

# Almanac

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## Grievance: Penalties for Delay?

At its January 21 meeting, the Senate Executive Committee approved the report of the Ad Hoc Senate Committee for Review of the Faculty Grievance Commission which calls for among other changes the assessment of penalties by the Grievance Commission in the event of "undue delay" caused either by the grievant or the respondent.

According to Senate's Chair, Dr. Roger Soloway, the report contains "a large number of changes in the procedure, designed to speed each grievance to its conclusion." At the February 4 meeting, SEC will consider an additional amendment that members of personnel committees be allowed to testify before the Grievance Commission—and the report will then be forwarded to the President and Provost. Publication in *Almanac* is expected in the near future.

## Next Steps in SAS 'Sector' Plan

At the SAS Faculty Meeting February 3, the fine tuning begins on a curriculum change adopted in principle on December 9. On page 7 of this issue is some background on the redesign of Distributions for College undergraduates, with excerpts from a study showing that a "de facto core" has developed from students' own choices.

## Ad Hoc Committee on Discrimination

The President and Provost have formed an *ad hoc* committee to examine University policies, practices, occasions, locations and groups, including fraternities, that might perpetrate acts of violence, discrimination, and harassment. In addition to Professor Ivar Berg, who has agreed to chair the committee, members include Professor Jacob Abel, Wendy Bloom, Wayne Glasker, and Professor Phoebe Leboy. The group will hold an initial meeting Tuesday, February 4, 1987.

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**Pullout: February on Campus**

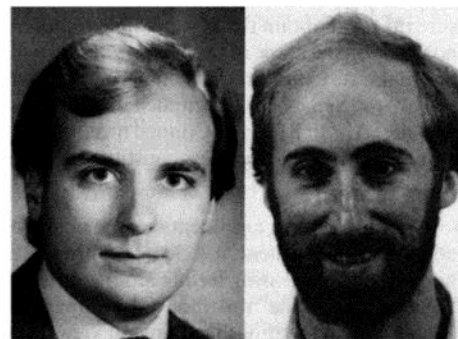
## Two Presidential Young Investigators in SEAS

Dr. Nick Aravas of mechanical engineering and Dr. Lyle H. Ungar of chemical engineering have been named Presidential Young Investigators by the National Science Foundation.

The prestigious NSF awards, set up to "enhance scholarly independence and foster bold initiative," provide each of the assistant professors with research funds up to \$100,000 a year for up to five years (\$25,000 a year outright, plus one-for-one annual matching of up to \$37,500 in additional support won from industry or other sources).

Dr. Ungar, a 1979 alumnus with distinction of Stanford, joined Penn in 1984 after taking his Ph.D. at MIT, where he was an NSF Graduate Fellow. His work is on fundamental understanding of several problems in crystal growth, from the melt and by chemical vapor deposition.

Dr. Aravas graduated first in his class at the Aristotelian University of Thessaloniki in his native Greece, then took the M. Sc. and Ph.D. (1984) at the University of Illinois Urbana-Champaign. While teaching there he won the J.O. Smith Award for Teaching Excellence. He joined Penn last year and teaches the popular course in finite element methods for dealing numerically with problems of solid mechanics, which is linked to his own theoretical research



Nick Aravas

Lyle Ungar

into the behavior of modern materials.

Of the 11 awarded to young faculty at Penn since the program's inception in 1984, eight have been in engineering (the two new ones plus Dr. John Bassani and Dr. Haim Bau of mechanical engineering, Dr. Gershon Buchsbaum of bioengineering, Dr. Douglas Lauffenburger of chemical engineering, Dr. Eva Ma of computer and information science, and Dr. Jan Van Der Spiegel of electrical engineering). Dr. Andrew Binns of biology, Dr. Patrick Harker of decision sciences, and Dr. Paul Heiney of physics hold the other three at Penn. *More Honors: page 4*

## Segal Chair for Law School's Dean

A chair attached to the Law School's deanship has been named in honor of Bernard G. Segal, Esq., the alumnus and emeritus trustee of the University who taught political science, law and finance here early in his career.

Incumbent Dean Robert H. Mundheim now becomes Dean and Bernard G. Segal Professor of Law, as well as University Professor of Law and Finance.

Mr. Segal, president of the American Bar Association in 1969-70 and a founding member

of the Trustees' Committee on Corporate (now University) Responsibility, made his gift at a luncheon earlier this month in the Bernard G. Segal Moot Courtroom given several years ago by the United Parcel Service in honor of his years as their legal counsel.

The longtime partner and chairman of Schnader, Harrison, Segal & Lewis took his bachelor's degree from Wharton in 1928, and taught political science there while earning his Law School degree. After graduation in 1931 he taught law and finance at Wharton and the Law School for four years, then joined the firm that bears his name. In 1932-35 he also served as deputy attorney general of the Commonwealth.

An internationally-known advocate of world peace and civil rights, Mr. Segal has lectured throughout the world on peace through law. He chaired World Law Day in 1985 and currently chairs the committee on international communications of the World Peace through Law Committee. He is also a member of the Law-

(continued on page 2)



Bernard Segal

Robert Mundheim

# SENATE

## From the Chair

### Constituency Representation on SEC and You

A notice is currently being circulated by the Senate Office asking for nominations of interested faculty members to the Senate Executive Committee (SEC). Many constituencies take this seriously while others do not. Now that the at-large representatives have been abolished and the number of constituencies expanded, the vigor of SEC will depend entirely on the constituency members. It is vital that each of you have an active representative who reports to you summarizing the issues. It is incumbent upon you to choose such a person or to volunteer yourself, if you wish to have a voice in progressive changes taking place in your salary, benefits, and privileges. Other vital issues include protection of minority rights, preservation of academic freedom, and maintaining a vigorous and viable grievance process. Most of these issues do not directly affect whether or not you will achieve tenure or are promoted. However, most SEC activities directly affect your happiness at work and a range of pocketbook issues affecting your happiness at home. Therefore, I urge each of you to make sure that you obtain the best possible representation on the Senate Executive Committee. Place in nomination the name of the person you feel will provide the best representation and communication, but make sure that that person agrees to serve and signs one of the nomination forms that is sent back to the Senate Office. Implicit in this agreement is the acknowledgment that your representative will attend both SEC and Council meetings on a rotating basis every other week. I hope that each of you help provide a vigorous constituency election.

### Harassment

Although cogent arguments can be made for separation of debate on problems specific to racial and sexual harassment, it is clear that pragmatism and a desire to provide some framework in place, has led to an increasing feeling among most of those involved in the ongoing Council and Faculty Senate debate, that a method for compartmentalized decision needs to be used in order to take cognizance of the multiple points of view in both bodies. With this in mind, the Senate Executive Committee has been moving toward individual examination of and determination on a series of resolutions. After listening to the lengthy debate, I perceive the following points as important to many of those participating and wish to share these ideas with you for your comments.

1. The scope of sexual harassment as defined by the Provost's statement (*Almanac Supplement*, October 14, 1986, p. VI), is actionable.
2. Other types of harassment listed in the ad hoc committees' reports are objectionable but are not viewed by all as actionable. However, repeated actions of this type should be subject to the same form of discipline and this class of action requires repeated and continuing committee education.
3. There should be one University system for dealing with all types of harassment.
4. Emphasis should be placed on adjudication and cessation of harassing behavior rather than on official punishment.
5. Efforts to establish an appropriate counseling panel should be addressed.

*Roger D. Soloway*

### Segal Chair from page 1

yers Alliance for Nuclear Arms Control. He is a longtime member of the NAACP board of trustees and the Martin Luther King, Jr., Center for Nonviolent Social Change, and has served on numerous anti-discrimination and anti-poverty commissions.

In recognition of these and other contributions he has been awarded ten honorary degrees, the National Civil Rights Award, National Human Relations Award, American Bar Association's Gold Medal, American Judicature Society's Herbert Lewis Harley Award and Federal Bar Association's Dedication Day Award, World Lawyers Award and many other commendations.

"Bernard Segal provides the kind of role model the Law School cherishes," said Dean Mundheim. "He has been an extraordinarily successful practitioner and one of the great advocates in our profession, but he has always devoted substantial time to the important issues confronting our society."

"Nothing could make me prouder than to be the first Bernard G. Segal Professor of Law."

Dean Mundheim, who joined the law faculty

in 1965, served as general counsel to the U.S. Treasury during the Carter Administration. He was instrumental in the resolution of the Iranian hostage crisis involving the freeze on Iranian assets and intricate negotiations for international fund transfers, and in the creation of federal loan guarantees for the Chrysler Corporation.

## Almanac

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## Speaking Out

### Say Yes, Say No

I am glad that Professor Von Vorys has opened debate on the issue of restructuring the Faculty Senate (*Speaking Out*, *Almanac* January 20). In order to gauge faculty opinion accurately and to decide whether and with what provisions to proceed with the proposed changes, we need to hear from you, the membership.

Please send your thoughts, even a brief "Yes, do it," or "No, don't" to me at the Senate Office, 15 College Hall 6303, or raise broader issues for debate in this column.

— Martin Pring, Chair,  
Senate Committee on Administration

*SPEAKING OUT* welcomes the contributions of readers. *Almanac's* normal Tuesday deadline for unsolicited material is extended to THURSDAY noon for short, timely letters on University issues. Advance notice of intent to submit is always appreciated. Ed.

### Penn/Leuven Faculty Exchange

Applications are invited from all faculty interested in participating in Pennsylvania's exchange with the Katholieke Universiteit Leuven (KUL) in Belgium. Roundtrip economy airfare and a modest *per diem* are provided for teaching and research visits of at least one month and not more than one semester. Knowledge of Dutch is not required. A faculty host at KUL must be identified. Application deadline for the 1987 fall term is February 15, 1987. Inquiries concerning later visits are welcome. For an application form and further information, please contact Dr. Joyce M. Randolph, Director, Office of International Programs, 133 Bennett Hall 6275, Ext. 4665 4661.

## COUNCIL

### Synopsis: January 14 Meeting

Discussion of the report of the *ad hoc* Committee to Draft a University Policy on Racial Harassment was continued; a new, supplementary statement from the committee was distributed (*Almanac* January 20, 1987). Among the points raised were a perceived "softness" of the definition of racial harassment, a debate on whether racial harassment was a sufficient problem to warrant new procedures, confirmation that there was no intention to supersede existing grievance procedures, comment on the makeup of the school-based panels, further confirmation by the committee that there is no intention to file unsubstantiated or anonymous complaints with the Ombudsman, and an indication of flexibility by the committee as to the range of other kinds of complaints that might be dealt with by the proposed processes. The report of the President's Seminar on Faculty-Student Interaction (*Almanac* September 23, 1986) and a report from the Student Affairs Committee on the same subject were reviewed. The Student Affairs Committee reported on its progress toward framing recommendations on the Undergraduate Assembly's "1990" document, as requested by the Council.

— Robert G. Lorndale, Secretary

# From the President and Provost

## To the University Community:

We are pleased to announce the establishment of the Penn South African Fellows Program, a set of four related initiatives designed to assist Black South African education and leadership development, in response to needs identified by Black South African groups and in accord with Penn's educational, research and service missions.

The four components of the Penn South African Fellows Program are: (a) Student Scholarships, (b) Faculty Exchange, (c) the South African Education Program, and (d) Mid-Career Fellowships. While the South African Education Program is a continuing initiative, the other three components are being added now, in the expectation that potential Fellows will be identified during the coming six months and will begin participating in 1987-88. Over time, we expect to support up to five Penn South African Fellows annually across all programs.

Dr. Joyce M. Randolph, Director of the University's Office of International Programs, will coordinate the Penn South African Fellows Program. At this time we are inviting faculty members to consider acting as mentors to Fellows in the Mid-Career Fellowship Program outlined below and also to help identify potential Fellows, particularly candidates for the Student Scholarship Program.

Please contact Dr. Randolph with your advice and questions: 133 Bennett Hall/6275, Ext. 4665 or 4661.

Sheldon Hackney, President

Thomas Ehrlich, Provost

## Black South African Educational Initiatives at the University of Pennsylvania

### I. Introduction

Subsequent to the meeting of the Trustees of the University of Pennsylvania in June 1986, Chairman Alvin V. Shoemaker asked Trustees David C. Auten, A. Leon Higginbotham, and Margaret R. Mainwaring to serve as an *ad hoc* committee to work with the University administration on plans to provide educational opportunities for Black South Africans at Penn. This report presents those plans, as revised after discussions with members of the University community.

The central premise of the plans is that Penn educational initiatives for Black South Africans, while independent of the University's investment policies, should demonstrate a proactive approach to the repressive political, social, and economic conditions that exist in the Republic of South Africa. At the same time, initiatives should be congruent with Penn's educational, research, and service missions.

The program, to be called the Penn South African Fellows Program, will include one continuing and three new initiatives as follows: (a) Student Scholarship Program, (b) Faculty Exchange Program, (c) South African Education Program, and (d) Mid-Career Fellowship Program. Over time, we expect to support up to five Penn South African Fellows annually across all programs.

### II. Proposals

#### 1. Student Scholarship Program

The University will seek to identify Black South African undergraduate and graduate students to be selected and named Penn South African Fellows. Preference will be given to Black South Africans for whom Penn can offer a complementary course of study. Students will be identified through a variety of sources, including the following:

- (a) resource agencies such as those identified through the Investor Responsibility Research Center;
- (b) South African institutions including the Universities of the North, Zululand, Fort Hare, Witwatersrand, the Western Cape, Capetown, and Natal;
- (c) faculty referrals;
- (d) self-identification;
- (e) the South African Council of Churches, the Educational Opportunities Council (EOC), the National Education Crisis Committee in South Africa (NECC), labor unions, churches, and other Black professional and community organizations in South Africa;
- (f) international organizations serving South African refugees and exiles, including the United Nations High Commission for Refugees (UNHCR), the World University Service (WUS), the African-American Institute (AAI) and the Phelps-Stokes fund.

Once selected, Fellows attending Penn will receive tuition and stipend support for up to two years of study. While at Penn, every effort will be made to make appropriate arrangements for these Fellows to gain practical training in their areas of specialization—an opportunity that they may never receive in their country. Up to two students selected as Fellows may receive tuition and stipend support at their home South African institutions for a period not to exceed two years. At some point

during or after that period, they will be expected to study on the Penn campus.

#### 2. Faculty Exchange Scholars Program

Ezekiel Mphahlele, former University of Pennsylvania professor and founder and chairman of the Council for Black Education and Research in Soweto, has emphasized that faculty exchange programs can benefit both the teaching and the research of Black South African faculty. To this end, the University should encourage Black South African faculty to visit Penn and also Penn faculty to visit South African universities with significant numbers of Black students and faculty.

Visiting scholars from South Africa will be selected through a number of procedures, including consultation with existing organizations such as the Educational Opportunities Council (EOC) and the South African Council for Higher Education (SACHED).

#### 3. South African Education Program of the Institute of International Education

Penn will continue its participation in the South African Education Program administered by the Institute of International Education (IIE-SAEP). The University of Pennsylvania currently guarantees one financial aid award to an admissible IIE-SAEP undergraduate candidate and makes every effort to identify financial assistance for graduate and professional students. Since IIE-SAEP began, one undergraduate participant has been admitted with aid, and two professional IIE-SAEP students have earned Penn degrees, including one LL.M and one MBA student.

#### 4. Mid-Career Fellowship Program

Penn will be a member of the *ad hoc* consortium of American universities organized with the assistance of the Carnegie Corporation, to sponsor a mid-career fellowship program. Working with the EOC and other intermediary organizations in Southern Africa and with administrative support from IIE, the American universities will seek to respond to South African priority training needs by matching the selected Fellows' objectives with the resources of specific universities. It is anticipated that each Fellow will spend six weeks to one year at a participating American university, in an individually designed non-degree program guided by a volunteer faculty mentor.

### III. Coordination at the University of Pennsylvania

The Office of International Programs (OIP) will coordinate these educational initiatives on behalf of the University of Pennsylvania. The Director of OIP will consult regularly with members of the University community and a broad range of organizations active in assisting Black South African education, to ensure aggressive outreach in accord with identified needs and to adjust the University's efforts as the Southern African situation changes. The University administration will make periodic reports on the status of the initiatives.



# HONORS & . . . Other Things

## Endowments

An endowed chair honoring the late attorney *Leon Meltzer* has been created by a gift to the Law School from his widow, *Ruth Meltzer*. After earning his bachelor's degree from Wharton in 1923, Mr. Meltzer went on to earn an LL.B. degree from the Law School in 1926. Dean Mundheim said the School will use the chair to attract a nationally acclaimed scholar to the faculty. The Leon Meltzer professorship is the School's ninth chaired professorship.

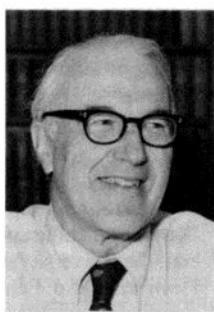
*Dr. Samuel P. Martin, III*, professor of medicine at the School of Medicine and director of the Robert Wood Johnson Foundation Clinical Scholars Program, was honored with the creation of the Samuel P. Martin, III Endowment Fund upon being named professor emeritus at a dinner on December 2. The fund, established through gifts from Dr. Martin's colleagues and former students, will be supported by matching funds from SmithKline Beckman Corporation and will be used to support visiting professors and initiate research and teaching programs in clinical scholarship at Penn. Dr. Martin will continue in his current active role as a consultant and a special assistant to the president of the Robert Wood Johnson Foundation.

The Faculty Club's entry was a winner in the Fourth Annual Great Ice Sculpture competition at the University Museum this month. For this year's theme, "Buildings Frozen in Time," freelance ice sculptors *Greg Nachtmann* and *Charles Gault* worked through the night (assisted by *David Cantor*, Faculty Club Director, shown here) to create a one-ton replica of an ancient temple to the Syrian deity Baal al Baalbek. It took first place in the category for "three or less carved pieces."



## Awards

*Dr. Arthur K. Asbury*, Van Meter Professor of Neurology, was named a distinguished alumnus of the Massachusetts General Hospital at its 75th charter year dinner in November. He completed his training in medicine, neurology and neuropathology there and at Harvard Medical School. Dr. Asbury also served as the second Raymond D. Adams Visiting Professor and Lecturer at Massachusetts General in November.



*Britton Chance*



*William Owen*

*Dr. Britton Chance*, professor emeritus of biochemistry and biophysics, will be awarded the 1987 American Physical Society Biological Physics Prize "for pioneering application of physical tools to the understanding of biological phenomena. The early applications ranged from novel spectrometry that elucidated electron transfer processes in living systems to analog computation of nonlinear processes. Later contributions have been equally at the forefront." The \$3000 prize and a certificate will be presented at the Society's March Meeting in New York.

*Dr. Paul Green*, S.S. Kresge Professor of Marketing, received an award from the Marketing Science Institute at a dinner in November celebrating the Institute's 25th anniversary. The award was for his "pioneering research in the measurement of consumer perceptions and preferences."

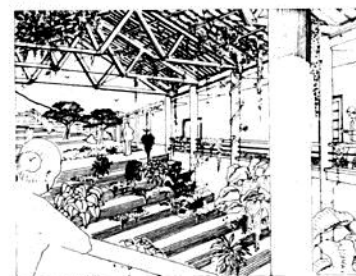
For the design at right, *Adele Naude Santos*, chair of the department of architecture, won first prize in the Hawaii Loa College, Pacific Center for the Media Arts International Design Competition. The Adele Naude Santos Architects entry was chosen from among 172 submissions including 12 from Hawaii, 128 from the U.S. mainland and 32 from foreign countries. Their winning design divides the Center's two areas (public and academic) both vertically and horizontally. The jury based its recommendation on "the design that is the most innovative in approach and the most sympathetic with the site, environment and culture of the Windward Oahu."

*Dr. Gerald S. Lazarus*, Hartzell Professor and chairman of dermatology, was awarded the 1986 Marion B. Sulzberger Memorial Award and Lectureship in recognition of contributions in his field. The award was presented during the plenary session of the American Academy of Dermatology in New Orleans on December 8.

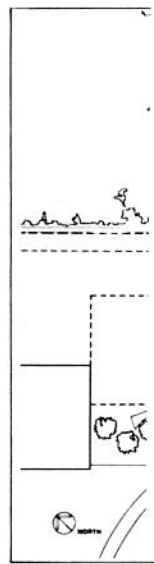
*William G. Owen*, the former Dean of Admissions and former VP for Development who retired last month as executive assistant to the president, was presented the E. Craig Sweeten Distinguished Award January 14 by the Trustees for "his extraordinary service to his alma mater," and serving Penn with distinction for nearly half a century. He will remain as a consultant to assist in the planning of the University's 250th anniversary celebration.

The University's Department of Public Safety won first place in the First Annual Campus Crime Prevention Achievement Awards for the best "new crime prevention program." The awards, sponsored by the Kentucky-based Campus Crime Prevention Programs, were made on the basis of "innovation, creativity, originality and practical impact upon campus crime prevention." In recognition of its program, the department received a \$200 award and an engraved plaque. *Ruth S. Wells*, director of Victim Support and Security Services, and *John Logan*, director of Public Safety, were cited for innovative programs and materials such as publications, awareness training and victim support, and safety measures such as restroom alarms and blue light phones.

(continued past insert)



Pacific Center for the Media Arts, Hawaii Loa College  
Drawing: courtesy Adele Naude Santos Architects





### New University Record for United Way: \$216,495

The University community's involvement and generosity have produced a new Penn record for the United Way/Donor Option Campaign. \$216,495 is the 1986-87 total. The school with the highest percentage of participation is the Annenberg School with 74%. Physical Plant, with 76% participation had the highest percentage for a large department. Those offices contributing 100% were Internal Audit; Planned Giving; Corporate and Foundation Relations; Alumni Relations; Institute of Contemporary Art; Office of Affirmative Action; Planning Analysis; and Archives. Five other departments achieved a 90% or better participation: Admissions, Human Resources, President's Office, Research Administration, and the Office of the Senior Vice President. Finally, a special mention goes to the student campaign, which achieved 140% of its goal. Overall there was 2% rise in participation over last year, and an increase in actual dollars of \$6039.

### United Way/Donor Option Campaign 1986-87

Final Report

School/Department	Number Solicited	Percentage Contributing	Contributions
Annenberg Center	27	30%	\$ 561
Annenberg School	51	74	3,158
Arts & Sciences	937	18	21,319
Dental Medicine	271	11	1,612
Engineering	209	31	9,307
Fine Arts	85	14	1,710
Graduate Education	66	45	1,766
Intercollegiate Athletics	92	67	1,986
Law	74	27	2,140
Libraries	272	32	7,285
Medicine	1,877	20	63,887
Morris Arboretum	43	79	2,550
Museum	96	55	3,153
Nursing	89	34	2,267
President	66	97	7,746
Provost	196	72	12,273
Senior Vice President	639	40	16,301
Social Work	41	51	2,371
Veterinary Medicine	527	13	5,456
VP for Dev & Univ. Relations	178	60	5,662
VP for Fac. Management	604	76	4,220
VP for Finance	144	35	4,031
VP for University Life	275	35	6,096
Wharton	479	34	23,458
Students		140	440
Other			5,740
<b>TOTALS</b>	<b>7,338</b>	<b>33%</b>	<b>\$216,495</b>

## HONORS & . . . Other Things

(continued from page 4)

### Book Award

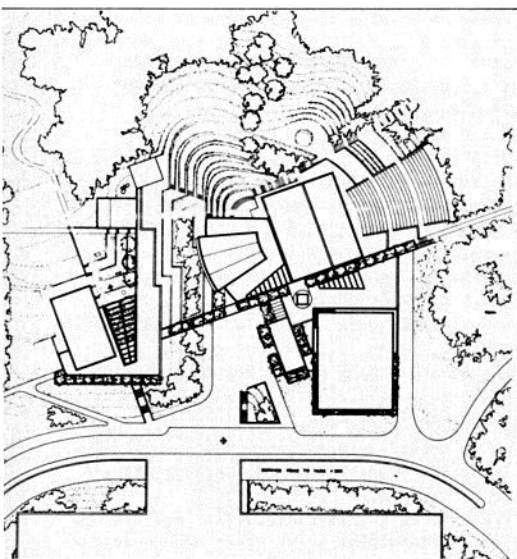
Dr. David John Hogan, associate professor of education, received the American Educational Studies Association's 1986 Outstanding Book Award for *Class and Reform: School and Society in Chicago, 1880-1930* (University Press, 1985).

### Elections

Dr. Suzy Fletcher, a second-year Robert Wood Johnson Scholar at the School of Nursing, has been elected vice president and president-elect for the Society of Prospective Medicine. Dr. Fletcher is the first nurse elected to the executive post in the history of the Society, founded over 20 years ago to assess factors which may influence an individual's health

and identify interventions to improve it.

Dr. Ann O'Sullivan, associate professor of primary care-young family nursing, has been appointed to the Committee on Public Health and Preventive Medicine for the College of Physicians of Philadelphia. She is one of two non-physician members of the committee which is chaired by Dr. Paul D. Stolley, professor of medicine at the School of Medicine.



### International Programs Grants

The faculty recipients of the 13 grants awarded through the International Programs Fund in 1985-86 and 1986-87 are listed below along with their topics.

Rashid Ansari (electrical engineering), Research in Multirate Digital Signal Processing;

Jere R. Behrman (economics), The Impact of Economic Adjustment Programs on Human Capital in the Philippines;

Harold L. Dibble (anthropology), A Symposium on the Upper Pleistocene Prehistory of Western Eurasia;

Lois K. Evans/ Neville E. Strumpf (nursing), Patterns of Restraint Use with Institutionalized Elderly: A Cross-Cultural View;

Claire M. Fagin (nursing), Conference of the WHO Nursing Regional Directors for the purpose of establishing a network of international nursing WHO centers;

Stephen L. Feldman (city and regional planning), Impacts of Technical and Social Param-

eters on Agricultural Development;

Richard H. Hosier (city and regional planning), Energy Needs Assessment in Rural Guinea: A Participatory Action Research Approach;

Ibadan Administrative Committee (interdisciplinary), Inaugural Session of Penn's Summer Program in African Studies at the University of Ibadan, Nigeria;

Timothy M. Lutz (geology), Fission Track Dating Applied to the Thermotectonic Development of the Oslo Rift, Norway;

Gerald Neuman/Elizabeth Kelly (law), The Rights of Refugees: Library Resources Project.

Stephen Paul Phipps (geology), Studies of Crustal Mesoplate Tectonics in Western China.

William P. Pierskalla (Wharton), A Dean's Symposium on Global Perspectives in Research and Education.

Jerry Wind (Lauder Institute), Program in International Comparative Business Law; Development of Lauder Institute Courses.

## Research Foundation: March 15 Deadline

### A. Statement of Purpose

The University of Pennsylvania's newly reconstituted Research Foundation provides support to individual investigators, institutes, centers and research groups in an effort to stimulate and strengthen research initiatives at the University. The Foundation encourages preliminary exploration of new fields across a broad spectrum of disciplines. In so doing, the Foundation expands opportunities for faculty to attract support and resources from external sources while encouraging work in fields that are traditionally underfunded.

The Foundation supports two levels of grants. The first level, Type A grants support in the range of \$500 to \$5,000. The second level, Type B grants support in the range of \$5,000 to \$50,000. While the review criteria for Type A and B grants is similar, the standard application for a Type A grant is briefer than that for a Type B grant, reflecting respective funding levels. However, several general factors used in determining eligibility to the Foundation apply for both Type A and B grants. These are:

- Value for development of the applicant's research potential and progress.
- Merit (quality and importance and impact of the proposed research).
- Potential value for enhancing the stature of the University (including but not limited to sustaining or improving the quality of a department).
- Budget appropriateness in terms of the project proposed, including consideration of need and availability of external support.

### B. The Application Process

The Research Foundation Board will review both Type A and B applications in the fall and spring of each academic year. Applications for the spring cycle are due on or before *March 15, 1987*.

An original and ten copies of both Type A and B proposals should be submitted to the Office of the Vice Provost for Research. Late proposals will be held for the next award cycle.

**Type A** proposals are three to five pages in length with a brief description of the proposed research and the specific needs which the proposed grant will cover. A cover page to the proposal should include:

1. Name, Rank, Department, School, Signatures of Department Chairperson and Dean.
2. Title of proposal.
3. Amount requested.
4. 100-word abstract of need.
5. 100-word description of the significance of the project for the educated non-specialist.
6. Amount of current research support.
7. Other pending proposals for the same project.
8. List of research support received during the past three years, including funds from University sources such as school, department, BRSG, or Research Foundation.

9. A budget list that justifies the specific items requested and assigns a priority to each item. Budgets should not exceed a two year maximum time period.

10. A one page biographical sketch giving educational background, academic positions held, and five recent publications.

Categories of Research Foundation support for Type A proposals will focus on:

- Seed money for initiation of new research
- Limited equipment requests directly related to research needs (not including word processors or computer terminals)
- Travel for research purposes only
- Publication preparation costs

**Type B** proposals are limited to ten single-spaced pages in length. The following format is suggested for Type B proposals:

#### I. Cover Page

1. Name, Title, Department, School, Signatures of Department Chairperson and Dean.
2. Title of proposal.
3. Amount requested.
4. 100-word abstract of need.
5. Amount of current research support.
6. Other pending proposals for the same project.

7. Listing of publications and research support including titles, amounts, and grant periods, received during the past five years, and a brief curriculum vitae for the principal investigator.

#### II. Introduction (2 to 3 pages)

1. Objective: Statement of the objectives and scientific relevance of the proposed work

2. Significance: Evaluation of existing knowledge and work in the area

#### III. Methods of Procedure (3 to 4 pages)

Description of the experimental design and procedures to be employed

#### IV. Description of the significance and impact of the project

#### V. Description of how a Research Foundation grant will facilitate acquisition of future research funds

#### VI. Budget (one page) 2 year maximum

Listing of each budget item in order of priority.

Categories of Research Foundation support for Type B proposals focus on several areas of need. These are:

- Matching funds, vis-a-vis external grant sources
- Seed money for exploratory research programs
- Support for interdisciplinary research initiatives
- Faculty released time

Requests for student tuition and dissertation fees are not appropriate categories under the Foundation. Computer hardware and software requests should first be directed to the funding mechanisms established by the Office of the Vice Provost for Computing. However, requests for hardware and software may be considered by the Foundation in the event that alternative funds are not available.

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*For a list of those who recently won awards under this program and their projects, see Almanac September 10, 1985.*

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## International Programs Fund: March 16 Deadline

The University of Pennsylvania has established an endowment fund for initiatives in area and international studies. Consisting of a challenge grant from the William and Flora Hewlett Foundation plus matching monies, the fund is intended to help Pennsylvania maintain existing strengths and foster innovations in international education.

The fund is available to initiate projects or experimental programs on a short-term basis, not to maintain ongoing programs. The fund shall not substitute for any items that regularly belong in the budget. Appropriate uses of the fund include:

- visiting faculty or short-term teaching appointments;
- symposia;
- bridging gaps on externally funded research projects;
- release time for course development;
- student or faculty travel;
- special additions to the library.

The following are not eligible for support from the fund: standard faculty salaries, program support,

student tuition, physical plant and equipment.

Applications for 1987-88 awards in the range of \$1000 to \$2000 are invited from individual faculty members, departments, schools, centers and institutes. Awards will be made on a competitive basis by the provost, with the advice of a faculty committee.

Proposals should take the form of mini-grant applications up to 10 double-spaced pages in length. An original and three copies of the proposal should be submitted to Dr. Joyce M. Randolph, director, Office of International Programs, 133 Bennett Hall/6275, by *March 16, 1987*. Each proposal should include the following:

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*For a list of those who recently won awards under this program and their projects, see p. 5*

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- name of principal investigator or project leader, department, school, signatures of department chair and dean;
- title of proposal;
- amount requested;
- description of project or program; objectives; significant contribution towards strengthening the University's international dimension; design, procedures, implementation, time frame;
- amount and source of current funding; prospects for future funding;
- budget (one page), listing items in order of priority;
- list of participating faculty including those at institutions in other countries, with mention of their relevant experience.

Please append a brief curriculum vitae for the principal investigator. Resumes of other participants are optional.

For further information, contact Dr. Randolph, Office of International Programs, 133 Bennett Hall 6275, Ext. 4665 or 4661.



# SAS: Changing the Distributional Requirement to a 'Sector' Plan

On December 9, by a 5-to-1 vote, the Faculty of the School of Arts and Sciences gave overall approval to a change in the College's undergraduate Distributional requirement which will set up six "sectors" from which students must choose 10 courses. Coming before the Faculty for voting on February 3 will be the actual courses that are to make up the six sectors.

The much-debated sector plan comes via the SAS Committee on Undergraduate Education, which began studying the redesign of distributionals in fall 1984 partly on the basis of a study outlined below, which shows a heavy spontaneous drift to relatively few courses in a few departments. CUE's 1984 chair, Dr. David Williams of psychology, became head of a 1985-86 Ad Hoc Committee of Distributionals which included the chair of the Curriculum Committee, Dr. David Brownlee of art history, and Drs. Ward Goodenough of anthropology, David McWhirter of English, Paul Soven of physics, Etienne Van De Walle of sociology, Bradford Wayland of chemistry and Guy Welbon of religious studies. They called for a small, disciplined list of courses going outside traditional departmental/divisional boundaries for "a broad sampling of the spectrum of human knowledge."

As the report noted, "The Distributional requirement is only one component of our overall curriculum; Major programs and competency requirements provide others. We have no plan to reconsider the language requirement, nor do we contemplate introducing a competency requirement in computing or mathe-

matics. We believe that instruction and practice in writing are an important part of the curriculum as a whole, but are not a natural part of the Distributional requirement as such. We do, however, plan to consider whether the Distributional requirement might have bearing on the adoption of a formal writing requirement, at a later date."

The sector plan raises the number of Distributionals from nine to 10, but allows Distributional credit for Transfer credits and Advanced Placement achievement deemed equivalent. Depending on the number of courses required by the Major, students may double-count 2, 3 or 4 courses.

About 10% of the SAS faculty served on panels to develop the concept of each sector. *Almanac* has added the names of the panelists in parentheses after each sector as described in the report.

## Summary of the Sectors

From the first three sectors, students are to select 6 courses (2 from each).

**I. Society** examines the structure and organizing principles of contemporary human societies, including their psychological and cultural dimensions, as well as their economic, social, political and cognitive foundations. (Panel: E. Van De Walle, chair; C. Kahn, A. Heston, R. Kraft, P. Sanday, T. Reiner, A. Fiske, O. Williams, H. Levine, J. Davis (hist), R. Stevens, W. Labov.)

**II. History and Tradition** studies continuity and change in the forms of human thought, belief, and action. (Panel: G. Welbon, chair; P. Guyer, W. Halblax, M. Murphey, H. Dibble, D. Silverman, H. Glassie, J. Reece, A. Kroch.)

**III. Arts and Letters** covers the means and meanings of human communication, including art, literature and music. (Panel: D. Brownlee, chair; M. Meister, A. Nehamas, C. Cherpach, E.A. Matter, D. Saunders, J. McCarthy, J. Farrell, R. Abrahams, S. Curran, N. Smith, E. Mossman, E. Prince.)

From the remaining sectors, students select 4 courses, including 1 from each of the enumerated ones, and a fourth from any one of those or from a "Science Studies List" of courses that consider scientific thought and achievement from perspectives outside the disciplines themselves.

**IV. Formal Reasoning and Analysis** examines the formal structure of human thought, including its linguistic, logical, and mathematical constituents. (Panel: D. Williams, chair; T. Ricketts, T. Lubensky, R. Ginsberg, D. Shale, J. Hoeksema.)

**V. The Living World** has courses dealing substantively with the evolution, development, structure, and/or functioning of living systems. (Panel: W. Goodenough, chair; A. Mann, N. Adler, S. Weinstein, I. Waldron, H. Hiz.)

**VI. The Physical World** has courses that introduce the student to the methodology and concepts of a physical science. All courses emphasize the analysis of complex physical systems in terms of their subsystems and components, quantitative study of systems and subsystems, and synthesis of complex systems from their components. Courses approved for distributional use include (a) introductory courses in established major and preprofessional programs, and (b) courses specifically designed for nonmajors to introduce them to the methods and paradigms of a scientific discipline. (Panel: P. Soven, chair; T. Fortune, Z. Domotor, R. Koch, J. Davis (chem), N. Sivin, R. Giegenack, L. Lisker.)

## Excerpts from Studies of Students' Recent Course Choices in the College

The College Office began to study the academic programs taken by undergraduates, along with the rules governing them, in the fall of 1984. Our purpose was to plan improvements in a much maligned advising system and to respond to questions raised by the Committee on Undergraduate Education.

We studied first the courses taken by freshmen during 1983-84, and second the courses taken by all students in the College during that same period; we also carried out a detailed study of courses pursued by the Class of 1984.

The first study showed that freshmen took at least 51 percent of their courses in the Natural Sciences and Economics, 25 percent in foreign language study, and 12 percent in Freshman Seminars (overwhelmingly in topical English courses and freshman composition courses) taught by TAs and lecturers.

The overall distribution of courses taken by freshmen reflect the following facts:

- we advise freshmen to take one small seminar;
- few students place out of our language requirement;
- approximately 60 percent of the freshmen indicate an interest in medicine when they arrive on campus; and finally,
- a significant number of students plan to either transfer into Wharton, to take a dual degree with Wharton, or to become an Economics major (this major permits students to take more than the maximum four course limit outside the arts and sciences).

We learned from the study of courses taken by all students in the College during 1983-84 that their choices differ very little from the freshmen: those course areas that accounted for 51 percent of all freshman course units (Natural Science courses and Economics) also accounted for 41 percent of all College course units, with language study accounting for another 12 percent. Less than half of all the course units taken by all students in the College were taken outside this narrow "de facto" core and the languages!

This study also showed that just over half of all the courses taken by all the students in the College—51 percent—were concentrated in 115 courses in 15 departments, taught by only 13 percent of the instructional

staff (both standing faculty and non-standing faculty). The other 49 percent of the courses taken in 1983-84 were taught by 87 percent of all instructors.

The third study, of the Class of 1984, showed very clearly what the earlier analyses had already suggested, namely that the overwhelming majority of students select courses (leaving their languages and their majors aside) from a very limited segment of the 1,965 undergraduate courses offered. The tabulations of courses taken to meet distributionals and electives are reported separately, by division, in tables\* that show:

- 72 percent of all distributional courses taken by the Class of 1984 were in 95 courses offered by 17 of our departments;
- 71 percent of all elective courses taken by this same class were in 201 courses offered by 19 departments.

When one considers the large overlap in the courses selected to meet the distributional requirement and electives, it can be seen that the two requirements were met by the Class of 1984 through enrollments in a total of only 129 different courses in 19 of our 28 departments.

(Note: These tables focus exclusively on courses used to meet our two formal, if essentially underspecified, "breadth" requirements—the distributional requirement and the elective requirement. The number of courses taken by the Class of 1984 would obviously be higher than 129 if we included the courses taken to satisfy the language and major requirements.)

In a matrix attached to the full text, we see the aforementioned 129 courses cross-classified by their division and by the requirement—either the distributional or elective requirement—for which they were submitted by the Class of 1984. In the consolidated list, 72 of the 129 courses taken by students fulfilled both distributional and elective requirements. These dual purpose courses occurred predominately in English, History, Mathematics, Psychology, and Sociology.

Ivar Berg, Associate Dean for Undergraduate Studies, SAS

\*Full report available from SAS Dean's Office.

## Pennflex Implementation and Communication

This week, President Sheldon Hackney will officially introduce Pennflex, the University's new flexible benefits program, to the Penn community. Full-time faculty and staff will receive a letter at their homes from President Hackney outlining the goals of this new program.

"Pennflex offers a number of important advantages both to you and to the University," says Dr. Hackney. "It allows you, as an individual, to choose certain plans and coverage levels to fit better your personal situation."

Two items will accompany the letter—a schedule of events (right) and a personal portfolio for use in accumulating the descriptive information the Benefits Office will be distributing over the next few months.

Any full-time faculty or staff member who does not receive a Pennflex package at home by February 6 should contact the Benefits Office.

### Timetable for Implementation

#### What to Watch for January

Announcement materials mailed to faculty and staff homes.

First Pennflex newsletter, describing the new plan, mailed to faculty and staff homes.

#### February

Second newsletter, detailing medical and dental choices, mailed to faculty and staff homes.

Third newsletter, on medical dental expense account and life insurance, mailed to faculty and staff homes.

#### March

Faculty and staff review personal Pennflex reports that are mailed home showing choices with individualized costs.

Explanatory sessions with distribution of enrollment materials held on campus. All faculty and staff should plan to attend.

#### April

April 15: Deadline for return of all election forms.

Faculty and staff review statements that are mailed home confirming personal elections.

#### May

Fourth newsletter, including an update and report of overall election results, mailed to faculty and staff homes.

#### June

Pennflex deductions take effect.

#### July

July 1: Pennflex coverages take effect.

### 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 four busiest sectors on campus where two or more incidents occurred between January 19 and January 25, 1987.

**Total Crime:** Crimes Against Persons—0, Burglaries—2, Thefts—19, Thefts of Auto—1

#### Area/Highest Frequency of Crime

Date	Time Reported	Location	Incident
<b>Civic Center Blvd. to Hamilton Walk, 34th St. to 38th St.</b>			
01-19-87	11:02 AM	Blockley Hall	Computer disc drive taken from secure office.
01-20-87	9:21 AM	Med Educ Bldg	Wallet taken from unattended briefcase.
01-20-87	2:27 PM	Johnson Pavilion	Telephone taken from unsecured/unoccupied office.
01-22-87	8:16 AM	Nursing Ed Bldg.	Computer stolen/recovered later/monitor still missing.
01-22-87	10:34 AM	Nursing Ed Bldg.	Answering machine taken from Room 202.
01-23-87	9:30 AM	Nursing Ed Bldg.	Computer & monitor taken from Room 487.
01-22-87	11:14 AM	Kaplan Wing	Balancer taken from unsecured area.
<b>University Blvd. to Walnut St., Expressway to 32nd St.</b>			
01-21-87	8:42 AM	Hollenback Center	Wallet taken from jacket in unattended cubicle.
01-21-87	9:13 AM	Hollenback Center	Unsecured bike taken from 1st floor hallway.
01-23-87	9:02 AM	Murphy Field	Datsun B210 stolen.
<b>Locust Walk to Walnut St., 36th St. to 37th St.</b>			
01-19-87	3:32 PM	Faculty Club	Purse disrupted in area of prior thefts/0 taken.
01-21-87	9:36 AM	Hillel Foundation	Forced entry to room/petty cash taken.
<b>Spruce St. to Walnut St., 33rd St. to 34th St.</b>			
01-22-87	8:49 AM	Hayden Hall	Driver's side window smashed/items taken.
01-23-87	12:43 PM	Chemistry Bldg.	Male going thru purse/fled/escaped in vehicle.

**Safety Tip:** Dorm Security—keep your doors and windows locked even if you are out of your room for a few minutes; know who is at your door before you open it; utilize peepholes and never admit a stranger. In case of emergency call campus police, Ext. 511 or 7333.

# Update

JANUARY ON CAMPUS

## FITNESS/LEARNING

### Computing Resource Center

**29** *Hard Disk File Organization (IBM PC):* 1 p.m., Conference Room, Van Pelt Library.

*CRC-Wharton Minicourses* are held in Steinberg Hall-Dietrich Hall. Registration forms are available in Room 315, SH-DH or at the CRC Lab, 5th floor, Van Pelt Library. Faculty and staff can register in person or by mail. Information: Ext. 1780 or 7000.

**29** *Introductory WordPerfect:* 10 a.m.-noon.

**30** *Intermediate WordPerfect:* 10 a.m.-noon.  
*Introductory MS-DOS:* 2-4 p.m.

## MEETING

**29** *Lesbian/Gay Staff and Faculty Association:* noon, 2nd floor lounge, Christian Association; bring your own lunch. For more information call Larry Gross, Ext. 5620, or Bob Schoenberg, Ext. 5044.

## TALKS

**28** *The Changing Health Care Scene in a Village Near Madras:* David Ludden, department of history; 11 a.m., Classroom 11, University Museum (South Asia Regional Studies Seminar).

*The Origins of the Sikh Tradition:* W.H. McLeod, department of history, University of Otago, New Zealand; 4 p.m., Rainey Auditorium, University Museum (Leon Lecture Committee, Dean's Office, SAS, Department of Religious Studies, Department of South Asia Regional Studies).

*Theorizing About Political Change and the Reality of U.S. Relations with Iran:* Ofira Selikar, visiting research scholar; 4 p.m., Anspach Lounge, Room B-2, Stieler Hall (Political Science-International Relations).

**29** *Full Automation of Trains and Rapid Transit Systems:* Vukan R. Vuchic, department of systems; 10:30 a.m.-noon, Alumni Hall, Towne Building (School of Engineering and Applied Science).

*Production Relations in Agriculture:* Hans Binswanger, World Bank; 3:15 p.m., Room 309, McNeil Building (Economic Development and Planning Workshops).

*Four Centuries of Sikh History:* W.H. McLeod, department of history, University of Otago, New Zealand; 4 p.m., Rainey Auditorium, University Museum (Leon Lecture Committee, Dean's Office, SAS, Department of Religious Studies, Department of South Asia Regional Studies).

*The Mechanism and Control of Long Chain Fatty Acids Permeation Through the Plasma Membrane:* Dr. Charles R. Park, Johnson Foundation; 4 p.m., physiology library, Richards Building (Department of Physiology).

*What It's Really Like and How to Stay Compassionate in It:* Dr. Samuel Shem, department of psychiatry, Harvard Medical School; 6 p.m., Dunlop Auditorium, Medical Education Building (Medical Student Government).

## Deadlines

The deadline for the weekly calendar update entries is Tuesday, a week before the date of publication. The deadline for the March pullout is Tuesday, February 10. Send to *Almanac*, 3601 Locust Walk 6224 (second floor of the Christian Association).