

Almanac

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Black Resource Center

During the summer, members of the Black Administrators, Faculty and Staff organization demonstrated on behalf of a proposal to set up a Black Resource Center, described as roughly comparable to the Women's Center in cutting across faculty/staff/student lines to provide counseling and assistance. Below, released by the President's Office, is the most recent letter to BAFS' tri-chairs—Dr. Jacqueline E. Wade, administrative director of Afro-American Studies, Dr. Peter Vaughan, associate professor and associate dean of Social Work, and James Gray, library service assistant at the Annenberg School Library.

Text of Letter to BAFS

As a follow-up to the memorandum sent to you on September 11, 1987 by Provost Aiken, Senior Vice President O'Bannon and me, I want to be even more specific with you about the Administration's position on your earlier request for the establishment of a resource center for members of Penn's black community.

I still worry that such a resource center might serve to further isolate black students, faculty and staff at the University, but we are—and always have been—in complete agreement on the need to address the very real problems that have been identified by you, by the June 26th retreat, and by our ongoing discussions with members of the minority community on campus.

I have given a great deal of thought to this matter over the last several weeks and have talked with a variety of people about the concept of a resource center. As a result, even though I believe my worries about a center remain valid, I have concluded that those worries are outweighed by the possible positive effect a center might have in moving us toward our shared goal of eliminating racial discrimination, racial tensions, and feelings of isolation.

With this in mind, I am writing to say that Provost Aiken and Senior Vice President O'Bannon join me in looking forward to meeting with you at the earliest opportunity to further define the mission and operation of an office for black concerns—the aim being to make it a reality before the current semester ends.

—Sheldon Hackney

Dean Lindhe: Leaving Deanship January 1

Dr. Jan Lindhe, dean of the School of Dental Medicine since 1983, said last week that he will step down as dean to return to his native Sweden because of family concerns. Dr. Lindhe leaves the deanship January 1, but will remain on the faculty, taking a leave of absence at that time.

A committee of eight faculty members and two graduate students will be named later this month to assist in the search for a new dean, President Sheldon Hackney said.

"Jan Lindhe is a world-renowned clinical research scholar and a leader with vision and imagination," Dr. Hackney added. "He has guided the School of Dental Medicine through one of the most important transitions in its history, enhanced the school's curriculum and clinical practices, and expanded its research efforts. Many of us at Penn feel privileged to have worked with him and regret that his stay here could not have been a longer one."

During his nearly five years as dean, Dr. Lindhe was responsible for increasing research facilities at Penn, including establishing a Research Center for Oral Biology. Funded by a \$5.6 million grant from the National Institute

of Health, this Center enables dentists to undertake intensive research into a broad range of oral and dental diseases with the aid of revolutionary new technologies. The research is expected to shed new light on such problems as cavity formation, periodontal disease and herpes. Scientists at three Penn dental research centers are now able to examine more closely the molecular structure and mechanisms of disease-causing bacteria and tissue cell physiology, assisted by rapid advances in genetic research, nuclear magnetic resonance, and computer science.

"Because of Dr. Lindhe's undying dedication to periodontal research and his ability to raise money for it, Penn's Dental School is involved in an extraordinary number of research projects and is responsible for broadening the knowledge base for dental medicine in general," said Dr. Benjamin Hammond, the School's associate dean of academic affairs.

Dean Lindhe also established a testing center for periodontal diseases; founded the "Dean's Lecture Series" which brought distinguished leaders in the field of dental medicine to campus; and created the "Dean's Scholars" fund, to support outstanding students.

He oversaw a major restructuring of the School, implementing a new curriculum that integrated pre-clinical and clinical education, now a model curriculum for dental schools across the country, said Associate Dean Dr. James Galbally.

"Other schools have followed Penn's lead in introducing patient care much earlier in the training of dental students" said Dr. Galbally. "Students oversee their patient's treatment from start to finish, following them from initial exam through surgery, even if another doctor is responsible for that surgery."

"These innovations and others," Galbally said, "make Penn a leader in devising programs to train highly competent general dentists prepared to meet the challenges of the 21st century."

A leading researcher in periodontology, Dr. Lindhe received his dental degree from the Royal School of Dentistry in Malmo, Sweden and did advanced training in oral surgery and periodontology at the University of Lund, Sweden.

He was recently named an honorary member of the American Academy of Periodontology. He was awarded an honorary doctor of medicine degree from the University of Amsterdam in 1982, and received an honorary degree from the University of Athens, Greece in the 1970's. Next week, he will travel to Denmark to receive another (see page 6).



'Can do . . . better'

To kick off the 1987 United Way/Donor Option Campaign, Co-Chairs Dr. F. Gerard Adams and Dean Claire Fagin agreed on the need for campus-wide participation (last year's was 30% of faculty and staff, giving a record total of \$220,000) and predicted success as Penn stretches toward a \$250,000 goal. City-wide, United Way spokespeople said a major push is being made for homeless families, and President Sheldon Hackney cited the Penn Hospitality Coalition—along with other campus involvements such as tutoring and adult literacy—as agencies where our own people are volunteering but need dollars to work with. More will be told about individual agencies at an October 7 "Care Fair" open to all (see insert, this issue).

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**Pullout: CRC's Penn Printout
United Way**

SENATE

From the Chair

The following statement initiates the practice of summarizing the actions taken by the Senate Executive Committee in accordance with the Senate Rules adopted by mail ballot June 15, 1987. Among other purposes, the publication of SEC actions is intended to stimulate discussion between the constituencies and their representatives. We would be pleased to hear from members of the Faculty Senate their suggestions, particularly with respect to how much detail they would like to have in these published reports. Please communicate your comments to your representative, or to Senate Chair F. Gerard Adams or Faculty Senate Staff Assistant Carolyn Burdon, 15 College Hall/6303, Ext. 6943.

Actions Taken by the Senate Executive Committee Wednesday, September 16, 1987

1. Parking. Following discussion of the continued parking problems on campus, it was agreed to refer the matter to the Senate Committee on the Economic Status of the Faculty for review.

2. Guidelines for Access to Restricted University Records. It was moved that (a) the Senate Executive Committee accept the Access Guidelines (*Almanac* February 10, 1987) pending wording modifications to be worked out between the Senate Committee on Administration and the University Archivist and (b) appoint two members of the standing faculty to the Access Committee. More fundamental issues were raised about the purpose of the archives and the rules with regard to entering material as well as access to the material. These issues call for a longer study to be carried out by the Senate Committee on Administration over the next year.

3. Committee Vacancies. Nominations were made to the following committees that will be circulated by mail ballot to SEC members and appointments made thereafter: Senate Committee on Committees (7 vacancies for SEC members only), Provost's Committee to Review the Clinician Educator Track in the School of Veterinary Medicine (1 vacancy), Senate Committee on the Economic Status of the Faculty (1 one-year vacancy), Senate Committee on Academic Freedom and Responsibility (1 one-year vacancy), Consultative Committee to Search for a Vice Provost for University Life (3 vacancies), Access Committee on Restricted University Records (2 vacancies), Academic Planning and Budget Committee (1 one-year vacancy). SEC members may phone in additional nominations until 5 p.m. Wednesday, September 23.

4. At-large Vacancies on SEC. It was moved that the Senate Nominating Committee fill the at-large vacancies on SEC in the spring according to the normal process stated in the Senate Rules.

5. Proposed Senate Committee on Conduct (*Almanac* June 2, 1987). This is the committee proposed by President Hackney to serve as an appeals body for charges of sexual and racial harassment against a member of the faculty. SEC voted to begin the normal procedures for implementing the President's suggestion by referring the proposal to the Senate Committee on the Faculty for rapid resolution.



Continuing Faculty Hospitality to Students

President Sheldon Hackney's Fund for Student-Faculty Interaction is being continued for a fifth year, allowing faculty members to draw reimbursement for entertaining groups of students either at home or, if that is not possible, in local restaurants.

Each faculty member is asked to limit himself or herself to one function per semester; invite no student more than once; and base reimbursement on figures set at \$3 per student for receptions with light refreshments, \$4 per student for lunches, and \$6 per student for dinners.

A special form, which must be returned with originals of all receipts, is available from Dr. Francine Walker, Director of Student Life Activities and Facilities, 110 Houston Hall/6306, Ext. 4340. Deans, program directors and department chairs are especially asked to bring the President's Fund for Student-Faculty Interaction to the attention of the faculty.

President's Fund for Student-Faculty Interaction Summary Report 1983-87

	1983-84	1984-85	1985-86	1986-87
Number of faculty uses	246	183	191	197
# of students entertained	3805	3388	4095	4170
Total reimbursements	\$15,699	\$14,487	\$16,089	\$18,478
Average cost/student	\$4.13	\$4.28	\$3.93	\$4.43
Number of departments	73	61	58	57
Number of schools	12	11	12	11
# events at home/% of total	93/38%	92/50%	84/44%	95/48%
% of events for grad/prof.	50.9%	52.1%	52.2%	48.7%
% of events primarily for undergrad. students	49.1%	47.9%	47.8%	51.3%

President's Fund 1986-87

(see story below left)

Activity by Department

Department	# of Uses
Accounting	2
Anatomy	1
Annenberg	3
Anthropology	1
Architecture	1
Biochemistry (Dental)	1
Biochemistry & Biophysics	1
Bioengineering	4
Biology	2
Chemical Engineering	1
Chemistry	5
City and Regional Planning	1
Classical Studies	1
Computer & Information Systems	1
Decision Sciences	2
Dental Care Systems	1
Economics	2
Education	24
Emergency Services (Med.)	1
English	17
Finance	2
Geology	1
Germanic Languages	7
History	5
History of Art	2
Hist. & Soc. of Science	2
Human Genetics (Med.)	2
Law	13
Management	6
Marketing	2
Materials Sci. & Engin.	1
Medical School	1
Medicine (Med.)	13
Microbiology (Med.)	1
Music	1
Nursing	11
Ob/Gyn	1
Oral Rehab (Dent.)	1
Oriental Studies	9
Pathology (Med.)	1
Pediatrics	2
Philosophy	1
Physics	2
Physiology & Pharm. (Dent.)	1
Political Science	2
Psychology	2
Public Policy & Mgt.	2
Radiology (Med.)	2
Regional Science	4
Religious Studies	2
Romance Languages	5
Slavic Languages	2
Social Systems Science	1
Social Work	1
Sociology	9
South Asia Regional Studies	4
Systems Engineering	1
Total:	197

Activity by School

School	# of Uses
Annenberg	3
Arts & Sciences	85
Dental Medicine	4
Education	24
Engineering	8
Fine Arts	4
Law	13
Medicine	25
Nursing	11
Social Work	1
Wharton	19
Total:	197

Speaking Out

Five-Year Hassle

Help! The University has changed my professional name without my consent and it professes itself powerless to do anything about it. I write as a last resort, for I have failed to rectify a bizarre situation, despite efforts extending over five years. These efforts were especially vigorous this past year and included the help of the chairman of the department, several different administrators and most recently the Provost's office—to no avail. Others in the administration either would not or could not do anything. Of the two most recent high level administrators to wrestle in vain with this problem, one (a man) offered the opinion that the simplest way to solve the problem was for me to change my legal name to match my professional name; the other (a woman) suggested I write to the *Almanac*.

Eighteen years ago, when I had already established a professional reputation under my maiden name, I married another member of this faculty and adopted his name as my legal name. Outside the profession, I was and I remain happy to be known by my husband's name. It simplifies many legal, financial and family matters. For obvious reasons, however, I wished to continue to be known professionally by my already established name. Additionally, the Canadian Government was most reluctant to let me keep my maiden name (that nicety changed with the enactment of the 1977 citizenship bill) while the University at that time was equally anxious that I not adopt my husband's name. The nepotism rules were being abandoned, but quietly, and the University preferred that it not be widely known that a husband and wife were members of the same department (another nicety from the not-too-distant past). I should say there is also less confusion, as my husband and I have come to appreciate over the last five years, when we use different surnames in the workplace. Thus, to the mutual satisfaction of all concerned, I received my paycheck and benefit statements in my legal name but was otherwise known by my professional name.

All that started to change five years ago, when the University began to connect the computer in the Franklin Building that handles the payroll to other administrative computers, the ones that handle mailings to faculty, the compilation of the University telephone directory, and so on. That year, I disappeared from the blue pages of the University Telephone Directory under my professional name, the name by which I am known by my colleagues, and reappeared under my husband's last name. Also, University mail of many different kinds began to be addressed to me under my husband's name, to whom, quite naturally, it was thus delivered, to the annoyance and inconvenience of us both. Finally, my name disap-

peared from committee lists, even while I was on those committees.

I naively assumed that this snafu could easily be corrected by a friendly phone call. Never has an assumption of mine been further from the mark. It would take several issues of *Almanac* to retell the last five year's effort by myself and others to get me my professional name back. Suffice it to say that the University that created the computer now professes itself to be its helpless slave.

This is nonsense. The University has allowed itself to become a slave to its incompetence, first on the part of its staff programmers and, secondly, on the part of administrators, who seem unable (unwilling?) to recognize programming incompetence when they are confronted with it. If the University permitted me to offer a \$500 reward to the undergraduate who first produced a suitable patch for the program, I bet the situation would be fixed in much less than a week—and the hacker who fixed it would start without knowledge of the program that she had to patch. For a competent programmer who already knows the program, I cannot see why it should take more than an hour or two. Nobody has been able to explain to me or my chairman what the insuperable difficulty is in programming the computer to use one name in payroll matters and another name for everything else. But those who do not know enough about computers to know that this is (or ought to be) trivial think it is easier and more reasonable to ask a professor to change her legal name than it is to get the programmer to correct an oversight in his program. My hope is that public knowledge of the University of Pennsylvania's helplessness in the face of this trivial technological challenge will inspire a search for competent programmers in the Franklin Building and less administrative accession to such incompetence.

Give me back my professional name!

—*Rochel Gelman, Professor of Psychology and Co-Director, Cognitive Sciences Program*

Response to Dr. Gelman

I am concerned about Dr. Gelman's problem and will take it forward again for resolution by October 16.

—*David L. Stonehill
Vice Provost for Computing*

Judiciary: Good Outcome

Last April the University Council adopted a set of recommendations to strip the Committee on Open Expression (COE) of its adjudicatory power. As a result, complaints involving alleged violations of the Open Expression Guidelines will no longer be

heard by the COE. Instead these cases will be forwarded to the Judicial Inquiry Officer for investigation. If no settlement is reached with the JIO, the case will go to a formal Hearing Board under the Student Judicial Charter.

The Graduate and Professional Student Assembly (GAPSA) and the Undergraduate Assembly (UA) opposed this change because of our belief that it diminished the role of student input in determining Open Expression cases.

Previously GAPSA and the undergraduate Nominations and Elections Committee (NEC) named 5 students to the COE (with 5 faculty members and 2 administrators). In contrast, students had *no role whatsoever* in naming the students who served on Hearing Boards under the Student Judicial Charter. The impact of stripping the COE of its previous adjudicatory powers was to refer Open Expression cases *from* a committee *with* student input *to* a hearing board with absolutely *no* student input.

We are pleased to note, however, that during the summer the Administration adopted revisions to the Student Judicial Charter (*Almanac* September 15), as discussed by the University Council (see *Almanac* March 17 and 24, 1987).

Under these revisions the pool of students who serve on Hearing Boards will no longer be selected at random. Instead, GAPSA will name 30 graduate students to a pool of potential jurors, the undergraduate NEC will name 30 undergrads, and the Senate Executive Committee will name the faculty pool. As a particular case is brought to "trial," the Judicial Administrator will call 3 faculty members, 1 grad student and 1 undergrad, from their respective pools, to serve on a Hearing Board. (Incidentally, there will still be a faculty majority of 3 faculty members, alongside the 2 students).

We believe that this change introduces student input into the judicial process. In Open Expression cases, the respective graduate and undergraduate student governments now will have input into the selection of the student jurors who hear the case. This goes a long way toward meeting our earlier objections to the changes in the adjudicatory power of the COE.

The controversy over the adjudicatory powers of the COE, which flared up last April through July, cast a cloud over relations between GAPSA, the UA and the Administration. Fortunately, with the adoption of changes in the Student Judicial Charter that provide for student input, the Open Expression stumbling block has been removed, and we can now put that dispute behind us. Long live the consultative process!

—*Wayne C. Glasker, Chair, GAPSA*
—*Michael Jaffee, Chair, Undergraduate Assembly*

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.

A Penn tradition dating to 1981 is that the President goes to the movies during the summer, then reviews the moral dilemmas of today's heroes in Freshman Convocation speeches which are usually excerpted in The Daily Pennsylvanian. In this year's address, after contrasting filmdom's James Bond with real-life Colonel Oliver North, Dr. Hackney turned to a new book which explores the relationship between the intelligence community and the intellectual one.

Academia and Espionage

An Excerpt from the 1987 Convocation Address by Sheldon Hackney

Despite their differences, Bond and North share the most important feature of intelligence work: intellectual ambiguity. In the Bond movies, the difference between the good guys and the bad guys is clear, but it is not clear who is who and it is not clear what is really going on. Like all spy thrillers and mystery stories, the interest is in figuring out what happened and why and how it all fits together. That is certainly the life that Colonel North led, a life in which it is by definition very difficult to know what is actually happening, whether what you know is really true, and how to understand the information that you can authenticate.

The relevance of this fundamental dilemma to universities was made more clear by the appearance this summer of a book, *Cloak and Gown*, by Robin Winks, that treats the involvement of universities and university faculty members in the OSS during World War II and in its successor intelligence agency, the CIA, during the post-war years to 1961. The book focuses on Professor Winks' own university, Yale, but several Penn luminaries make cameo appearances.

The first point to be made by *Cloak and Gown* is that from the late thirties to at least the early sixties, from World War II to the failure of the invasion at the Bay of Pigs, there was an easy compatibility and assumed normality in the relationship between academics and the intelligence services. The roster of academics who served in OSS would staff several universities, and many professors did and do consult for the CIA and other intelligence services. As McGeorge Bundy quipped, the OSS was "a remarkable institution, half cops and robbers, half faculty meeting."

Professor Winks is not interested in exploring the question of what are the proper limits of such involvement, though there are some interesting gray areas there. For instance, even though there is a firm and correct university policy against doing secret research at the university, I believe that it is perfectly appropriate for faculty members who wish to do so to consult for the CIA or General Motors or anyone else within the university policy limit of one day per week. I also think there is no problem with a scholar talking with an intelligence service about what she learned or observed while traveling abroad. The gray area would be reached if a scholar were asked before going abroad to look for certain things or talk to certain people. That really changes the nature of the scholar's mission, taints the process of scholarly exchange and thus threatens the access of other scholars to foreign sources and begins to call into doubt the scrupulous independence of the scholarship. We would be well into the gray area if a faculty member were asked to report on the activities or opinions of a foreign student, or an American student for that matter, because that would poison the faculty-student relationship on which the university depends. These and more subtle questions exist regarding the relationship of intelligence agencies and the university, but Winks is not interested in them.

Instead, Winks is interested in the question of whether there is a basic compatibility between the university and the business of intelligence, whether the sort of intellectual inquiry that is used by scholars, especially political scientists and historians, is the same as that employed in the research and analysis branch of intelligence work. The accepted conventional wisdom is that between 90 and 95 percent of intelligence information about foreign countries is derived from public and easily available sources. Spies and clandestine activities account for the other portion, a portion that is shrinking even more with the advent of spy satellites and sophisticated electronic surveillance.

The intelligence analyst, like the scholar, must go through a rigorous process of assembling information, authenticating it, so that we are not fooled by forged documents, such as the Hitler diaries that were "discovered" a couple of years ago. Then the scholar or analyst must derive some meaning from the welter of information, detecting patterns and trends from which one might infer intentions or possible future behavior. However subtle the problems of interpretation might be, they are ordinary fare for scholars. That is why American intelligence agencies are eager to maintain good relationships with the academic community. We represent a national source of immense value in this dangerous world.

There are, nonetheless, differences between the pursuit of truth at universities and the sort of research and analysis that is of use to intelligence agencies, and those differences help to illuminate the nature of the university. Most significantly, truth has a provisional quality in a university. One answer is not just as good as another, but few answers are either certain or last forever. The arrogance of certainty is out of place in the most important and interesting academic arguments. We are constantly in the process of perfecting and changing, so a slightly skeptical turn of mind is the norm. Fanatics and true believers find academics to be intolerably vague or permissive. Governments, in contrast, must act and must therefore come to a conclusion even if the information is not definitive. Academics can keep an open mind; policy makers must decide. The two are not completely antithetical, but it is difficult as a policy maker to take large risks or to mobilize widespread public support if you seem uncertain. As Jimmy Carter proved, Hamlet would have had a hard time as President. One of the things I hope you learn while you are at Penn is how to tolerate ambiguity without being immobilized by it.

A more important incompatibility between the campus and the halls of power is that there is a fundamental unpredictability about research that is undertaken in a university. One simply does not know at the outset what the results will be. For the scholarly process to retain its integrity, the scholar must be free to state his or her conclusions whatever they may be, and they must be neither predetermined nor influenced by their possible effects. By contrast, as Robin Winks puts it, there is always a customer for the research and analysis done in intelligence work, and that customer has a purpose. It is extremely difficult to avoid having the interests of the customer shape the results of the research and analysis, an excellent argument for separating the gathering and evaluation of intelligence from the making of policy. We learned this the hard way in Vietnam, as revealed most recently in the Westmoreland-CBS trial where the issue was the extent to which the body count and order of battle estimates coming from the field were politically determined. Both sides lost that suit, in my estimation. The CBS producer was shown to have been out to get Westmoreland and to have violated several canons of journalistic practice in order to show the general in the worst light. On the substance of the issue, however, the testimony made it clear that intelligence reports from Vietnam were purposely overly optimistic in order to encourage more political support at home. That way lies moral corruption and disaster.

The connection between analysis and action is a critical one, made much more critical by the increasing centrality of universities in a high-technology economy and an information-based society. There has been a steady narrowing of the insulating gap between the creation of a new idea

(continued past insert)

in someone's lab or study, and the usefulness of that idea as a commercial product or as the basis for public or organizational policy. The pressures and temptations drawing academics into the arena of action are mounting. Wherever action is connected to knowledge, the threat of contamination exists.

Even though this poses a danger, I believe we have an obligation to be of service to our communities and to human welfare whenever possible. We therefore have to be clearer than ever before about what our academic values are, what activities they permit and which they exclude.

Falsifying data or suppressing contrary evidence are easy brands of academic fraud to identify, and the excesses of academic competition have ample historic precedents. The scramble for fame and fortune in high temperature superconductivity most recently reveals how fragile is our marvelous myth about the community of scholars, the myth that envisions the search for knowledge as a cooperative venture in which one's obligation to one's colleagues around the world is not only honest criticism but a generous sharing of information and help in order to push the search for truth forward. Gamesmanship is more than a little bit at war with collegiality.

More importantly, my own sense of academic propriety has been outraged more than once in recent years by people within universities and outside seriously advocating the suppression of research results or the withholding of information from the public because they thought the knowledge might injure a cause to which they were morally committed. The ethical obligation of a scholar is clear to me; one's highest obligation is to the truth no matter what one fears the consequences might be. One's political and social commitments may certainly guide the selection of subjects and the kinds of questions asked, but they should not affect the results.

This ideal is simply stated but difficult to achieve fully.

In a university, as part of the world-wide community of scholars, truth is determined in the free market of ideas. That is why publishing in one form or another is so important. It is the only way we have of detecting error and of ensuring that scholars and scientists are living up to their ethical obligation to pursue the truth wherever that pursuit might lead. The free market only works when the results of one's thinking are freely shared and openly submitted to the criticism of other scholars and scientists.

The central values of the university flow from our commitment to the free exchange of ideas. For us, free speech is not simply a pleasant, abstract ethical precept; it is the operating principle which, if subverted, would bring about the end of the university in its present form. That is why we are fussy about it. That is why students are made full participants in the ethical strictures of our community through the code of academic integrity. We must all take it seriously.

The function of the university is the creation, preservation, and dissemination of knowledge, and like other great universities we have decided that this is best done in an atmosphere that encourages intellectual exploration and the free exchange of ideas. This commitment to intellectual openness and honesty implies that we place a high value on the role of collegiality in the search for truth and the functioning of the campus community. That imposes on each of us certain obligations of humane conduct. However bitterly we may disagree with other people, we must treat them with respect, and we each have a right to expect the same treatment in return.

At Penn, we have also chosen to be a very diverse community—racially, ethnically, religiously, geographically, and in almost every way you can imagine. We believe very strongly that our diversity is a tremendously exciting and enriching feature of campus life. We learn from others unlike ourselves much more than we would learn in a more homogeneous setting. Our task therefore is to make a heterogeneous collection of people, with differing value commitments and ideological assumptions, function as a single, supportive community in which everyone has a strong sense of belonging, everyone is accorded equal dignity, and everyone has full access to the advantages offered by the university. If such a community is to exist, we all must feel a sense of obligation to everyone else in the campus community.

You don't have to agree with everyone; you don't have to like everyone; but you do have to treat everyone with decency and respect.

We are not perfect, of course. We have our problems and imperfections that we must work together to overcome, but I believe Penn is not only an intellectually powerful place but is also a wonderfully supportive, friendly, and wholesome community in which to study and work. I invite the class of 1991 to join enthusiastically in the life of this great university over the next four years and in the many years of your lives beyond when you will still be members of the Penn family.

The following report was filed in accordance with University procedures involving search committees. The committee's chair, Dr. David DeLaura, notes that the candidate chosen for Provost, Dr. Michael Aiken, was among the seven recommended to the President.

Report to the University Community by the Consultative Committee for the Selection of a Provost

The consultative committee, after three months of diligent work, on June 25 recommended seven persons to President Hackney as having the desired qualifications to be Provost. The committee advertised the position in national journals, solicited nominations from faculty members and students, and consulted widely here and at other universities. The search yielded 130 names for consideration; the list included 25 women and four identifiable minority persons. The committee interviewed 21 individuals.

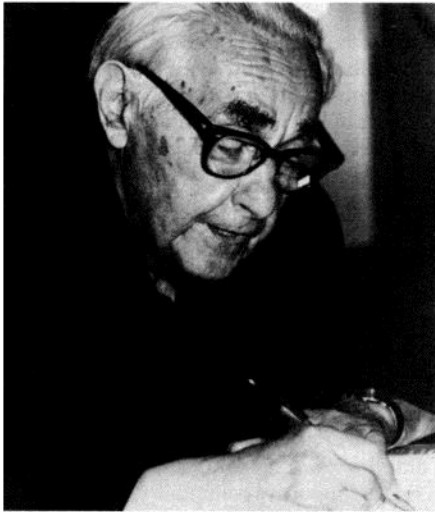
The committee consulted a number of people with administrative experience at the University, especially a number of current Deans, in order to define, as clearly as possible, the qualifications needed for the office. The committee concluded that the provost must be a scholar of distinction, and have significant administrative experience. Beyond that, the provost must be diplomatic enough to bring together the numerous and diverse constituencies of the University, and strong enough to make decisions with a view to the needs of the entire institution.

The committee was especially mindful that the new provost would have to take an active part in the forthcoming development drive, and ensure there will be no loss of momentum in the current reforms in undergraduate education. The committee was also convinced that the new provost should be committed to increasing the number of women

and minority faculty members, and sensitive to the problems of women and minority students. These were among the chief criteria the committee kept in mind in examining credentials and conducting interviews.

*David J. DeLaura, Professor of English, Chair
Mary Ann Meyers, Secretary of the University, Secretary
F. Gerard Adams, Professor of Economics & Finance
Stanley Baum, Professor of Radiology
Wendy L. Bloom, Undergraduate, CAS
Stephen Burbank, Professor of Law
Michael Cohen, Professor of Physics
Helen C. Davies, Professor of Microbiology
Robert F. Engs, Associate Professor of History
Louis A. Girifalco, Professor of Materials Science & Engineering
Michael S. Jaffee, Undergraduate, CAS
Christopher Johnson, Graduate Student, Geology
Daniel Malamud, Professor of Biochemistry/Dent.
Susan M. Wachter, Associate Professor of Finance
Susan Watkins, Assistant Professor of Sociology
Rosalyn J. Watts, Associate Professor of Nursing
William Westerman, Graduate Student, Folklore & Folklife*

HONORS & . . . Other Things



Samuel Noah Kramer

Awards

Dr. Herman Beerman, emeritus professor of dermatology, has received the Strittmatter Award given by the Philadelphia County Medical Society for his "outstanding contributions to the dermatology profession."

Liz Capezuti, a clinical lecturer in the School of Nursing, was cited by Mayor Wilson Goode for contributions to the Philadelphia Elder Abuse Task Force. Ms. Capezuti, chairperson of the training committee which provides education to health and social service professionals dealing with elder abuse and neglect, received a proclamation from the Mayor citing May as "Stop Elder Abuse" month during a ceremony at City Hall.

Dr. Claire M. Fagin, dean of the School of Nursing, (see photo) was awarded two honorary degrees recently. One Doctor of Science was conferred by the University of Rochester, the other by Cedar Crest College, Allentown.

Dr. Samuel Noah Kramer, the world-famous Sumerologist and emeritus professor of Oriental studies, (see photo) will receive the Humanist of the Year Award from the Pennsylvania Humanities Council September 27, on the eve of his 90th birthday. The award will be presented at the dinner following a day-long symposium, "History Begins at Sumer," at the Museum.

Dr. Irving Kravis, professor of economics and former chair of the Faculty Senate, received the Eighth Annual Julius Shiskin Award for Economic Statistics for "his work in comparative studies of national income and prices." The presentation was made at the Washington Statistical Society Annual Dinner.

Dr. Jan Lindhe, dean of the School of Dental Medicine, will receive an honorary doctorate in dental medicine at the University of Aarhus next week.

Dr. Peter C. Nowell, professor of pathology and laboratory medicine in the School of Medicine, received the Cotlove Award at the Annual Meeting of the Academy of Clinical Laboratory Physicians and Scientists held this summer. Dr. Nowell, a tumor biologist, was cited for chromosome studies of leukemic cells to provide a better understanding of the molecular basis of the disease and for research on normal lymphocytes to learn more about growth regulation.

Dr. Saul Sternberg, professor of psychology, received one of the American Psychological Association's distinguished scientific contribution awards given at last month's convention. Dr. Sternberg, who originated the additive factors approach to the use of reaction-time data in experimental psychology, was cited for his "penetrating analyses of information processing mechanisms."

Fulbright Scholars

Dr. Diana Crane, graduate chair and professor of sociology, and *Dr. Barbara B. Kling*, professor of classical archaeology, have both been awarded Fulbright Scholar Grants for 1987-88. Dr. Crane's grant is for research at Ecole des Hautes Etudes en Sciences Sociales in Paris, France, from September 1987 to May 1988. Dr. Kling's grant is for research at the Cyprus American Archaeological Research Institute, in Nicosia, Cyprus, from September 1987 to May 1988.

Judicial Reform Commission

Two faculty members of the Law School have been appointed by Governor Robert P. Casey to a new state Judicial Reform Commission, established to recommend changes which would bolster public confidence in the courts. Biddle Professor of Law *Curtis Reitz* and Judge *Edmund Spaeth*, senior fellow at the



A portrait of *Dr. Michael S. Brown*, Nobel Prize winner and Penn trustee, (see photo) now hangs in the School of Medicine's art collection. The painting was done by Penn graduate Sam Gholson (B.F.A. 1942), who volunteered to paint the portrait and presented it as a gift to his, and Dr. Brown's, alma mater.

Law School, are among 23 legal experts named to the panel. The chairperson is a former vice dean of the Law School, State Supreme Court Judge *Phyllis W. Beck*.

Appointments and Elections

Dr. Vincent J. Cristofalo, director of the Center for the Study of Aging, will be the editor of the *Journal of Gerontology: Biological Sciences*, one of four new journals to be published bimonthly by the Gerontological Society of America beginning in January 1988.

Dr. Kenneth D. George, professor of education, has been elected President-Elect of the Society for the Scientific Study of Sex (SSSS). He will be installed at the Annual Meeting in Atlanta in November and will become Presi-



Claire M. Fagin



Jan Lindhe

dent of the Society in November 1988.

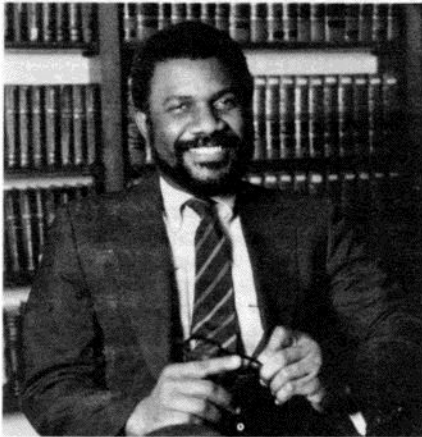
Dr. Margaret Grey, assistant professor of nursing, has been appointed to the advisory panel on Hospital Information Systems by the Congressional Office of Technology Assessment.

Dr. William L. Kissick, the George Seckel Pepper Professor of Public Health and Medicine, has been elected a Yale Trustee. He will serve a six-year term as a member of the Yale Corporation. Dr. Kissick is currently on sabbatical finishing a book analyzing the \$400 billion U.S. health care enterprise. At Penn he established national precedent with joint professorships in the School of Medicine and the Wharton School.

Dr. Mark V. Pauly, Robert D. Eilers Professor of Health Care Management and Economics at the Wharton School and executive director of the Leonard Davis Institute of Health Economics, has been elected to the Institute of Medicine, the highest health policy advisory body to the federal government.

Jay Reise, associate professor of music, has a commission from the New York City Opera to compose "Rasputin." Set in Tsarist Russia during the reign of Tsar Nicholas II, the three-act work, with prologue and epilogue and an English libretto by the composer, will have its world premiere during the company's 1988 season.

Doctoral candidate *Linda F. Samson*, lecturer in Health Care of Women and the Child-bearing Family at the School of Nursing, was recently appointed to the Board of Directors of the American Association of Critical Care Nurses.



Ralph Smith

Law School's Associate Professor *Ralph Smith*, who as a special consultant to the Philadelphia Public School's Superintendent designed the voluntary desegregation plan, has taken the formal position of chief of staff under Superintendent Constance Clayton. Committing two years to the public post, Professor Smith will reduce his Law School teaching load to one undergraduate and one graduate course.

Stephanie Williams, director of Publications/Marketing Communications, has been appointed to the board of trustees of the Council for Advancement and Support of Education (CASE). She has been assigned a publications trusteeship with the Washington-based national organization.

Diabetes Research: December 4

The Diabetes Research Center of the University of Pennsylvania requests submission of applications for support to perform pilot and feasibility studies in diabetes related fields. Young investigators who wish to start a career in diabetes research or senior investigators who wish to take a new direction in their studies are encouraged to submit applications to the Diabetes Research Center, 501 Medical Education Building, by *December 4*.

An original and 13 copies of the standard NIH form for RO-1 grant applications should be used. If human subjects will be participating in the proposed research, it will be necessary to submit NIH Human Subject forms with the application; if animal research is being proposed, we will need an original and 18 copies of the Institutional Animal Care and Use Committee (IACUC) protocols.

Grants will be reviewed by the Diabetes Research Center's Pilot and Feasibility Review Committee and by extramural consultant experts. Maximum projected funding level is \$20,000 (equipment and travel fund requests are discouraged) and grants will be made for one year.

Investigators who are currently in the 01 year of

support through this Pilot and Feasibility Program may reapply for an additional year of funding. Such continuation applications need to be carefully justified, however. We anticipate sufficient funds to award approximately 6 grants. Notification of an award will be made in March 1988.

—*Franz M. Matschinsky*
Director, Diabetes Research Center

Campus Messenger Service: PSA

For the second year, Penn Student Agencies is offering a messenger service for hand-delivery of on-campus mail (limited to hand-held envelopes). PSA, an umbrella unit that was set up by students to create job opportunities for fellow students, will have messengers on call at Ext. 6815, and will bill University budget accounts. There are three service options: (1) A per-use plan where each trip is \$7.50; (2) for \$150, five deliveries a week for 14 weeks during the fall semester and (3) for \$200, ten deliveries a week for those 14 weeks. Service started September 16 and will be available through December 11, but there is no scheduled service October 19 or November 25-27.

OF RECORD

Temporary Extra Persons

The University employs individuals in a variety of categories that are essential to the support and enhancement of the academic and research missions. One of the categories provided is "Temporary Extra Persons," a status which allows a department to meet specific increased staffing needs for a limited period of time.

Under current policy, Temporary Extra Persons receive salary, but not benefits, thus enabling departments to augment staff for a period of time. This limited period of time cannot exceed 999 hours in any one fiscal year. If your area is considering the use of a Temporary Extra Person certain restrictions apply because of federal regulations and corresponding University policies that protect those individuals who are employed as Temporary Extra Persons.

1. Job applicants must be clearly informed that, if hired, their status will be "temporary," that is, they may not work beyond 999 hours in a fiscal year and they are not eligible for University benefits during that period. Federal regulations mandate that any person who works beyond 999 hours in a fiscal year must be credited with pension benefits for one complete year. University policy mandates the person become eligible for University benefits and the full E.B. rate automatically be charged against the employing departmental budget. Thus the department must make provisions to convert the position to regular full-time or regular part-time if the task is to extend beyond 999 hours.

2. If the department or center does not take action to make the position regular full-time or regular part-time, the Office of Staff Relations will notify the department and the temporary worker that the work relationship must cease and the worker's position will be eliminated. If the department wishes to create a regular full-time or regular part-time position for the temporary worker, it must submit an HR-1 form for permission to post and hire before the limit of 999 hours is reached.

3. Before a temporary worker will receive a paycheck from the University, all applicable forms must be completed and forwarded with the Personnel Action Form, including forms W4 and I9, to the Office of Human Resources/Records, Room 116, Franklin Building.

Any questions concerning the use of the category temporary extra persons should be addressed to the Office of Staff Relations, Ext. 6093.

—*Barbara Johnson, Manager, Staff Relations*

Employee Documentation: October 30

In accordance with the Immigration Reform and Control Act of 1986, the University of Pennsylvania must check documents establishing each employee's identity and eligibility to work in the United States if the employee started to work for the University after November 6, 1986. *It is a violation of this new law for the University to continue to employ someone who does not comply with the documentation requirements.*

If your employment date falls between November 6, 1986 and June 30, 1987 you must present appropriate documentation to your business administrator and complete the I-9 form *as soon as possible and before October 30, 1987*. United States citizens are *not* exempt from this requirement.

If you fail to provide documentation you will be terminated from employment with the University since it will be illegal for Penn to continue to employ you.

If you are a business administrator, you should be checking the documents and completing the I-9 form for all new employees. You should also check that an I-9 form is completed for all new employees hired between November 6, 1986 and June 30, 1987. Make sure I-9 forms are completed properly to prevent delays in processing employee's paperwork, which will cause delays in paying employees.

Call Susan Rosenstern at Ext. 7287 if you have questions regarding the immigration law.

—*Linda Frank, Manager, Employment Human Resources*

Update

SEPTEMBER ON CAMPUS

FITNESS/LEARNING

28 Registration Deadline for English Language Programs; evening and weekend specialized courses for foreign students and professionals. Ten programs starting *October 5*. For further information call Ext. 8681, or come to the English Language Programs office, Room 21 Bennett Hall (English Language Programs).

30 Crime-Stoppers; learn how to help prevent crime and reduce victimization on campus and at home. Participants will meet the Philadelphia Police Department's new Victim Support Officer for the University's police district; Francis X. O'Shea, instructor; noon-1 p.m., Faculty Club. For further information and registration contact Rose Hooks, Ext. 4481.

TALKS

22 Language Education in Morocco: A Sociolinguistic and Pedagogical Perspective; Abdelkader Ezzaki, University Mohamed V, Morocco; 4-6 p.m., Room C-43, Graduate School of Education (Literacy Research Center and Middle East Center).

Servicing the Enemy: Israeli Social Services to Arab Citizens; Ram Cnaan, assistant professor, Tel Aviv University, visiting professor, Penn School of Social Work; 6-8 p.m., School of Social Work (Society for International Development).

23 Refusal to Care for Patients; Steven Kahn; noon-1 p.m., Auditorium, School of Nursing (Ethics Committee of the School of Nursing).

29 Palais Souterrains et Amours Interdites; Maria Luisa Meneghetti, University of Padua, Italy; noon, West Lounge, 4th floor, Williams Hall (Department of Romance Languages and Center for Italian Studies).

Nosferatu, a 1922 silent horror film classic, and a Charlie Chaplin short, One A.M. (1916), will be screened with live accompaniment by Don Kinnier on a restored theatre organ. The films, being shown on Saturday, September 26, at the University Museum, are the first in a series of silent film presentations planned by the Curtis Organ Restoration Society.



Riflessioni Sul Punto di Vista; Cesare Segre, University of Pavia, Italy; 4:30 p.m., C & S Lounge, 5th floor, Williams Hall (Department of Romance Languages and Center for Italian Studies).

30 The Effects of Open Adoption on Parents and Adoptive Parents; Maxine G. Chalker, M.S.W. and Nancy Schongalla-Bowman, M. Div., The Adoption Agency, Ardmore; 1-2 p.m., seminar room, Marriage Council (Marriage Council of Philadelphia).

Deadlines

The deadline for the weekly update is Tuesday, at noon, a week before publication. The deadline for the November at Penn pullout calendar is *October 13*. Send to *Almanac*, 3601 Locust Walk/6224 (second floor of the Christian Association).

Psych Services at GSE

The Graduate School of Education now has a Psychological Services Clinic for Philadelphia area children and their families from infancy through high school. Its services include psycho-educational and psychological assessment, short-term individual and family counseling around behavioral issues, home and school visits as needed, and consultation to school personnel or patient groups. The fee structure includes rates of \$30/hour for group seminars; \$50/hour for counseling; and \$200-\$500 for assessments.

Dr. Joan Goodman, adjunct associate professor of education, is director of the year-old Center. For information or appointments: Dr. Goodman, Ext. 5677, or Assistant Director Judy Nathanson, 664-5167.

Penn Children's Center

The Penn Children's Center is accepting applications for the fall day care program. Sponsored by the University's Graduate School of Social Work, the Penn Children's Center offers full-time day care in five, four or three-day sessions for children 18 months to five years of age.

The Center's program features daily educational workshops, pre-kindergarten activities, music, art and field trips, parent education workshops and social work services. The Center operates 50 weeks a year, except on major holidays.

The Center is located on campus at the rear of 3905 Spruce St. For information or registration, contact Pam Johnson at Ext. 5268.

Department of Public Safety Crime Report

This report contains tallies of Part I crimes, a listing of Part I crimes against persons, and summaries of Part I crime in the two busiest sectors on campus where two or more incidents were reported between **September 14 and September 20, 1987**.

Total Crime: Crimes Against Persons—0, Burglaries—8, Thefts—16, Thefts of Auto—1, Attempted Thefts of Auto—0

Area/Highest Frequency of Crime

Date	Time Reported	Location	Incident
Locust Walk to Walnut St., 36th St. to 37th St.			
09-16-87	12:33 PM	Delta Psi	Unsecured bike taken.
09-17-87	1:55 AM	Christian Assoc.	Unattended pocketbook taken.
09-17-87	3:36 PM	Faculty Club	Cash taken from purse.
09-18-87	2:37 PM	Annenberg Center	Closet found with visible pry marks.
Civic Center Blvd. to Hamilton Walk, 34th St. to 38th St.			
09-17-87	10:48 AM	Johnson Pavilion	Pry marks on door/entry not gained.
09-17-87	4:02 PM	Medical School	Wallet taken from unlocked cabinet.
09-18-87	1:35 PM	Hamilton Walk	Secured bike taken from railing.
09-19-87	2:25 PM	Blockey Hall	Person using photocopying machine improperly.
Spruce St. to Locust Walk, 39th St. to 40th St.			
09-14-87	9:00 PM	Van Pelt House	Books taken.
09-17-87	8:39 PM	St. Mary's Church	Area ransacked/cash taken.
Locust Walk to Walnut St., 39th St. to 40th St.			
09-14-87	2:50 PM	High Rise North	Stereo cabinet taken over the summer.
09-17-87	4:31 PM	High Rise North	Contents of locker taken over the summer.
Locust Walk to Walnut St., 34th St. to 36th St.			
09-14-87	3:23 PM	Meyerson Hall	Camera and sweatshirt taken.
09-15-87	9:34 PM	Meyerson Hall	Secured men's 10 speed bike taken.

Safety Tip: Call Public Safety if you see a man entering a woman's lavatory. If you are inside, run out screaming. Don't stop to ask questions!

Almanac

3601 Locust Walk, Philadelphia, Pa. 19104-6224
(215) 898-5274 or 5275.

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