

# Almanac

Tuesday, February 28, 1989

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## INSIDE

- Complaint/Response on Judiciary, p. 2
- Revised University Life Committee, p. 3
- Public Policy Grants Available, p. 3
- Council: Cancellation Notice, p. 3
- Computer Connection: Apple Rebates, p. 3
- Update, CrimeStats, p. 4

**Pullout: An Interim Report:  
The University's New  
Five Year Planning Process**

## Diversity: Open Forum March 15

In the time/place vacated as University Council cancelled its March 15 meeting (see page 3), the Undergraduate Assembly and Office of the VPUL are staging an open forum on diversity awareness, including not only issues at Penn but discussion of similar programs elsewhere. All members of the University may attend, 4-6 p.m. in the Annenberg School auditorium.

## Responding to Aids: Ten Principles for the Workplace

The University and the Medical Center have endorsed ten principles for responding to AIDS that were outlined in a report from the campus-based Philadelphia Commission on AIDS. The material entitled *Responding to AIDS: Principles for the Philadelphia Workplace* is based on a statement developed by the Citizens' Commission on AIDS for New York City and Northern New Jersey, and is being widely

adopted by Delaware Valley health care institutions. The ten principles are:

1. Employment policies should be based on the scientific and epidemiological evidence that people with AIDS or HIV infection do not pose a risk of transmission of the virus to co-workers through ordinary workplace contact.
2. Employment policies must, as a minimum, comply with federal, state, and local laws and regulations.
3. People with AIDS or HIV infection are entitled to the same rights and opportunities as people with other serious or life-threatening illnesses.
4. Therefore, the highest levels of management and union leadership should unequivocally endorse non-discriminatory employment policies and informational and educational programs about HIV infection.
5. Employers and unions have and should recognize the duty of protecting the confidentiality of employees' medical information.
6. Employers and unions should provide employees/members with accurate and up to date information in an understandable and usable form about transmission of HIV, risk reduction, infection control, and the law governing discrimination.
7. Employers and unions should communicate their support of these policies in simple, clear, and unambiguous terms.
8. To prevent work disruption and harassment or rejection by co-workers of an employee with AIDS or HIV infection, employers and unions should undertake education for all employees before such an incident occurs and as needed thereafter.
9. Employers should not require HIV screening as part of general pre-employment or workplace medical examinations.
10. In those special occupational settings where there may be a significant risk of exposure to HIV (for example, in health care, where workers may be exposed to blood or blood products), employers should provide specific, ongoing education and training, as well as the necessary equipment and facilities to reinforce appropriate infection control procedures and ensure that they are implemented.

## SENATE

**TO: Members of the Faculty Senate**

**FROM: David P. Balamuth, Chair**

### Senate Nominations, 1989-90

1. In accordance with the requirements of Sec.11(b)(i) of the Senate Rules, official notice is hereby given of the Senate Nominating Committee's slate of nominees for the incoming Senate Officers. The nominees, all of whom have indicated their willingness to serve, are:

**Chair-elect:** Almarin Phillips (public policy & management)

**Secretary-elect:** Donald R. Brand (political science)

**At-large Members of the Senate Executive Committee (to serve a 3-year term beginning May, 1989):**

Terry L. Friesz (systems)

Daniel E. Ingberman (public policy & management)

William P. Reinhardt (chemistry)

James E. Wheeler (pathology/medicine)

**At-large Member of the Senate Executive Committee (to serve a 1-year term beginning May, 1989):**

Howard Lesnick (law)

**Assistant Professors of the Senate Executive Committee (to serve a 2-year term beginning May, 1989):**

Lois K. Evans (nursing)

Vijay Kumar (mechanical engineering)

**Senate Committee on Academic Freedom and Responsibility (to serve a 3-year term beginning May, 1989):**

Linda Aiken (nursing)

Vivianne T. Nachmias (anatomy/med)

Louise P. Shoemaker (social work)

**Senate Committee on Conduct (to serve a 2-year term beginning May, 1989):**

Kenneth D. George (education)

Ann E. Mayer (legal studies)

Sohrab Rabii (electrical engineering)

**Senate Committee on the Economic Status of the Faculty (to serve a 3-year term beginning May, 1989):**

Paul A. Tiffany (management)

Elizabeth Warren (law)

2. Again pursuant to the Senate Rules Sec. 11(b)(i) you are invited to submit "additional nominations, which shall be accomplished via petitions containing at least twenty-five valid names and the signed approval of the candidate. All such petitions must be received no later than fourteen days subsequent to the circulation of the nominees of the Nominating Committee. Nominations will automatically be closed fourteen days after circulation of the slate of the Nominating Committee." Pursuant to this provision, petitions must be received at the Faculty Senate Office, 15 College Hall/CO, by 5 p.m., Tuesday, March 14, 1989.

3. Under the same provision of the Senate Rules, if no additional nominations are received, the slate nominated by the Nominating Committee will be declared elected. Should additional nominations be received, an election will thereafter be held by mail ballot.

### Questionnaire Due March 17

A questionnaire on the faculty's role in governance is in the mail to all members of the standing faculty from the Senate Committee on Administration. If you have questions or have not received your copy by Thursday, March 9, 1989, please call Faculty Senate Staff Assistant Carolyn Burdon at Ext. 8-6943 to receive a copy. The deadline for replies is 5:00 p.m. Friday, March 17, 1989.

### Change of Banks

Effective March 1, the University is changing banks for its payroll and operating accounts. The checks issued by both Accounts Payable and Payroll will be drawn on Mellon Bank instead of First Pennsylvania Bank.

—Scott C. Lederman, Treasurer

Following is an exchange which began with a letter from the Graduate and Professional Student Assembly Executive Committee dated February 22 and sent to *Almanac* and the *Daily Pennsylvanian* as well as to the addressees, the President, Provost, VPUL, and the tripartite leadership of the Senate:

## Dissent on the Handling of a Judiciary Case

### From GAPSA Executive Committee

On February 1 GAPSA approved a resolution (below) expressing concerns about the appearance of a lack of impartiality in the handling of the Vincent Phaahla case. Unfortunately, to date we have not received a satisfactory response nor any explanation for the issues we raised.

First, we still have received no explanation for why Judicial Inquiry Officer Constance Goodman substituted a new complainant after a settlement was reached between the original complainant, Dr. Seymour Mandelbaum, and the respondent, Vincent Phaahla. This seems to us irregular, and leaves us with the impression that the JIO has exceeded her authority under the Code of Academic Integrity.

Second, there remains the appearance of a conflict of interest between one of the members of the hearing panel, Dr. Louis Girifalco, and the respondent. The contentious Open Expression case of spring 1986 involving Girifalco and Phaahla is a matter of public record. Yet Girifalco has declined to disqualify himself as a juror.

Far more troubling, however, is the failure of Judicial Administrator Dr. Ed Shils to remove the questionable juror. The JA is empowered to remove jurors when there is a reason-

able question of bias, in order to ensure a fair hearing. To tolerate the slightest hint of bias or conflict of interest compromises the jury. But in failing to remove Girifalco, the JA has fallen short of this ethical standard. This suggests a callous disregard for even the appearance of impartiality.

Moreover, we do not see how the interest of the University and the complainants are served by the insistence on keeping this appearance of bias and impropriety.

Indeed, some of us believe that Goodman and Shils have mishandled the case so badly that they should resign or be relieved of their positions.

Third, the failure of the JA to remove Girifalco from the jury points out a flaw in the judicial process itself. The JA is charged to remove jurors who may be biased or have a conflict of interest. But what recourse is there if the JA errs in judgment or fails to perform his duty in this regard?

Fourth, we note that the process for appealing a decision of the hearing panel is to go to the Executive Committee of the student's school. Yet, in this case, these are people closely tied to the complainant. Can the complainant sit in judgement of the fairness of the process that they initiated?

The Phaahla case raises disturbing questions about the judicial process itself. *For this reason, through a process of consultation with the Faculty Senate Executive Committee and the Steering Committee of the University Council, we will ask that a commission of inquiry investigate and review the matter.*

Finally, the flaws and difficulties that have come to light could affect any student, not only Vincent Phaahla. *To protect all students from potential abuses in the future, we also will ask that a special committee be established (yet again) to examine the student judicial process.*

—GAPSA Executive Committee

### Response of Administrators

We have received your letter dated February 22, 1989.

While we appreciate the sincerity of your concerns and believe that the judicial system can only benefit from continuing scrutiny, to initiate an investigation of an individual case while that case is being heard would grossly compromise the integrity of any judicial system. It would be premature at best to charge committees with investigating a specific case or the judicial process more broadly until the case is concluded.

Moreover, we have full confidence in the fairness and objectivity of the Judicial Administrator and the Judicial Inquiry Officer. We also have no reason to question the integrity and fairness of other participants in the process, including the members of the panel who are hearing the case. We refuse to prejudge the outcome of this hearing and appeal process and

feel that it must proceed to a conclusion under the existing rules of the Code of Academic Integrity.

—Sheldon Hackney, President  
—Michael Aiken, Provost  
—Kim M. Morrison, Vice Provost  
for University Life

### Senate Leaders' Response

This is in response to your letter of 22 February 1989 concerning the current proceedings under the Code of Academic Integrity against Vincent Phaahla. Having considered the statements in your letter, we continue to have no reason to doubt the integrity of the Judicial Administrator, the Judicial Inquiry Officer, or any member of the panel involved in the case. We believe that the case should be permitted to proceed under the established rules, and we are confident that the final conclusion will be fair. We feel very strongly that it is entirely inappropriate to discuss the matters you have raised within the context of a specific case which is under adjudication. Indeed, we believe very strongly that the actions taken by supporters of the defendant which have the appearance of attempting to try this case in public and through the news media under circumstances where the community cannot possibly know all the facts has been extremely counterproductive.

If, after the final disposition of all charges, including the appeal mechanism, evidence becomes available which is relevant to an inquiry into the University's procedures under the Code of Academic Integrity, we will consider that evidence carefully, and take appropriate action if necessary.

On the more general question of how we might contribute to improving the Student Judicial System and/or the Code of Academic Integrity, we stand ready to ask our colleagues in the Senate Executive Committee to discuss any proposals which may come forward. Any charge of a breach of academic integrity must be considered as extremely serious in our community of scholars, and we assure you that members of the faculty will give such a charge their most careful attention.

—F. Gerard Adams, Past Chair  
—David P. Balamuth, Chair  
—Robert E. Davies, Chair-elect

**Spring Break:** There is no *Almanac* scheduled for March 7, but staff will be on duty. For the March 14 issue, copy is due March 7.

## Almanac

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### GAPSA Resolution

February 1, 1989

We, the members of GAPSA, are disturbed by the appearance of a lack of fairness and impartiality in the handling of the Vincent Phaahla case.

First, a settlement was reached between Dr. Seymour Mandelbaum, the original complainant in the case, and the respondent, but this was ignored and thrown out by Ms. Connie Goodman, the Judicial Inquiry Officer.

Second, there has been a history of antagonism between the respondent and one of the members of the hearing panel, Dr. Louis Girifalco, dating back to an Open Expression case in 1986. Although the respondent has asked this juror to excuse himself from the case because of a conflict of interest, the juror has refused to do so. Moreover, Dr. Ed Shils, the Judicial Administrator, has also refused to remove this tainted juror.

Third, we note that these irregularities have caused Professor Ralph Smith, one of the advisors to the respondent, to resign in protest as an advisor.

Fourth, we are concerned that the confidentiality of the case appears to have been violated and may thereby prejudice the case. These irregularities undermine our confidence in the integrity and the impartiality of the University's judicial process, and we seek a public explanation of them.



## University Life Committee

As a matter of record, the membership of President's Committee on University Life is printed in full below, correcting the list that appeared in *Almanac* February 7.

The committee will produce recommendations on ways in which campus members and groups relate to each other, under a charge that appeared in *Almanac* December 13, 1988.

**Chair:** Dr. Drew Faust, Stanley J. Sheerr  
Professor of American Civilization

### For the Faculty:

Dr. Jere R. Behrman, William R. Kenan Professor of Economics;  
Dr. Renee C. Fox, Annenberg Professor of Social Sciences;  
Dr. Larry Gross, Professor of Communications  
Dr. Barbara Lowery, Professor of Nursing  
Dr. Robert F. Lucid, Professor of English  
Dr. Charles J. McMahon, Jr., Professor of Materials Science and Engineering  
Dr. William Powlis, Assistant Professor of Radiation Oncology  
Dr. Paul A. Tiffany, Assistant Professor of Management

### For the Students:

John Parker, GSAS  
Pamela J. Inglesby, Annenberg School  
Robert S. Tintner, College '89  
Samuel H. Thomas, III, College '91

### For the Staff:

Doris Cochran-Fikes, Alumni Relations  
Jeremy Brochin, Director, Hillel Foundation  
Rosalind Carter, Wharton Communications  
James Gray, Annenberg Library

### For the Alumni:

Dr. Michael Neiditch, College '68  
Penny Rubincam, Wharton '60

## Public Policy Initiatives Fund: Proposals By April

President Sheldon Hackney and Provost Michael T. Aiken announce the availability of the next round of grants supported by the Public Policy Initiatives Fund. The Fund is provided by the United Parcel Service Foundation through its joint advisory committee with the University of Pennsylvania, and is an important effort in enhancing the opportunity for public policy studies by our faculty.

From its inception in 1984, the Fund has awarded 45 grants totaling over \$200,000. The next set of awards, for Fiscal Year 1989, will again total \$40,000. Most of the past awards have been in the \$3,000 to \$7,000 range, with smaller requests being favored in order to provide seed money to a greater number of applicants. Preference generally is given to those who have not previously received support from the Fund.

Any member of the standing faculty is eligible to apply. Other members of the University community should seek collaboration with a member of the standing faculty. Proposals from emeritus professors also will be considered.

The requests must have a clear public policy focus and, if possible, should deal with the consequences of policy actions as well. Overseas projects need to have relevance to United States public policy issues or to the theory of policy formation and choices.

The requests may be for:

- preparation of a new course;
- development of research or other proposals for outside support;
- evaluation of a public program;
- exploration of a joint venture with local, state, national or international government agencies;
- other contributions to theoretical or practical aspects of public affairs.

Equipment and facilities are excluded.

Each proposal should consist of no more than five pages specifying the objective, the procedures and the anticipated results. Please indicate what other support has already been received and what is sought elsewhere. Include a budget and short bio or bios. An original and seven copies should be sent to the committee at 225 Van Pelt Library/6206 by April 17, 1989.

The committee's recommendations to the Provost for awarding the grants will be made promptly. The Provost is expected to inform recipients in early May.

### Advisory Committee:

Professor Renee C. Fox  
Professor William Hamilton  
Professor Martin Meyerson, *chair*  
Professor Jack Nagel  
Professor Hasan Ozbekhan  
Professor Curtis F. Reitz  
Professor Anita A. Summers

**Note from the Chair:** The availability of the \$40,000 was not determined until February 22 and therefore the schedule is tight. The Provost may rotate membership on the committee.

## COUNCIL

### Notice of Cancellation

The Steering Committee has cancelled the meeting of the Council scheduled for March 15 because there will not be any business ready for consideration by then. The diversity awareness program being planned by Dr. Morrisson's oversight committee has not yet been developed to a point which would warrant further discussion by the Council, beyond what was undertaken in the February meeting. The Steering Committee, however, believes that an open forum on sensitivity awareness at this time would have important educational value for the oversight committee, the Council, and the campus community.

The time and place which would have been used for the March 15 Council meeting is therefore being made available for a forum to be sponsored by the Undergraduate Assembly, organized with the assistance of the Vice Provost for University Life and her committee. There will be discussion and exploration of the issue of how best to develop tolerance in our behavior toward those whom we perceive as being different from ourselves. Council members are urged to attend the forum, to which the campus community will be invited, to be held on Wednesday, March 15, at 4:00 p.m. in Room 110 on the ground floor of the Annenberg School.

[Scheduled for publication March 14] are two proposed amendments to the by-laws which will be acted upon at the next meeting of the Council, to be held on April 12.

—Robert G. Lornedale, Secretary

## Apple Rebates at the Computer Connection

The Penn Book Store announces that Apple is offering up to 50% rebates at the Computer Connection on selected Apple peripherals when purchased with qualifying Macintosh system configurations. Savings depend on the number of qualifying systems purchased and the maximum rebate allowance for each system.

### Examples of Qualifying Systems:

	Rebate Allowance (\$):
SE with keyboard	150
SE HD20 with keyboard	200
SE HD40 with keyboard	250
MAC II	300
MAC IIX HD80	500

Examples of Qualifying Peripherals:	Suggested List Price (\$):	Total Rebate Allowance (\$):
ImageWriter II	595	300
LaserWriter NT	2,999	2,500
Apple Tape Backup	1,499	750
Apple 3.5 Drive	429	215
AppleFax Modem	699	350

To receive the rebate, Apple peripheral(s) must be purchased at the same time as the basic qualifying system. Apple will rebate up to the maximum rebate amount allowed with the qualifying CPU or half the Apple Suggested Retail Price of the purchased Apple peripheral(s), whichever amount is less. Purchases must be made between February 11 and March 31. For more details, call the Computer Connection at Ext. 8-3282, or speak with representatives from Apple Computers on March 9 and 10 at the Book Store.

**The Electronic Humanist** learns hands-on, starting March 14 with Intro to Database Concepts, 4-5 p.m. at CRC (Steinberg Center, Locust Walk facing the Book Store). Van Pelt Reference co-sponsors the series, which meets again March 28 (Online Searching), April 18 (Bibliographic Files) and May 2 (Networking) Faculty, grad students and grad assistants can attend any or all; **registration required**: Ext. 8-9085 or 8-8118.

## Reservations for HH, Irvine

The Facilities Office of Houston Hall/Irvine Auditorium will begin accepting reservations for programs and events for the fall of 1989 *March 15, 1989*. Applications received after *March 31* will be processed first-come first-served. (The 15-day period allows University organizations time to reserve space under Houston Hall guidelines before opening to the general public. Rehearsals and weekly club meetings should be scheduled on a monthly basis on the 15th of the previous month.)

Registration forms, and an additional form for those who expect alcohol to be present or to go past normal operating hours, are at Facilities/Student Life, 110 Houston Hall /6306(Ext.6535). Nancy Wright is coordinator.

## Department of Public Safety

This report contains tallies of Part I crimes, a listing of Part I crimes against persons, and summaries of Part I crime in the five busiest sectors on campus where two or more incidents were reported **between February 20 and February 26, 1989**.

**Total Crime: Crimes Against Persons-1, Burglaries-3, Thefts-23, Thefts of Auto-1, Attempted Thefts of Auto-1**

Date	Time Reported	Location	Incident
<b>Crimes Against Persons</b>			
02-19-89	7:11 PM	3600 Block Chestnut St.	Arrest/3 juvs./sex crimes/ indecent assault.
<b>36th St. to 37th St., Locust Walk to Walnut St.</b>			
02-22-89	6:31 PM	Annenberg Center	Wallet taken from dressing room.
02-23-89	10:54 AM	Annenberg Center	Money taken from jacket pocket.
02-23-89	11:45 AM	Phi Gamma Delta	Jacket taken while attending party.
02-23-89	9:58 PM	Annenberg Center	Money stolen from jacket.
02-24-89	11:15 PM	Phi Gamma Delta	Water cooler taken from basement.
<b>34th St. to 38th St., Civic Center to Hamilton Walk</b>			
02-21-89	4:10 PM	Johnson Pavilion	Unattended knapsack taken.
02-22-89	12:04 PM	Anatomy-Chemistry Wing	Cash taken from wallet in filing cabinet.
02-23-89	5:14 PM	Medical Ed. Bldg.	Secured bike taken from rack.
02-25-89	8:28 PM	Medical School	Wallet taken from jacket pocket.
<b>34th St. to 36th St., Locust Walk to Walnut St.</b>			
02-20-89	9:29 AM	Meyerson Hall	Wallet taken/recovered/minus cash.
02-25-89	10:19 AM	Van Pelt Library	Cash taken from file cabinet.
02-26-89	3:55 AM	Phi Kappa Sigma	Wallet taken from coat pocket.
<b>38th St. to 40th St., Baltimore Ave. to Spruce St.</b>			
02-22-89	12:57 PM	Veterinary School	Computer taken from room.
02-24-89	4:49 PM	Delta Kappa Epsilon	Money taken from coat pocket.
02-25-89	3:34 AM	Pi Kappa Alpha	Coat taken while attending party.
<b>36th St. to 38th St., Walnut St. to Market St.</b>			
02-21-89	11:01 AM	Nichols House	Buffer machine taken from closet.
02-21-89	1:08 PM	Gimbel Gym	Jacket taken from court area.
02-21-89	3:38 PM	Grad Tower B	Camera taken from desk.

**Safety Tip:** Help the University police prevent crime—see it, hear it, report it. Learn to remember descriptions of people, clothing worn, automobiles, which way they went.

## 18th Police District

Schuylkill River to 49th St., Market St. to Schuylkill/Woodland Ave.  
Reported crimes against persons from 12:01 a.m. 02-13-89 to 11:59 p.m. 02-19-89.

**Total: Crimes Against Persons-15, Aggravated Assault/hammer-1, Aggravated Assault/knife-3, Aggravated Assault/pipe-1, Purse Snatch-2, Rape-1, Robbery/gun-4, Robbery/knife-1, Robbery/strongarm-2, Arrests-1**

Date	Location/Time Reported	Offense/weapon	Arrest
02-13-89	3400 Civic Blvd., 2:36 AM	Aggravated Assault/knife	No
02-13-89	4500 Osage Ave., 11:40 PM	Rape	No
02-13-89	4000 Market St., 6:23 PM	Robbery/strongarm	No
02-13-89	32 S. 32nd St., 10:12 PM	Aggravated Assault/knife	No
02-14-89	3900 Ludlow Ave., 3:50 PM	Robbery/strongarm	No
02-14-89	119 S. 46th St., 10:02 PM	Aggravated Assault/knife	No
02-15-89	4800 Baltimore Ave., 2:50 AM	Robbery/gun	No
02-15-89	4300 Spruce St., 7:30 PM	Purse Snatch	No
02-15-89	4723 Walnut St., 8:50 PM	Robbery/knife	No
02-15-89	4400 Chestnut St., 9:30 PM	Purse Snatch	No
02-17-89	208 S. 40th St., 7:08 AM	Aggravated Assault/hammer	No
02-18-89	3417 Spruce St., 2:10 AM	Aggravated Assault/pipe	Yes
02-19-89	4700 Springfield Ave., 12:26 AM	Robbery/gun	No
02-19-89	510 S. 41st St., 1:51 AM	Robbery/gun	No
02-19-89	4100 Chester Ave., 7:50 PM	Robbery/gun	No

# Update

MARCH AT PENN

## Corrections to March Pullout

**Meeting:** The March 20 meeting of the Association of Women Faculty and Administrators featuring Demie Kurz on current research and policy on battered women, will be at 4 p.m., not 11:45 a.m., Franklin Room, Houston Hall.

**Talk:** The March 30 speaker in the Department of Biochemistry and Biophysics lecture series is Alan E. Senior of the University of Rochester and his topic is *Mutational Analysis of Escherichia coli F<sub>1</sub> ATPase*. The speaker prematurely announced, Steven G. Boxer of Stanford, will give his lecture on *Electrostatics and Dynamics in Recombinant Myoglobin* on April 20. Seminars in the series are given at noon in Room 404 Anatomy-Chemistry Building.

## CONFERENCE

**1 National Women of Color Day Luncheon;** women's history month event; noon, Penn Tower Hotel. Information: Ext. 8-4481.

## EXHIBITS

**10 Photographs and Photograms;** Opening reception for artist Helene Ryesky; 4-6 p.m. University City Science Center Art Gallery hours: weekdays 9 -5 p.m. *Through April 7*. (University City Science Center Art Gallery).

## ON STAGE

**14 Philomathean Poetry Reading;** Faculty Poetry Reading, 4 p.m., 4th floor College Hall (Philomathean Society).

## TALKS

**2 The Acetylcholine-Binding Site of the Nicotinic Receptor;** Stewart N. Abramson, department of pharmacology, University of California; noon, Suite 100-101, John Morgan Building (Department of Pharmacology).

**3 From Frog to Man: Discovery of a New Host Defense System;** Michael A. Zasloff; 4 p.m., Room 196A, John Morgan Building (Department of Pharmacology).

**6 Alterations in Muscarinic Receptors in Urinary Bladder Dysfunction;** Robert Levin, Department of urology; noon, Suite 100-101, John Morgan Building (Department of Pharmacology).

**13 Bio-Activation of Spironolactone: Consequences and Mechanisms;** Howard Colby, Philadelphia College of Pharmacy and Science; noon, Suite 100-101, John Morgan Building (Department of Pharmacology).

**Deadlines:** The deadline for the weekly update, normally running Thursday through Wednesday, is Monday a week before publication.