the meetings of Council committees and to participate in discussions.

*Action: No administrative action required.*

**Separate Eating Space for Students** (April 9, 1986): Council adopted a resolution calling upon the deans "to allocate separate eating space to the students, as long as it would not decrease classroom space."

*Action: Resolution referred to Council of Academic Deans for discussion in September.*

**Parking Requirements and Budgeting** (April 9, 1986): Resolution adopted urging the administration "to include parking requirements and budgeting in the planning process for new facilities, renovations, and plans for new structures on existing parking lots."

*Action: Resolution referred to Senior Vice President.*

**Discrimination Toward Lesbian Women and Gay Men** (April 9, 1986): Council adopted a resolution expressing "outrage at the recent verbal, physical, and printed display of discrimination toward lesbian women and gay men at Penn" and asking the President and Provost to make a public statement deploring these acts.

*Action: Administration published a statement in Almanac (April 22, 1986).*

**"Year 1990 Outlook on Student Life"** (April 30, 1986): Council adopted a resolution asking the Steering Committee to charge the Student Affairs Committee with the evaluation and implementation of the ideas expressed in the Undergraduate Assembly "1990" report.

*Action: No administrative action required; Steering Committee charged the Student Affairs Committee accordingly.*

## Memorial Service

A memorial service will be held for Dr. William Brickman, professor emeritus in the Graduate School of Education, on November 5 at 10 a.m., Room D9-10, at the Graduate School of Education. Dr. Brickman, an internationally known scholar, died June 22 at the age of 72.

## DEATHS

**Dr. Evan Benner Alderfer**, a former professor at Wharton and retired officer of the Federal Reserve Bank died August 30 at the age of 84. He began teaching industry at Wharton in 1926 and became an associate professor in 1937. In 1946 he was appointed industrial economist for the Federal Reserve Bank of Philadelphia. He remained a part-time lecturer at Penn until 1952 and was an officer of the Federal Reserve Bank for 24 years. He co-authored *Economics of American Industry* with H.E. Michl and was a coauthor of *Souder Mosaics*. He is survived by his wife, Viola; son Evan Jr.; daughter Nancy Campbell; four grandchildren; four great-grandchildren and a brother.

**Naomi Berman**, a retired administrative assistant at the Graduate School of Education, died September 16 at the age of 64. She came to the University in September 1963 as a secretary and had been promoted many times during her nineteen years at Penn. She retired in 1984 and is survived by her husband Haskell.

**Ann M. Carrington**, a retired waitress at the Faculty Club, died October 4 at the age of 82. She came to the University as a waitress in the Alumni Room at the Faculty Club in 1970, and remained there until her retirement in January, 1976. She is survived by two sisters, Elfrida Thurston and Esther Briddell; three nieces and a nephew.

**Dr. Charles Franklin Mallon**, former professor at the Dental School and a former chief of dental services at the Philadelphia Veterans Hospital, died August 22 at the age of 64. He graduated from the Dental School in 1946 and began teaching at Penn as an instructor in 1966. He was promoted to assistant professor in 1973, specializing in prosthodontics and restorative dentistry until he stopped working in June of 1985. He retired as chief of dental services at the Philadelphia Veterans Hospital in 1978. He is survived by his wife, Mary Ann; three daughters, Mary Ann Wynn, Nina Cruici and Alicia Buhle; four grandchildren and a brother.

**Harold C. Stott**, a former Wharton faculty member, died October 26 at the age of 81. He graduated from Wharton with honors in 1926. Two years later, he became a certified public accountant. He taught at the Wharton School from 1938 to 1958. He was on the faculty executive committee and was active in Penn's alumni affairs, serving as general chairman of alumni giving from 1947 to 1952. Penn presented him with its Alumni Award of Merit in 1953. He is survived by his wife, Frances D. and his brother, J. Rowland Stott.

**Dr. Irvn Travis**, a former professor of electrical engineering, died October 1 at the age of 82. In addition to teaching he was a supervisor of research for the Moore School from 1928 to 1949, except for his WWII years with the Navy. During the war, he became chief of anti-aircraft fire control research for the Navy's Bureau of Ordnance. Returning to Penn, he had a major role in developing ENIAC for Army Ordnance to calculate trajectories at Aberdeen Proving Ground, Maryland. He went on to become vice president for research and engineering at Burroughs in 1956 and executive for defense and space work in 1960. Surviving are his wife, Elizabeth Frazer; sons, Lane and William; daughter, Leslie T. Wendel; stepdaughter, Gail Faries; stepsons, John H. and H. Eric Sauer; seven grandchildren, and two great-grandchildren.

## OF RECORD



## Emergency Closing

The University never officially stops operating. There are times, however, because of emergency situations such as inclement weather when classes may be cancelled and offices, except those providing essential services, may be closed. In an effort to insure the safety of our employees, emergency conditions will be monitored so that a decision to close can be made in a timely fashion.

### Partial Closings

A partial closing is closing the University before the end of a normal work day. Classes are not cancelled. The decision to partially close is made by the Senior Vice President. Individual schools or units should remain in operation and may not close independently prior to a decision to partially close. The special information number 898-MELT (6358) will be updated periodically to provide information regarding the status of partial closing. This line should be called for current information. If a decision is made to initiate a partial closing, members of the Human Resources Council and other appropriate individuals will be called by the Office of Human Resources.

### Full Closings

A full closing occurs when classes are cancelled and University offices, except those providing essential services, are closed. The decision to close is made by the President and Provost in consultation with the Senior Vice President. A full closing is communicated by way of radio announcements and the special information number 898-MELT (6358). The University emergency closing radio code numbers are 102 for a full closing of day sessions and offices and 2102 for closing of evening sessions.

Unless notified that there will be a partial or full closing, employees are to report for work at the normal time. If an employee is unable to report at the normal time, he/she is expected to notify the supervisor as early as possible so that departmental operations can be maintained. Essential personnel are required to report to work. Essential personnel should be identified in advance by their supervisor.

The following practices should be followed by supervisors to record time lost when an employee is absent due to emergency situations:

1. If the University is closed, employees are compensated and the time lost during the period of the closing is not charged to personal or vacation time.
2. If the University is not closed, time lost is charged to personal or vacation time as long as the absence is approved by the supervisor. If the employee does not have personal or vacation days, he or she may not be compensated for the time lost. Sick time may not be charged unless the employee was out on sick leave prior to the day lost due to inclement weather.
3. If an employee requests permission to be released prior to the time of a partial closing, the employee should be allowed to do so and have the time lost for the remainder of the day charged to personal or vacation time.
4. Certain employees are required to work to maintain essential services even though the University is closed. Essential personnel who work when the University is closed are paid at their regular rate of pay and in addition receive compensatory time equal to the time worked after the University was closed. Compensatory time earned should be utilized within the current fiscal year.
5. Employees in collective bargaining units are governed by the terms of their respective collective bargaining agreements.

—Thomas Ehrlich, Provost  
—Helen B. O'Bannon, Senior Vice President

*This policy supercedes Personnel Policy #302, "Absence—Emergency Conditions;" and Personnel Policy #303, "Early Closing—Emergency Conditions."*



## United Way/Donor Option: 53%

The University community has contributed \$116,963 as of October 31. This represents 53% of the \$220,000 goal for the United Way Donor Option Campaign at Penn. The President's Office has moved into first place with 77% participation, followed closely by Vice President for Facilities Management with 73% and the Morris Arboretum with 68%. The Annenberg School almost doubled its level of participation from 35% to 63% since the previous report. The School of Medicine continues to lead in total dollars, \$29,323, followed by Arts and Sciences with \$16,822 and Wharton with \$11,793.

## Still Undefeated

Saturday's 23-10 victory at Princeton keeps the Quakers undefeated, untied, in both Ivy and non-League play. Penn plays non-League Lafayette this Saturday and Harvard on November 15, both at Franklin Field; and travels to Ithaca for the showdown with Cornell, also undefeated in the League, on November 22.

## HUP Health Fair

The second HUP Health Fair, featuring more than 40 health screenings and information booths, is being held Wednesday, November 12 at the University Hilton. Among the free health services will be screenings for breast and skin cancer, diabetes, weight, vision, hearing, blood pressure, lung capacity, foot care and dental health. There will also be computerized health assessments and aerobics demonstrations. Additional booths will provide free educational information on current health topics including arthritis, smoking cessation, fire and safety, family planning, mental health, organ transplant and hospice care.

The Health Fair will be open to the public from 11 a.m.-7 p.m. in the hotel's Grand Ballroom. Darrell Sifford, nationally syndicated lifestyle columnist who writes for *The Philadelphia Inquirer*, will be there between 3-5 p.m. Other agencies participating are the Aerobics Company, Alcoholics Anonymous, the American Cancer Society, the American Red Cross, the Delaware Valley Poison Control Center and the International Rehabilitation Association. For more information, call 662-3900.

## Department of Public Safety Crime Report

This report contains tallies of Part I crimes on campus, a listing of Part I crimes against persons, and summaries of Part I crimes occurring in the five busiest sectors on campus between October 27, 1986 and November 2, 1986.

### Total Crime

Crimes Against the Person—2, Burglary—5, Theft—28, Theft of Auto—1,

### Area/Highest Frequency of Crime

Date	Time Reported	Location	Incident
<b>Crimes Against Person:</b>			
10-31-86	2:44 AM	200 Blk. 36th	Male arrested after attempting to strike officer with car
11-02-86	1:45 AM	Houston Hall	3 arrested/robbery by gunpoint/Phila Police notified
<b>Civic Center Blvd. to Hamilton Walk, 34th St. to 38th St.</b>			
10-27-86	7:31 AM	Medical Service Dr.	Contractors equipment taken from secured trailer.
10-27-86	9:15 AM	Blockley Hall	Coat taken from unsecured area.
10-28-86	9:08 PM	Richards Bldg.	Wallet taken from open desk in unsecured area.
10-29-86	8:29 PM	Medical School	Two (2) wallets taken from unsecured area.
10-29-86	9:55 PM	Johnson Pavilion	Unattended backpack taken.
10-31-86	9:38 AM	Nursing Ed Bldg.	Clock radio taken from locked office.
11-01-86	3:52 PM	Hamilton Walk	Wallet taken from knapsack by unknown males who fled area.
<b>Locust Walk to Spruce St., 34th St. to 36th St.</b>			
10-30-86	11:09 PM	Houston Hall	Unattended knapsack taken from game room.
11-01-86	5:20 PM	Houston Hall	Purse taken/later recovered without cash.
<b>Walnut St. to Market St., 38th St. to 42nd St.</b>			
10-28-86	3:00 PM	Sigma Nu	Unsecured bike taken from hallway.
10-29-86	4:40 PM	4015 Walnut	Secured Nishiki mountain bike taken from hallway.
10-30-86	2:23 PM	Tau Epsilon Phi	Unsecured bike taken from inside of building.
11-02-86	11:43 PM	Sigma Alpha Mu	Unattended coat and camera taken while at party.
<b>Locust Walk to Walnut St., 36th St. to 37th St.</b>			
11-01-86	2:52 AM	Phi Sigma Kappa	Unattended coat with room keys in pocket taken.
11-01-86	12:00 PM	Phi Sigma Kappa	Wallet taken from unattended purse during party.
11-01-86	11:45 PM	Christian Assoc.	Pocketbook taken/later recovered minus contents.
<b>Hamilton Walk to Spruce St., 36th St. to 38th St.</b>			
10-27-86	11:15 AM	Morris Dorm	Vacuum cleaner taken from housekeeping office.
10-29-86	9:43 AM	Stouffer Dining	Wallet and cash taken from lockers/wallet recovered/no cash.
11-01-86	3:00 PM	Stouffer Triangle	Unattended clothing taken from laundry room.

**Safety Tip:** All of us must reduce our exposure to crime on all fronts: while commuting, while shopping or relaxing at home, as well as work or at school. The awareness must become part of our lifestyle.

## Update

NOVEMBER ON CAMPUS

**Correction:** The speaker's name omitted from the Van Pelt Library's Series, Book Culture of the American Colonial City: Books, Bookmen and Booksellers in Philadelphia, was *Edwin Wolf*, former head of the Library Company of Philadelphia. The talks will take place November 11, 18 and 20 at 5:30 p.m., Rosenwald Gallery, 6th floor, Van Pelt Library.

## EXHIBITS

*The Artist and the Arboretum*; an exhibit of paintings by Carol Schwartz; George Widener Education Center, Morris Arboretum, Monday-Friday, 10 a.m.-4:30 p.m., Sundays 2-4 p.m. *Through January 4.*

## FILMS

**6** *Routine Pleasures*; directed by Jean-Pierre Gorin as a tribute to painter-critic Manny Farber; 7:30 p.m., International House. Admission: \$3.50, \$2.50 for members, students and senior citizens (I-House).

## FITNESS/LEARNING

**10** *Careers in Private School Teaching*; Earl Ball, headmaster, William Penn Charter School and Deborah Payne, teacher, Friends Central School; 4:30-6 p.m., Ben Franklin Room, Houston Hall. To register: Ext. 7530 (Career Planning Placement).

## SPECIAL EVENTS

**5** *Convivial Hour* in the manner of Dickens; \$6 includes a complimentary glass of wine or punch, hors d'oeuvres; reservations suggested. Faculty Club, 5-6:30 p.m. Information: Ext. 4618.

## TALKS

**5** *The Invention of Authenticity Representing History from Schinkel to Loos*; Anthony Vidler, professor of architecture, Princeton University; 7 p.m., Alumni Hall, Towne Building (GSFA).

*The Parthenon Frieze, Greek Sexuality, and Again the Parthenon Frieze*; Keith DeVries, curator, Mediterranean Section; 8 p.m., Rainey Auditorium, University Museum (The Rodney S. Young Memorial Lecture).

**6** *Sisterhood in Support of South Africa*; Gloria Josephs, Founder of S.I.S.A., with a film *Awake from Mourning*; 7-9 p.m., Bodek Lounge, Houston Hall (Penn Women's Center).

*Growth Factors in Hemopoietic Cells*; Steve Clark, Genetics Institute, Boston, MA; 4 p.m., Wistar Auditorium (Wistar Institute).

**7** *Structure/Function Analysis of Receptors with Tyrosine Kinase Activity*; Axel Ulrich, Genentech, San Francisco; 2 p.m., Wistar Institute Auditorium (Wistar Institute).

*St. Catherine's, the Oldest Surviving Monastery in the World*; Cecil Lee Striker, chairman, history of art, with a film *Where God Walked the Earth*; 8 p.m., Harrison Auditorium, University Museum. Admission: \$5, with reception afterwards. Information: 565-3679. (Department of History of Art).

**11** *The Future of Local Telephone Service: Technology and Public Policy*; 1986 ITT Key Issues Lecture; Alfred E. Kahn, Thorne Professor of political economy, Cornell University; 4:30 p.m., Room 351 Steinberg-Dietrich (Fishman-Davidson Center for the Study of the Service Sector).

*Acute Lung Injury Induced by Microvascular Air Emboli*; Kurt Albertine, department of physiology; 12:30 p.m., Physiology Library, 4th floor, Richards Building (Department of Physiology).

**13** *A talk by Barbara Boggs Sigmund*, mayor of Princeton; 6:30 p.m., Alumni Hall, Towne Building (Graduate School of Fine Arts).