

Almanac

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ADAM GORDON

Encore: Dr. Dore

For the second year in a row, School of Social Work students have voted their award for Excellence in Teaching to Dr. Martha Morrison Dore, an assistant professor summed up as "an enthusiastic and innovative educator and scholar."

Canceling Corporate Diners Club

On May 31, 1989 the University will terminate its Corporate Card Agreement with Citi-corp Diners Club. On this date all University-sponsored Diners Club Corporate Charge Cards will be deemed invalid and all remaining University of Pennsylvania corporate accounts will be cancelled by Diners Club. The University will continue its Corporate Card agreement with American Express, introduced in October 1988. All full-time academic and administrative staff are eligible to apply for the Penn/American Express Corporate Card. For questions on corporate cards: Lyn Hutchings, Travel Administrator, Ext. 8-3307.

Irving Kravis Prize in Economics Teaching: Dr. Goldin, Dr. Rob

For the ninth year in a row the Economics Department has combined a major spring symposium with a celebration of teaching by the faculty and outstanding work by graduate and undergraduate students. The symposium this year featured economics and the family, and the awards included a new one which will be given annually in memory of Cyril Leung, the young Ph.D. candidate in economics who was killed in Clark Park last year. The awards and their winners:

The Irving Kravis Prizes for Distinction in Undergraduate Teaching, given in honor of the distinguished professor emeritus to tenured and untenured faculty chosen by students, went to Dr. Claudia Goldin (right), professor

Chairs: Dr. Abrahams, Folklore... Dr. Rook, Dermatology

Two new named professorships were filled for the first time this week as Dr. Roger Abrahams of Folklore and Folklife became the Hum Rosen Professor in SAS, and Dr. Alain Rook of Dermatology became the Albert M. Kligman Professor of Dermatology at Penn Med.

Rosen Professorship: Dr. Roger D. Abrahams is a distinguished and prolific graduate alumnus who came back to Penn in 1985, leaving the Alexander H. Kenan Professorship of Humanities and Anthropology at Claremont's Scripps and Pitzer Colleges to become professor of folklore and folklife here. A 1955 honors graduate of Swarthmore, he took his M.A. with honors at Columbia in 1959 and his Ph.D. in literature and folklore at Penn in 1961.

Dr. Abrams started his teaching career in English in 1960 at the University of Texas, where he rose to professor in the departments of English and anthropology by 1969. He was associate director of Center for Intercultural Studies in Folklore and Oral History at Texas (1968-70) and chair of the English department from 1974 until he moved to The Claremont Colleges in 1979.

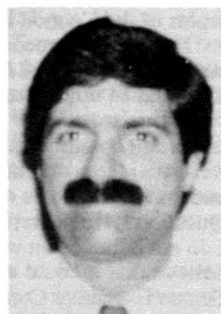
Among his 19 books and monographs are explorations of riddle, rhyme, song and speech summing up widely diverse cultures. One overarching book he edited (with Rudolph C. Troike) is called *Language and Cultural Diversity* (Prentice-Hall 1972). He has done two collections of African folktales for Pantheon, and other works on Afro-American narrative and speech, Anglo-American folksong, the West Indian man-of-words figure; dictionaries of counting rhymes and jump-rope rhymes; and, for Helsinki's Academia Scientiarum Fennica, edited a volume called *Between the Living and the Dead: Riddles Which Tell Stories* (1980). In press now is *When I Was Young, I Could Sing*

of economics, and Dr. Rafael Rob (below right), assistant professor of economics.

(more at HONORS, p. 7)



Dr. Abrahams



Dr. Rook

a Song: *Almeda Riddle's Life and Songs*, edited with Deborah Kodish.

A John Simon Guggenheim Fellow and former president of the American Folklore Society, Dr. Abrahams has also been a Phi Beta Kappa Visiting Scholar and won the 1983 Faculty Recognition Award of Scripps College in 1983, among other honors.

The Hum Rosen Professorship is endowed by George and Diane Weiss, who named it for the neighboring Connecticut alumnus Herman Rosen in recognition of his recruiting and support of Penn undergraduates over the years.

Kligman Chair: Dr. Alain H. Rook, director of Penn's Extracorporeal Photopheresis Program and lecturer in dermatology, is a nationally recognized immunologist most recently known for pioneering in the use of new treatment for cutaneous T-cell lymphomas and clercoderma. A 1971 graduate of Brandeis, he took his M.D. from Michigan in 1975 and an internship and residency at McGill. He was a senior investigator at NIH before joining Penn in 1986 as a resident and lecturer. In 1987 he was named director of the Extracorporeal Photopheresis Program at HUP.

Dr. Rook directs students and resident staff in the care of mycosis fungoides and autoimmune disease patients on the photopheresis service (in addition to being principal investigator on four grants last year), and has published over 60 papers to date.

The new Albert M. Kligman Chair in Dermatology is a term chair funded in large measure from Dr. Kligman's royalties on the sale of topical retinoic acid, according to Dermatology Department Chair Dr. Gerald Lazerus. "Dr. Kligman assigned substantial royalties to the Department of Dermatology in 1976 as a token of his gratitude to the University as a tangible commitment to the future of dermatological research and training." In setting up the chair Dr. Kligman asked that the holder be a young clinical investigative dermatologist.

SENATE From the Chair

Voting on the Faculty Role in Council

On this page is the information that was sent last week to all members of the Faculty Senate by the Past Chair, David Balamuth, as part of a mail ballot on the future role of the faculty in the University Council. The ballot itself is not reproduced, but the questions as stated on the ballot appear in conjunction with the *pros* and *cons* prepared by Professor Balamuth.

It is interesting in relation to Question 1 that a similar study was published ten years ago, at a time when questions had arisen about the continuation of the Council "in the light of the widely expressed doubts about its usefulness." So that people may learn, or be reminded of, some of the relevant aspects of past history, I have asked *Almanac* to reprint, in the pages that follow, the February 1979 report of the Council Review Committee chaired by Peter Conn.

The principal recommendation of the 1979 committee was that *the University Council be maintained* (italics the committee's). Virtually all of the 14 other recommendations were subsequently accepted.

My personal view is that over the years Council and its many important committees have served the University well. Since I believe as a matter of principle that most organizations can be improved and that all should be reviewed periodically, I intend to vote "yes" to Question 1. However, I intend to vote "no" on Questions 2 and 3 since I do not believe that we should withdraw from the Council nor do I believe that it could continue to exist without the members of the Senate Executive Committee.

Once again I urge all members of the Senate to think carefully and vote on these three important questions. Please note that ballots are due no later than 5 p.m. on Friday, June 30, in the white envelope provided. Late ballots will not be counted.

Robert E. Davies

To: Members of the Faculty Senate
From: David P. Balamuth, Past Chair
Date: May 9, 1989
Subject: Mail Ballot on future role of the faculty in University Council

During the current academic year the Senate Executive Committee has discussed several proposals for changing the relationship of the faculty to the University Council. This matter was also discussed extensively at the plenary meeting of the Faculty Senate on April 26, 1989. Prior to the plenary meeting, SEC had determined that the faculty's wishes in this matter be decided by a mail ballot of the standing faculty. The rules of the Faculty Senate require that any mail ballot be accompanied by "explanatory material sufficient to permit an informed vote" (Sec. 8, Rules of the Faculty Senate). In conformity with this rule, the following material is offered for your consideration.

The University Council is described in the Statutes of the Trustees of the University of Pennsylvania (as amended 19 June 1987) Article 8. The relevant description is included herein as Attachment 1. The discussion this year has focussed on two specific problems. The first is the perception that meetings of the University Council have not been conducted in a way which is conducive to the orderly and collegial exchange of views. The second problem has been the historically low rate of faculty attendance. In the view of those who consider this problem to be serious, decisions of the Council have the appearance of being the product of deliberate consideration by the faculty when in fact this review has not taken place. It has also been argued that the consideration of certain controversial matters by the University Council has pre-empted their discussion by the Senate Executive Committee. In response it can be noted that SEC and other Senate committees have often devoted considerable time to the consideration of matters which are also before the University Council. These have included harassment policy and the proposed diversity education program. It should also be noted that most of the participants in this debate seem to feel that on balance the working committees of the University Council play a constructive role in the governance of the University. A vote by the faculty to withdraw from the Council need not prevent continued faculty participation in the work of Council committees. [Note: Additional discussion of matters relating to this dispute has appeared in *Almanac* on April 4 and April 11, 1989, to which interested faculty members are referred for further information.]

(continued next column)

The following arguments refer to Questions 1, 2, and 3 on the accompanying ballot. Note that Questions 2 and 3 on this ballot would, if passed, require a change in the rules of the Faculty Senate and a request to the Trustees to amend the Statutes (Article 8.1). If either or both of these questions is approved by the faculty, the Senate Executive Committee will initiate the required procedures for a rules change in the Fall.

Questions from the Ballot, Combined with Pros and Cons

Question 1 A faculty committee shall be appointed by the Senate Executive Committee and charged with drafting proposals designed to improve the University Council. The committee shall be asked to report its recommendations by February 1, 1989

PRO: Very few people involved in the current debate have defended the current conduct of meetings of the University Council. A careful study by a group of responsible faculty members will almost certainly produce constructive suggestions for change. The continued existence of a forum where faculty, students, administrators, and staff can discuss matters of wide interest is essential to the well-being of the University.

CON: The proposal is unresponsive to the main issue. Recent historical experience demonstrates that the problems with the University Council are not subject to procedural reform, but rather require more radical changes. There is no reason why advice can not be provided to the University administration by representatives of separate constituency groups such as faculty and students.

Question 2 The members of the Senate Executive Committee shall withdraw from the University Council at the end of the 1989-90 academic year unless the Senate Executive Committee determines, by a formal vote to be taken no earlier than the March meeting, that continued participation in the University Council serves the interests of the faculty.

PRO: For any kind of reform to succeed there needs to be an effective mechanism to ensure that the proposed reforms are acceptable. Approval of this proposal will force SEC to make a decision regarding continued faculty participation in the University Council at a time when any proposed suggestions for reform will be known. The existence of this requirement may also serve as an important stimulant to any group which is considering possible reforms of the Council.

CON: The continued existence of the University Council should be accepted as given. The faculty should not vote for a proposal which contemplates the abolition of a forum where the views of all constituency groups can be heard and discussed.

Question 3 The members of the Senate Executive Committee shall withdraw from the University Council at the end of the 1989-90 academic year unless the average number of voting SEC members actually attending Council meetings during the 1989-90 academic year is at least 23.

PRO: The low attendance of faculty members at meetings of the University Council is inconsistent with the assertion that the Council is an important forum. The faculty should force its representatives either to attend the meetings of the Council or give up the statement that the Council is important. Note that if half of the members of SEC believe that the Council serves a worthwhile purpose they can ensure that it continues by attending the meetings next year.

CON: The continued existence of a forum like the University Council is too important to be decided by a mechanical attendance formula. Faculty representatives have an obligation to attend Council meetings. The Faculty Senate leadership should work to see that a wider variety of issues of genuine concern to a broad majority of both faculty and students are brought before the Council for reasoned consideration.

Attachment 1: From the Statutes of the Trustees (amended 6/19/87)

Article 8: University Governance

8.1 There shall be a University Council, composed of representatives of the faculty, the student body, the University administration, and the administrative staff. It shall consider the activities of the University broadly in all of its phases, with particular attention to its educational objectives and those matters that affect the common interests of all faculty and students. It shall recommend general policies and otherwise advise the President, the Provost, and other officers of the University.

8.2 The University Council shall adopt rules governing its organization and procedures.

8.3 There shall be a Faculty Senate composed of members of the Standing Faculty and the Standing Faculty-Clinician Educators holding the rank of professor, associate professor, or assistant professor. The Senate shall provide opportunity for its members to discuss and express their views upon any matter that they deem to be of general interest to the faculty, and to make recommendations and pass resolutions with respect thereto. It shall have power to make recommendations directly to the President, the Provost, and the Trustees, and to request reports from the University administration.

8.4 The Faculty Senate shall adopt rules governing its organization and procedures.

8.5 There shall be an Undergraduate Assembly and a Graduate and Professional Student Assembly. These assemblies shall provide the opportunity for their members to discuss and express their views upon any matter they deem to be of general University interest, and to make recommendations and pass resolutions with respect thereto. In addition, they shall have power to make recommendations directly to the President, the Provost, and the Trustees and request reports from the University administration.

8.6 The Undergraduate Assembly and the Graduate and Professional Student Assembly shall adopt rules governing their organizations and procedures.

February 1979

Report of the Committee to Review University Council

The Council Review Committee, chaired by Peter Conn, will present its report at the February 28 meeting of Council.

I. Background

According to its bylaws, the University Council "exists to discuss and formulate for recommendation to the president general policies of the University which may affect its educational objectives by consultation among elected representatives of the faculty at large, administrative officers and elected representatives of the undergraduate and graduate-professional students."

Because of widely perceived weaknesses in the Council's functioning, plans to assess its effectiveness have been discussed for many months. Prior to the March 1978 sit-in and its aftermath, the Steering Committee appointed an ad hoc committee consisting of Ms. Claire Koegler, Senate Chairman Irving Kravis and Provost Eliot Stellar, whose task was to appoint a Council study committee and to formulate its charge. The student sit-in, the Faculty Senate meeting of April 1978 and other events of the spring persuaded the Steering Committee that the Council review was especially timely. Therefore, on May 10, Provost Stellar, writing on behalf of Ms. Koegler, Professor Kravis, President Meyerson and himself, invited a number of faculty, students and representatives of other constituencies to join the Council Review Committee. The charge to this committee reads:

The purpose of the committee is to reassess the role of University Council in the light of the widely expressed doubts about its usefulness. This requires a reexamination of the functions it is intended to serve and the efficacy with which it accomplishes its purposes. Account should be taken of recent events in which two important constituencies—students and faculty—did not use Council mechanisms in matters affecting the governance of the University.

More or less simultaneously, but as a direct consequence of the sit-in, the president convened a new Task Force on University Governance. Because of the probable intersections between the work of the task force and that of the Council Review Committee, it was decided that the chairman of the Council committee should also serve as a member of the task force.

By way of informing itself about the issues involved, the committee solicited the views of the campus community at large. In addition, the committee's chairman was instructed to interview a large number of faculty and administrators to obtain their information and opinions.

II. Assessment

A. The Problems

The committee began by attempting to specify and clarify the causes that are felt to have inhibited Council's work. There is widely felt frustration about the efficacy of Council's advisory role. Among the sources of this frustration is the administration's perceived failure to ask Council for advice in a systematic and timely manner. There is, furthermore, confusion about the relationship between University Council and the rest of the machinery of governance.

A good many observers feel that Council will at best reflect and at worst exacerbate polarities between constituencies. A different risk consists in the possibility that Council's advice—especially when its advice comes in the form of a vote—dilutes the opinions of the individual constituencies. And following from that is the additional likelihood that controversial issues, whether substantive or trivial, will lead to impasse. Some observers detect a collective fixation on the *process* of decision making (and an excessive concern with parliamentary procedures).

Council's representatives are not closely enough connected with the constituencies they represent. Similarly, too large a distance separates Council from its own committee system. Those committees in turn exhibit a hugely various effectiveness, depending to too large an extent on the idiosyncratic talents of chairpersons.

Finally, the size of Council elicits some complaint (most witnesses considering it too large, with a handful judging it too small).

It should perhaps be pointed out that many of these problems will recur in any governance system that is widely but only intermittently participatory. In his recent book, *New Structures of Campus Power*, John D. Millett describes the results of his national survey of campus governance systems. Referring to assemblies resembling University Council, Millett draws the following, rather gloomy conclusions:

- Campus-wide governance has demonstrated only a very limited interest in reviewing program objectives. Campus-wide governance has had almost no impact upon the determination of program objectives in instruction, research, public service, hospital operations or student financial aid.
- Campus-wide governance has been utterly ineffective in clarifying budget priorities.
- Campus-wide governance has rarely undertaken to discuss, much less to evaluate, program accomplishment.
- Campus-wide governance has had no visible impact upon the generation of additional income for financing the programs of colleges and universities.
- Campus-wide governance has played no role in relieving the particular campus tensions that helped to spark dissent and disruption in the 1960s.

Millett concludes: "I believe it may be said that campus organization for decision making became dysfunctional in the early 1960s because it had failed to clarify faculty power and had lost acceptability on the part of some articulate and determined students. The new arrangements of the 1960s responded to these failures but at the sacrifice of effectiveness, the most important criterion of all."

Much of what Professor Millett claims to have discovered about the deficiencies of campus governance throughout the United States resembles more or less closely the particular complaints voiced about our University Council. Millett's findings may not provide much consolation beyond the suggestion that other universities have had as much difficulty in dealing with these matters as has Pennsylvania.

Taken at their most fundamental level, the problems that impede the effectiveness of University Council appear to involve a conflict between information and judgment. Council is not well equipped, by virtue of its size, its pattern of infrequent meetings, the immense and often quite technical difficulty of the problems it confronts, the heterogeneity of its membership and the apparent gulf between the parent body and its committees, to deal with its own agenda in a manner that is at once expeditious, well-informed and coherent.

B. Strengths

Council's problems are evidently many and real. Its strengths, however, are equally real; the committee wants to emphasize some of them. For one thing, Council provides the most visible and regular opportunities for discussion, questions and debate between the University's administration, in particular the president and provost, and representatives of all the constituencies. Perhaps most valuably, Council provides an opportunity for its members to elicit detailed information from the administration and to hold

administrators accountable for their decisions. We offer specific recommendations below designed to enhance the quality of these discussions. Whether those recommendations are adopted or not, however, the committee believes that this uninhibited and unprogrammed interchange provides a most valuable community service.

Also, awkward as its discussions often are, the Council affords the most substantial opportunity for the exchange of opinion and for debate among the several constituencies. There resides a special value in the bargaining that goes on publicly across constituency boundaries.

Furthermore, what we might call the aggregated knowledge of all the Council members provides an immense resource (at least potentially). The diverse experiences and perspectives arrayed around the Council table are unmatched by any other University gathering. The committee feels that organizing and exploiting this rich resource more effectively is far preferable to dismantling it.

Finally, while the issues on which it deliberates ought to be selected with care, Council has a central role to play in the formulation of University policy. The advice it offers the president will take many forms, from the disposition of its committee reports, to formal votes on formal resolutions, to the unrehearsed ideas, suggestions, objections that are raised in Council debate.

III. Recommendations

After assessing Council's weaknesses and strengths, the committee decided that the real and potential advantages of a continued Council significantly outweigh the disadvantages. The subsequent discussion here is therefore grounded upon this committee's principal recommendation: *that the University Council be maintained.*

Although complaints about Council far outnumber compliments, the majority of the committee's members, as well as the majority of those colleagues who gave their views to the committee, feel that a body either identical to or closely resembling the present Council is a most useful part of the University's structure of governance. The specific proposals offered below will, if implemented, substantially alter the shape and function of Council. Nonetheless, the altered Council would share with the present one this basic, two-fold purpose: to provide a forum for the widest possible discussion of issues confronting the campus community as a whole; and to advise the president.

In order that Council address itself to its purposes with more dispatch, the following issues require attention: the committee system must be improved; the committees must be more precisely monitored and they must be linked more closely to Council; the University community must be kept better informed of Council's activities, both regarding what has already taken place and what is about to occur; the connections between Council and other deliberative bodies must be clarified (this is an especially pressing problem in the case of the Senate Advisory Committee); the Council agenda must be more shrewdly established, so that it makes the most productive use of the 15 or so hours per year devoted to Council meetings. In short, the problems itemized in Section II of this report must be faced and solved.

The committee recommends the following specific changes in the Council's structure and operations:

1. The committee urges that the elected faculty constituency representatives to Council meet on a regular (perhaps monthly) basis with the Senate Advisory Committee. In this way, the Senate leadership and the Council will be brought closer together, and the faculty voice will be made more coherent.

2. We endorse the recommendation of the Task Force on Governance that student and faculty liaison members be added to several standing trustee committees. When appropriate student and faculty nominees should be selected from current and former members of Council committees whose jurisdictions overlap those of trustee committees.

3. Council must be large enough to provide meaningful access to representatives from all the constituencies. At the same time,

Council must be small enough to permit at least the opportunity for orderly and informative discussion. While there is surely no single "right" formula, the committee believes that Council's current size approximates a sensible balance. The committee recommends therefore that Council's size not be changed.

4. The Steering Committee ought to meet during the summer to formulate the basic, long-range agenda for Council for the coming year. To a considerable, though always limited, extent, careful advance planning ought to be able to identify some of the issues which, while not at the stage of crisis, are of critical importance to the University. Many such issues, needless to say, are perennial: admissions, Commonwealth relations, intercollegiate athletics, the minority presence, financial planning, governance and matters of educational philosophy. Some of this summer planning will of course eventuate in specific charges to standing committees. Other matters may require the creation of ad hoc arrangements. To undertake such planning effectively, the Steering Committee would have to meet for a considerable period—perhaps one or two entire Saturdays.

Committees, then, ought not to be routinely activated. Indeed, as a general principle, committees ought to be regarded as "stand-by," and ought only to respond to matters of significance. Normally, the Steering Committee, in consultation with each committee chairperson, will decide as part of its summer planning whether a committee has some substantial task to perform. Less typically, a committee will itself identify a significant issue to which it feels it ought to direct its attention. The chairperson of such a committee will propose that assignment to the Steering Committee, which will give great weight to the proposal in deciding upon a charge for that committee. In either case, as suggested above, committees that are to be activated should receive their specific charges from the Steering Committee by no later than the end of September, and preferably by the end of the summer. Since they will derive from the Steering Committee's efforts to plan the Council's annual work, all committee reports will automatically be incorporated into the agenda at some point in the year.

No amount of planning, however thoughtful or detailed, will be able to predict all the issues that will, for one reason or another, emerge during each year and require Council consideration. Having established the annual agenda, therefore, the Steering Committee will expect that a sizeable portion of the items actually to be taken up at each meeting will be additions to its advance plans. Especially in the case of such items, it is the Steering Committee's major responsibility to find the difficult balance that will permit Council to make a response that is timely but at the same time reasonably well-informed.

5. At the monthly Steering Committee meetings, the president and provost should discuss their forthcoming Council reports. This will give the members of the Steering Committee an opportunity to propose the addition to those reports of topics that are likely to be of concern to the Council membership as a whole.

6. *Almanac* should be encouraged to provide improved communication between the Council and the University community. *Almanac* might, for example, carry a detailed agenda for each forthcoming Council meeting. When it is feasible, brief statements of information or opinion relating to certain items might also be published. These announcements should conclude with an explicit request for comment from all members of the University community.

7. The Steering Committee should publish an annual report to the University community. This report, to be published early in the academic year, should include a review of the previous year's Council deliberations (highlighting both significant discussions and the formal votes taken on matters of substance) and a survey of major issues to be taken up by Council during the coming year. Many of those issues will, of course, have taken the preliminary form of charges to Council committees (cf., recommendation #4); those charges, then, will be part of the annual report.

8. One representative of the A-3 Assembly should be added to the Council membership. This member would replace the current

A-3 observer. In addition, Council bylaws should be changed to add A-3 representatives to the Committee on Open Expression and Committee on Recreation and Intercollegiate Athletics. An A-3 representative ought to attend meetings of the Committee on Committees as warranted, and, when the Steering Committee consults constituencies in appointing ad hoc committees, it should consult with all appropriate constituencies.

9. The Council moderator should be made an official observer of the Steering Committee.

10. Because of the nature of its association with the administration, the Council Committee on Facilities ought to be redefined as an operating committee.

The work of the Senate Committee on the Faculty makes that of the Council Committee on Faculty Affairs generally redundant. Therefore, the Council committee should be abolished.

11. Whenever possible, chairpersons of standing committees ought to be selected from among members of Council. Chairpersons who are not Council members should continue to be invited to attend Council meetings.

12. Each member of Council ought to serve on at least one Council committee. At the very least, all committees ought to include at least one Council member.

13. Terms of service of up to half the members of each committee should be increased to three years.

14. All standing and ad hoc committees should be monitored by the Committee on Committees, on behalf of the Steering Committee, to assess their continuing usefulness. The Steering Committee should not be reluctant to abolish a committee which no longer seems necessary.

The scope and intentions of these recommendations are modest. A number of fundamental tensions are built inescapably into any deliberative mechanism based upon the assumptions underlying University Council. To begin with, student and faculty members of Council have other, preemptive concerns, and therefore do and ought to dedicate only part of their time to University governance. But this perfectly appropriate arrangement means inevitably that faculty and students will generally be unable to inform themselves in detail about the annual Council agenda.

A second cause of the inescapable tensions that will continue to trouble Council derives from the advisory nature of Council's resolutions. A precarious balance maintains between the president's statutory independence and the views of his or her constituents, as they are distilled through Council and other bodies. This is not a problem to be "solved," cleverly or otherwise, but a permanent fact of educational and political life at this university. The best the participants can do is deal with it candidly, maturely and in good faith. Council will not wisely insist on legislative prerogatives that do not belong to it. But, on the other side, the president will not systematically neglect Council's views. (Equally important, when the president does reject the advice of Council, he or she ought to make explicitly clear why.) And it must be emphasized that Council is often not the only source of advice to the president or even, on some questions (e.g., tenure), the primary one. Since the Council and such other bodies as the Faculty Senate are desirably independent of each other, their advice may differ and even conflict. Thus, accepting some of the advice he or she receives may perforce require the president to reject other advice.

No amount of procedural tinkering is going to eliminate many of the most basic sources of the discontent that Council's thoughtful observers have so abundantly documented. At the same time, this committee believes that Council will have a vital and continuing part to play in University governance, and that it can be made to do so with enhanced efficiency. The specific recommendations enumerated above are offered toward that end and in that spirit.

Council Review Committee

Ralph D. Amado (resigned December 12, 1978)

Steven C. Batterman

Michael Cohen

Peter Conn (chair)

Joseph F. Kane

Diane Kasrel

Claire Koegler

Barbara J. Lowery

James L. Malone

Janis I. Somerville

End of REPRINT from Almanac February 27, 1979

Council at Year's End 1989: Steering Committee Election...International Students

At its final meeting of 1988-89, the University Council elected four faculty members and two students to next year's Steering Committee; passed a by-laws change on membership on the Communications Committee (to be published); voted a resolution of appreciation to Council Secretary Robert G. Lorndale; and discussed the report on international students' concerns that appeared in *Almanac* May 2.

Steering: In the turnover meeting, where new and continuing members vote on Steering Committee nominations, Council elected four faculty members—Dr. F. Gerard Adams of economics and finance, Dr. Larry Gross of communications, Dr. Noam Lior of mechanical engineering, and Dr. Lorraine R. Tulman of nursing. They also elected undergraduate Duchess Harris, C'91, and graduate student Pamela J. Inglesby, ASC.

International Students: After the joint report of the International Programs Committee and Student Affairs Committee was summarized by the respective chairs, Dr. Benjamin Gebhart and Dr. Catherine Schifter, many commended the report and there were mostly friendly suggestions, such as Dr. Noam Lior's urging that the emergency loan fund of \$8000 be increased. Dr. Oliver Williams questioned the bounds of the "advocacy" recommended in the report; Dr. Gebhart said the function had evolved

into something closer to advising as the committees' work progressed. On a point not raised in the report but brought to the floor—a pending state bill that would specify English proficiency for TAs—Provost Michael Aiken responded that Penn has its own tests for mastery in SAS and Wharton, where most TAs are lodged, and has urged that any legislation let each institution decide its own tests.

Reports: The opening session devoted to reports by the President, Provost and heads of Senate, GAPSA and the UA had as its common denominator words of appreciation for Robert G. Lorndale, who retires from Penn in September and was recording Council proceedings for the last time. Applause followed the tributes and Dr. David Balamuth's motion of appreciation. A reception was held in Mr. Lorndale's honor following the meeting.

For Senate, Dr. Davies alerted Council to the forthcoming mail ballot on the faculty's future role in Council (see page 2). In connection with the federal uncapping of retirement age, he reported that Senate has received 120 replies to a Senate Committee on the Faculty questionnaire sent to 213 faculty members in a position to make such a decision. Results of the analysis now in progress will be used to advise the special committee appointed by the President and Provost.

In his final appearance as GAPSA Chair, Vincent Phaahla gave a summary of the year's activities which includes a new special report on minorities. UA's incoming chair, Benjamin Karsh, said the fall agenda includes a new study focusing on the University's effects on social life, and a study of residence codes.

In the Q & A that followed, Provost Aiken responded to questions about increasing the recruitment of minority faculty and graduate students by expanding on the study which compares new faculty hires to available pools (*Almanac* May 2). Penn had 47 minority faculty at the beginning of the year and now has 48, with five to arrive in the coming year but one potentially to be lost—for a total 52 or 53 next year, on a faculty of 1800. To a charge that some schools have no minority faculty he responded that two do not—GSFA and SEAS—but, pointing to shortages in the pipeline, he said that aside from faculty recruiting there is a major job to be done in increasing Ph.D.s.

Mark Weiner of Medical Student Government said students objected to the process by which the deanship and vice presidency were combined. He praised former Dean Stemmler's openness to students, urged the same for Acting Dean Asbury, and asked the President to see that the new "local deans" (deputy deans) have clearly delineated roles.

Speaking Out

Supervising Research(ers)

Recently at a major research university, a committee investigating suspected fraud by a member of a multidisciplinary research team concluded that surveillance could be considered an element in assigning responsibility. In this particular case, a principal investigator was said to have failed to exercise sufficient supervision over the work of an independent senior collaborator conducting research in the collaborator's own field of expertise, which was different from that of the principal investigator. As a result, this principal investigator was held responsible, along with his colleague, for the intentional presentation by the colleague of misleading data and conclusions.

If this conclusion by an official body of a university is allowed to go unchallenged, it will, in my view, create havoc with the time-honored and time-tested standards of scientific ethics and morality upon which the ordinary conduct of research is based. Any attempt to introduce surveillance of the work of one scientist by another, senior or otherwise, will make modern basic research actually impossible. Surveillance and checking into the integrity of one scientist by another is both unthinkable and unmanageable.

Cooperative scientific research is based on mutual confidence and respect; it cannot be tainted by suspicions as to a colleague's honesty and integrity, without irreparably damaging the cooperative relation. Not only does the concept of scientific surveillance amongst co-workers contradict the basic notion of faith in the integrity of scientists and of the scientific method upon which research depends, it automatically puts in jeopardy new scientific findings and can even cast doubt on all but the least controversial established findings. The entire edifice of science is based on the integrity of the scientist and the automatic process of direct and indirect verification present in science. In the research laboratory, surveillance of scientific results is a grotesque anachronism which would lead not only to conflict and disruption but could equally well result in thought control by supervisors and seniors.

Alongside these broad ethical considerations, supervision and surveillance, whether merited or not, are both impractical and inefficient. First of all, in the multidisciplinary laboratory, the supervisor may have no detailed mastery of the specialty field of a colleague and of the appropriate procedures or theory. How then is surveillance and checking of results to take place? How is the "supervisor" to guarantee the integrity of the colleague in reporting or in interpreting his/her data? Secondly, any supervisor who introduces the idea of checking on the integrity of a co-worker will shortly face the loss of his honest co-workers, while a co-worker seeking to pro-

ceed fraudulently will simply conceal the unwanted data, supply selected data and/or invent data as needed. Even in the case of graduate students, supervision is meant to assist students not to trap them; again, a faculty member who came to be known for his distrust of the honesty of students would find it increasingly difficult to recruit any students. What of collaborators in distant laboratories working on separate parts of a program requiring very different disciplines? What depth of information shall they exchange; should this cover what might be reams of original records? Should they meet at some mid-point and set up mutual surveillance? In the same vein, there is the problem of work conducted while you are away on sabbatical; when the paper and data are submitted to you and you find all in good order, would not supervision require that you call for the original notebooks to check on the honesty of your coauthors? (What would you do to exercise this supervision; postpone publication until you return, have the books sent to you thousands of miles away, make a flying trip home?) When the reviewer for a journal reviews this paper, he/she is required to critique it in a scholarly fashion and even if he/she doubts the data, he/she can neither request your original notebooks nor impugn your integrity. If these are the standards for peer review for publication, how can one justify more restrictive, inquisitorial standards required for supervision? From these examples, it must be clear that where fraud or dishonesty are intended, supervision cannot be effective and where work is honestly recorded and reported, as is normally the case, supervision is both unnecessary and undesirable.

The ethics and morality which are required in research are a continuum regardless of discipline or location and this continuum is the guarantee of scholarship. There is and can be no other guarantee than the integrity of the scholar, whether a historian, a biologist or a musicologist. Does a history professor check the appropriateness and accuracy of every reference or quote in a Ph.D. thesis? If five years later another scholar picks up evidence of plagiarism in this thesis, will the first scholar then be reprimanded as being irresponsible?

The criteria of scholarship do not include the concept of "scholarly surveillance", a patent contradiction in terms, implying elements of secrecy and deception which are alien to scholarship and research. For a committee to promulgate such a criteria is a serious disservice to the scientists and scholars and can only be damaging to all concerned. In the final analysis, surveillance is an anathema to the spirit of open, creative inquiry and represents a very serious threat to academic freedom and the integrity of science.

—Robert J. Rutman, Professor Emeritus,
Biochem/Animal Biology/Vet

HERS Institute: Deadline May 19

There are two openings for Penn women administrators and/or faculty members interested in administrative careers to attend the Summer Institute for Women in Higher Education Administration co-sponsored by HERS Mid-America and Bryn Mawr College. Held at Bryn Mawr July 2-27, the program includes sessions on academic governance, finance and budgeting, management skills and information technology. A unique aspect is the Institute's commitment to professional development not only in the program but in networking later.

Only nonresidential openings remain. Tuition, materials, computer time, and meals for Penn's two participants will be funded by the Office of the Senior Vice President. Interested candidates should call Dr. Phoebe Leboy at Ext. 8-8933 or Linda Wiedmann at Ext. 8-7451 by May 19 for forms.

NIH/FDA Conference June 15-16

The Changing Times: Current Issues and Problems for the Protection of Human Subjects in Biomedical and Behavioral Research, a conference sponsored by the National Institute of Health and the U.S. Food and Drug Administration and co-sponsored by the University, will be held at Penn Tower Hotel June 15-16. The program addresses ethical, legal, legislative, regulatory, political and practical issues concerning the rights and welfare of human subjects who participate in biomedical and behavioral research. Its objective is to provide a forum for informing those involved in such research about the procedures governed by Federal Regulation and Institutional policy.

A fee of \$75 covers meetings, conference materials, breakfasts, luncheons, refreshments and reception. To register: Ruth Clark, Office of Research Administration, Ext. 8-2614.

Humanities Proposals: September 8

Each year the Humanities Coordinating Committee of the School of Arts and Sciences dispenses funds to make possible Faculty Seminars in the Humanities. Funding requests for 1989-90 are now invited. Preference will be given to new seminars and to groups that do not have access to other sources of funding. These funds are not meant to replace or supplement normal budgets for departmental colloquia.

To qualify, each application should include: 1) a description of the seminar's purpose and how it is both interdisciplinary and humanistic; 2) a list of faculty participants; 3) an outline of the proposed program for 1989-90; 4) a statement on any other funding sources (and amounts) available to the seminar.

Please note that a detailed budget proposal is not required. Rather, the available funds will be divided evenly among those seminars that are approved. Judging from past years, allocations are anticipated to fall in the range of \$500 to \$700 per seminar. Funds are normally for payment of honoraria and travel expenses for outside speakers, refreshments following lectures, and related publicity costs.

Proposals should be received in 16 College Hall/6378 (Graduate Division of Arts and Sciences) by Friday, September 8, 1989. Questions: Maggie Morris, Ext. 8-4940.

HONORS & ...Other Things

Economics Day (from page 1)

The William Polk Carey Prize for the outstanding dissertation of 1988 was presented by the donor to *John Litwack*, now assistant professor at Stanford, while the Sidney Weintraub Memorial Fellowship was given by Dr. Weintraub's son, Neil Owen, to graduate student *Jorge Caballe*.

Graduate student *Pingfan Hong* received the Cyril Leung Memorial Award, created by the Graduate Economics Society and funded by members of the Chinese community of Philadelphia as well as by students, faculty and staff of the economics department.

The Hiram C. Haney Fellowship dating from the 1930's was presented to graduate student *Yin-Wong Cheung*, and two undergraduates—*Matthew Golden* and *Mark MacDonald, Jr.*—shared the Bernard Shanbaum Prize for Excellence in Economics, created in memory of an economics major who graduated posthumously in 1962.

Prizes to Students

Penn students brought home prizes in five prestigious national competitions this spring.

As two of the nation's 50 Truman Scholars (one is chosen from each state, in the U.S. memorial program for the former president), College sophomores *Theresa Simmonds* of Pennsylvania and *George H.V. Walker IV* of Missouri will each receive \$7000 a year for four years.

At SEAS five students won special awards: senior *Pamela Jones* received Proctor & Gamble's \$5000 scholarship (and a summer post with the firm), and freshmen *Leon Frazier* and *Philip Hodge* won \$2,500 awards for outstanding academic performance, given by the National Action Council for Minorities; and *Marc Palmer* and *Harold Bostick* received the

National Science Foundation's \$500 Incentives for Excellence prizes set up to encourage minorities toward advanced study in chemical engineering.

Time Magazine chose *Alexandra Overy* of Colorado as one of its 20 outstanding juniors, for her commitment to the development of third-world nations (see this week's *Time*); the award carries a \$3000 prize.

Three students were singled out for General Motors' "Spirit Award," which includes three shares of GM stock, for their volunteer work in Philadelphia: *Joshua Getzler*, an SAS junior from New York City; *Kephren (Kathy) Ross*, an SAS senior from Colorado, and *Betty Y. Tannin*, a nursing student from Chappaqua.

On campus, the Association of Women Faculty and Administrators gave its 1989 Alice Paul Awards to three undergraduates—*Rachel Greenberger* and *Constance Natalis*, both seniors, and *Erica Strohl*, a sophomore—and to two graduate students, *Celeste Bryant* of Social Work and *Mary Alice Hooks* of Medicine.

Dr. Marshak



Dr. Stemmler



The Medical Faculty Senate of the University shares with the campus the following tribute sent to Dr. Edward Stemmler.

Dear Dr. Stemmler:

The Steering Committee of the Medical Faculty Senate at its meeting on April 12, 1989 unanimously extend their deep gratitude to you for all you have done for Penn. Your achievements during your tenure as Dean and Executive Vice President of the Medical Center have transformed the campus, strengthened the faculty, improved the Medical School curriculum, helped advance clinical care through the Medical School-affiliated hospitals, and maintained Penn at the forefront among medical centers. You were able to do this through a turbulent and difficult period of history when vast social changes and shifts in fiscal responsibility took place at the municipal, commonwealth, and national levels.

The Executive Committee of the Medical Faculty Senate resolved to extend to you these brief but nonetheless deeply felt expressions of gratitude and appreciation for your tireless effort to improve the lot of mankind, because that is the ultimate objective of our Medical School, Medical Center, and University.

—Giulio J. D'Angio, M.D., President,
—Jane Alavi, M.D., Secretary,

Marshak Chair

The first named chair to be established in aquatic medicine will be at the School of Veterinary Medicine and named for its former dean. The *Robert B. Marshak* Professorship of Aquatic Animal Medicine and Pathology is a term chair whose holder will also become director of the School's Laboratory for Marine Animal Health, a diagnostic lab set up jointly by Penn and Cornell in 1981 (it is also part of the Marine Biological Laboratory in Woods Hole). The founding director of LMAH, *Dr. Donald A. Abt*, said the search has begun for the Marshak Professor.

Honors in Brief

The director of GSFA's Design of the Environment program, *Terry Vaughan* has been cited by the American Institute of Architects with its education award, for her development of a rigorous major that "clearly fits well within the liberal arts objectives of the College while providing an excellent foundation [for] professional studies in architecture and landscape architecture," as Dean Lee Copeland summed it up.

Dr. William Harris, assistant professor of political science, won the 1989 Book Award of the Northeastern Association of Graduate Schools, for his *The Interpretable Constitution*.

The Governor's Mansion in Harrisburg is displaying the botanical drawings of the Morris Arboretum's *Janet Klein* in a one-woman show called "Watercolors for the Flora of Pennsylvania: Where Art and Science Meet." The 24 watercolors will be on view during public tours of the mansion through the summer, recognizing both the artist and the Arboretum. A collection of 50 of her works is being prepared for issue in book form.

In another Harrisburg connection, *Dr. Theodore Herschberg*, director of the Center for a Greater Philadelphia, is awaiting the outcome of today's vote on tax reform from the special vantage point of architect's architect: *The Philadelphia Inquirer* and others say the Penn professor's months of seminar-like meetings with legislators were the key factor in the bill's development.

Memorials

In memory of *Dr. Irwin Friend*, the late Edward J. Hopkinson Professor of Finance and Economics who had been a member of the faculty from 1953 until his death in 1987, the Wharton School has established the Irwin Friend Doctoral Fellowship in Finance. It has been endowed to be awarded annually and provide each Friend Fellow with three years' full tuition and stipend.

The new electronic carillon that marks the hours on campus (lately silent for Reading Days and Exams) is a memorial to *Brian D. Giles* and *Michele Huber*. Michele, the daughter of Michel Huber, executive assistant to the vice president of development, and Dorothy Mitchell Huber, CW '55, was a member of the Class of 1987, as was her fiancé, Brian. The couple had graduated together from the Management and Policy Program and were to be married the following year, but they were killed in an automobile accident on June 2, 1988. The School of Engineering is also creating a memorial to them, the Michele Huber and Brian Giles Plaza west of the Towne Building.

MedAlumni Weekend

The Medical School's Distinguished Graduate Award lecturers for MedAlumni Weekend are *Dr. Christian J. Lambertsen*, professor emeritus of environmental medicine, on "Environmental Medicine--The Oxygen Connection" and *Dr. John T. Potts Jr.*, Jackson Professor of Clinical Medicine at Harvard Medical School and chief of the Medical Services at Massachusetts General Hospital on "How Molecular Biology Transforms Medicine: A Personal Perspective on Parathyroid Hormone Research." Their lectures, at 11 a.m. Friday, May 19, are part of a two-day affair that runs 8 a.m.-8 p.m. both days. They are preceded Friday by a 10 a.m. symposium covering *The Importance of Anesthetic Care of Perioperative Morbidity and Mortality*; (*David E. Longnecker*, professor and chairman of the department of anesthesia) and *The Impact of a Contemporary Trauma-in-Flight Program on a University Hospital--Penn's Experience*; (*C. William Schwab*, chief, division of traumatology and surgical critical care). Saturday's highlight is a session on "Basic Science for the Clinician" 10 a.m.-noon. All talks are in the Class of 1962 Lecture Hall at John Morgan Building. The weekend also features graduate award lectures and entertainment by students.



Flowers and Fireworks of Spring

The Morris Arboretum Spring Festival Weekend, May 20-21, is a celebration of the arts, sciences and humanities honoring the Arbore-

tum's designation as the official arboretum of the Commonwealth. The celebration also marks the completion of the Northwestern Avenue entrance road and new parking lot exhibit. A parade of antique cars with Arboretum officials will inaugurate the new road Saturday, May 20 at noon. There will be tours, tree-climbing, music, square dancing, storytelling, yoga, clowns, mimes and jugglers. "Garden Variety" food, beverages and Arboretum mementos will be on sale. The grand finale is the Sunday evening concert by Pennsylvania Pro Musica featuring Handel's Royal Firework Music, conducted by Franklin Zimmerman at 8 p.m. in the Arboretum's English Park. Tickets are available in advance and at the gate. Weekend tickets (includes concert) \$10; Saturday-only \$4, children under six free. Call 247-5777.

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 May 8 and May 14, 1989.

Total Crime: Crimes Against Persons-1, Burglaries-1, Thefts-25, Thefts of Auto-1, Attempted Thefts of Auto-0

Date	Time Reported	Location	Incident
Crimes Against Persons			
05/11/89	5:24 AM	College Hall	Money taken at knife point.
34th St. to 36th St., Spruce St. to Locust Walk			
05/08/89	11:27 AM	College Hall	IBM computer taken from office.
05/08/89	4:57 PM	Houston Hall	Wallet taken from room.
05/09/89	1:54 PM	Houston Hall	Unattended purse taken from room.
05/09/89	4:55 PM	Houston Hall	Unattended wallet taken.
05/10/89	10:53 AM	200 Blk 36th St.	Suitcases taken from unlocked auto.
05/11/89	5:24 AM	College Hall	See entry listed under crimes against persons.
05/11/89	3:54 PM	Logan Hall	Penn property, calculator, & tools taken.
34th St. to 38th St., Civic Center Blvd. to Hamilton Walk			
05/08/89	11:08 AM	Blockley Hall	Phone taken from room.
05/09/89	12:40 PM	Medical School	Items taken from wallet.
05/11/89	1:52 PM	Med Educ Bldg.	Gym bag and cosmetics taken.
05/11/89	8:25 PM	Johnson Pavilion	Wallet/contents taken.
36th St. to 38th St., Hamilton Walk to Spruce St.			
05/10/89	11:01 AM	Morris Dorm	Disc player taken from room.
05/10/89	4:17 PM	Bodine Dorm	Personal items taken from 3 rooms.
05/11/89	6:14 PM	Speakman Dorm	Panasonic stereo radio taken.
05/12/89	4:23 PM	Franklin Dorm	Cassette tapes taken.
34th St. to 36th St., Locust Walk to Walnut St.			
05/08/89	5:18 PM	Van Pelt Library	Wallet taken from unattended purse.
05/09/89	8:55 PM	Van Pelt Library	Unattended wallet taken.
05/09/89	9:00 PM	Van Pelt Library	Secured bike taken from rack.
Schuylkill Expressway to 32nd St., University Ave. to Walnut St.			
05/13/89	3:17 PM	Lot #45	Pocketbook and contents taken.
05/13/89	4:46 PM	Hollenback Dr.	Auto stolen.

Safety Tip: Darkness is the friend of street criminals. Avoid walking on dark or deserted streets and don't take shortcuts through parks, alleys or other other deserted areas. Have a safe and happy summer.

18th Police District

Reported crimes against persons from 05/01/89 to 05/07/89 in the portions of the 18th District from the Schuylkill River to 49th St., and Market St. to Schuylkill/Woodland Ave.

Total: Crimes Against Persons—8.

(Robbery/gun-2, Robbery/knife-1, Robbery/strongarm-1,

Aggravated Assault/knife-1, Aggravated Assault/fists-1, Rape-1, Attempted Rape-1, Arrests-5)

Date	Location Reported	Offense/weapon	Arrest
05/02/89	3700 Walnut St.	Robbery/strongarm	Yes
05/04/89	4617 Pine St.	Robbery/knife	No
05/04/89	1232 S. Melville St.	Rape Attempt	Yes
05/05/89	3300 Market St.	Robbery/gun	No
05/05/89	4300 Locust St.	Aggravated Assault/fists	No
05/05/89	1232 S. Melville St.	Rape	Yes
05/05/89	310 S. 48th St.	Robbery/gun	Yes
05/05/89	4716 Chestnut St.	Aggravated Assault/knife	Yes

Update

MAY AT PENN

EXHIBIT

24 Edith Jaffy Kaplan: Landscapes in Watercolors, and Collages and Portraits; weekdays 9 a.m.-5 p.m., Art Gallery, University City Science Center. Opening reception 5-7 p.m. hosted by the Hon. Phyllis Beck. *Through June 16.*

MUSIC

18 Harpsichord Concert; Cheryl Berard, student, Peabody School of Music, in works of Bach, Couperin, and Rossi; 5 p.m., 4th Floor, College Hall. Free. (Philomathean Society).

ON STAGE

20 The Doctor in Spite of Himself; musical adaptation by the Carousel Theatre students ages 7-12 of Moliere's play, with performances by the Ballet and Jazz Dance classes; 7 p.m., Movement Theatre International. Tickets: \$10 adults, \$5 children. Free adult ticket with purchase of 10. Information: Ext. 8-2881 (Gwendolyn Bye Dance Center Children's Carousel Theatre).

SPECIAL EVENT

22 1989 Graduation Buffet; 11:30-2 p.m.; Price: \$13.25. Reservations: 898-4618 (Faculty Club).

TALKS

18 Lithium Augmentation of Antidepressant Treatment: Evidence for Mediation by Serotonergic Neurotransmission; Claude deMontigny, McGill University; 4 p.m., Lecture Room B, John Morgan Building (Departments of Psychiatry and Pharmacology).

19 The Effects of Thyrotropin-Releasing Hormone on the CNS; Andrew Winokur, psychiatry and pharmacology; noon, Mezzanine 100-101, John Morgan Building (Department of Pharmacology).

Losing the \$2 Million Man: Unconsciousness in the Combat Fighter Pilot; James E. Whinnery, Naval Air Development Center; 12:30 p.m., Room 1, John Morgan Building (Institute for Environmental Medicine).

Weekend at the Book Store

For Alumni/Graduation Weekend the Book Store has specials in film, hooded sweatshirts, and, at the Computer Connection, new and used software including Apple, IBM and HP. The weekend's extended hours are:

Friday, May 19: 8:30 a.m.-6 p.m.

Saturday, May 20: 10 a.m.-6 p.m.

Refreshments Sunday, May 21, 11 a.m.-4 p.m.

Almanac

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