

Almanac

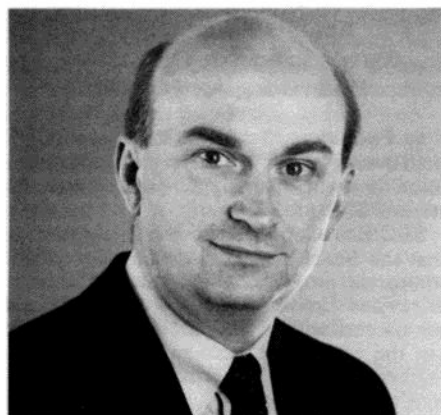
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Pullout: CRC's Penn Printout



Deans-Elect Greg Farrington of Engineering, left, and Tom Gerrity of Wharton

New Deans for Engineering and Wharton

On April 20 the Executive Committee of the Trustees will be asked to confirm the appointments of two new deans, one from inside the University and the other a newcomer to Penn. Both selections were announced by President Sheldon Hackney this week after concurrent nationwide searches. They are:

SEAS: Gregory Farrington

Dr. Gregory C. Farrington, director of the Laboratory for Research on the Structure of Matter (LRSM) since 1987, has been chosen to succeed Dr. Joseph Bordogna as dean of the School of Engineering and Applied Science starting July 1.

Dr. Farrington, a Clarkson alumnus with M.A. and Ph.D. from Harvard, joined the materials science and engineering department at Penn in 1979 after a career as a research scientist at General Electric.

He received the honorary doctorate in chemistry in 1984 from the University of Uppsala in Sweden as one of the world's experts in the development of beta alumina, a complex aluminum oxide with potential applications in high energy batteries and solid state lasers. He is also known for his work with conducting polymers.

Chair of Provost Michael Aiken's Working Group on Ph.D. Education this past year, Dr. Farrington is on the materials research advisory committee of the NSF, and the trustees of Media-Providence Friends School.

"Provost Aiken and I believe he will continue Penn's commitment to a stimulating, multi-disciplinary approach to engineering education," said Dr. Hackney. Dr. Daniel Perlmuter, who headed the search committee, concurred that Dr. Farrington has "a vision for the future of the engineering at the close of this decade and beyond."

Dr. Farrington himself summed up the challenges for SEAS and its seven departments as two: "providing top quality education and research in engineering and helping to make society technically literate."

Wharton: Thomas Gerrity

Boston-based Dr. Thomas P. Gerrity, president of CSC Consulting, a Computer Sciences Corporation group, will take office July 1 as the 11th dean of The Wharton School, succeeding Dean Russell Palmer.

After taking his three degrees at MIT, Dr. Gerrity was a Rhodes Scholar in economics at Oxford in 1964-65. He then joined the faculty of MIT's Sloan School of Management, where he was noted as a pioneer in the use of information technology by senior executives. In 1969 while still at Sloan, he founded Index Group, one of the world's leading consulting firms in strategic management of information technology. The group is now part of CSC Consulting, a 2500-member organization with four U.S. divisions and one in Europe.

Dr. Gerrity's training includes communications, economics and management, a Wharton spokesman said. In addition, he has been an overseer of WGBH, Boston's public broadcasting TV station; a trustee of the Boston Ballet; and a member of the visiting committee of the Sloan School.

"We are delighted to welcome Tom Gerrity to Penn," Dr. Hackney said. "As a corporate leader, successful entrepreneur and proven academic, he will provide strong vision and direction to Wharton." Dr. Gerrity emphasized the challenge of accelerating change. "Whether through the globalization of markets or implementation of new technologies, institutions in all sectors of society are being transformed," he said. Schools of management...must anticipate, understand and then offer to students and executives a more effective means to manage these challenges and direct their institutions."

SENATE

From the Senate Office

Agenda for the
Annual Meeting of the Faculty Senate
Wednesday, April 18, 1990
3 to 6 p.m. in 200 College Hall

1. Approval of the minutes of the April 26, 1989 plenary meeting
2. Report of the Chair
3. Remarks by the President
4. Remarks by the Provost
5. Report of the Senate Committee on the Economic Status of the Faculty
6. Report of the Senate Committee on Academic Freedom and Responsibility
7. Discussion of potential conflicts between the Guidelines on Open Expression and Harassment Policy
8. Faculty role in University governance—Committee on Administration
9. Equal opportunity in faculty appointments—Committee on the Faculty
10. Adjournment by 6 p.m.

Note: Members of the Faculty Senate are encouraged to come to the meeting prepared with questions for the President, the Provost, or Chairs of the Faculty Senate Committees.

Questions about the agenda can be directed to Carolyn Burdon, Faculty Senate Staff Assistant, Ext. 8-6943.

Council: On the April 11 agenda are three discussion topics, each with a 25-minute time limit: the report of the Senate Ad Hoc Committee report on University Council; proposed revision of the Open Expression Guidelines; and whether to reevaluate University harassment policies (continued from March meeting).

Leaving Office in 1991: Lee Copeland

Approaching his twelfth year, the Graduate School of Fine Arts' dean asks the President and Provost to start a search for his successor. See their comments and his letter of resignation, page 3.



Photo by Addison Geary

SENATE

From the Chair

Academic Freedom and Responsibility

The original term used by the great German universities of the last century, *Akademische Freiheit*, referred to *Lernfreiheit*—freedom in the learning situation—the freedom of the German students to roam from place to place, to listen to whatever courses they wished, to attend or not attend lectures, to control their private lives and in general to be free from most things, except the need to pass their final examinations. The term academic freedom has come rather to mean the *Lehrfreiheit* of the German universities—the freedom of teaching and research.

In April 1957 the students at Penn organized an "Academic Freedom Week" and asked me to talk. I quoted an editorial writer for *The New York Times* (see *The Development of Academic Freedom in U.S.A.*, 1955, Columbia, p. 482), "Academic freedom, that is, the inalienable right for every college instructor to make a fool of himself and of his college by intemperate, sensational prattle about every subject under heaven, to his classes and to the public, and still keep on the payroll or be reft therefrom only by elaborate process, is cried to all the winds by the organized dons."

In contrast to this unsympathetic (and sexist) definition, I also quoted Sir Eric Ashby, then Vice-Chancellor of Queen's University, Belfast, who said in 1956, "The internal conditions for academic freedom in a University are that the academic staff should have *de facto* control of the following functions: (1) the admission and examination of students; (2) the curricula for courses of study; (3) the appointment and tenure of office of academic staff; and (4) the allocation of income among the different categories of expenditure..." and "...of course, the Achilles Heel of academic freedom in all Universities is finance..." and "...since endowments have so depreciated because of inflation, no degree of self-government within universities could avail to protect them against intervention from their paymasters, if the paymasters were minded to intervene..."

I finished by saying, "Thus we see that academic freedom depends on an action and reaction between the universities and society. In times of intolerance, freedom can easily be whittled away to almost nothing, as for example the German professoriate found in 1933. However, the universities themselves can so educate people in the virtues of tolerance and charity that the powers of those who would reduce and destroy academic freedom are progressively rendered impotent. But this education may well need courage in face of an intolerant society....To ensure liberty, laws alone, though helpful, are not enough. This is stated quite clearly on the University of Pennsylvania's coat of arms: *Leges sine moribus vanae*....All over the world, communities of scholars, as well as countries, that wish to be the 'land of the free' must also be the 'home of the brave'."

In the mid-fifties Professor David Goddard, before he became Provost, moved to change the name of the Senate Committee on Academic Privilege and Tenure to the Senate Committee on Academic Freedom and Responsibility. He did not want it to appear that "Freedom" included "License," the freedom to act with irresponsibility, and he wished to make clear that the enormous privileges accorded to professors carry with them major responsibilities that need to be discharged.

It is a sad observation that many of our colleagues are not discharging their responsibilities, and are thereby surrendering important rights, when they do not serve on University-wide committees. They rely on administrators and the quite small number (about 10% or fewer) of the faculty who have the social conscience and sense of duty to try to keep the all-University enterprise going.

Many important matters of governance require the loud and clear voice of the faculty. Academic integrity among students and faculty colleagues is one. The development and maintenance of humane and caring supportive activities within the University community—and in our relationship with our neighbors—is another. What we build physically, how it looks, where it is located and whom it serves is still another. And may we all agree that salaries and benefits are not least?

Fundamental to all of these, and to many other issues, is the need for a decisive role in the allocation of resources and directions of growth our institution will take. This is a subject upon which we are not always fully informed. It was not publicized on campus, but *The Chronicle of Higher Education* on March 28, 1990, had this to say about Penn's changing profile: "The greatest growth by a wide margin occurred among non-teaching professionals, whose ranks grew by 102 per cent between 1979 and 1989. Penn's full-time faculty grew by 5.9 per cent during the decade, while the university's staff of executives, administrators and managers declined by 3.1%." From the original data and discussion with Penn's director of affirmative action it seems clear that this apparent decline was caused by reclassification, and for the sum of non-teaching professionals, executives/administrators and managers the increase was 61%—an example of "administrative bloat," to use the term attributed in the *Chronicle* to Robert Zemsky, director of the Institute for Research on Higher Education here. I also learned that the data showed that the tenured faculty increased by only 2.3%, and the tenure-track/untenured faculty decreased by 2.1%, while temporary and part-time faculty, research assistants, etc., increased by 165% and far outnumber the standing faculty. There are also very interesting figures for the numbers by grades and rank in various salary ranges.

Surely the faculty should be able to express our views on such matters as these, and to that end should be given more information, such as how many of the numerous professionals were hired on grants for research management and how many for other purposes.

The Faculty Senate exists partly to determine the voice of the faculty. I certainly hope that all those who can will, as a start, come to the Annual Meeting of the Faculty Senate in 200 College Hall, 3 to 5:30 p.m. on Wednesday, April 18. You should learn many interesting and important things from the Annual Reports of the various Committees of the Faculty Senate; you will have an opportunity to question the President and the Provost on any matters relating to our University; and you will also have the chance to present your own views. I look forward to seeing you there.

Robert E. Davies

Please see additional Senate matter, page 1 and pp. 4-5

From the Senate Office

The following statement is published in accordance with the Senate Rules. 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 suggestions from members of the Faculty Senate. Please communicate your comments to Senate Chair Robert E. Davies or Faculty Senate Staff Assistant Carolyn Burdon, 15 College Hall/6303, Ext. 8-6943.

Actions Taken by the Senate Executive Committee Wednesday, April 4, 1990

1. Faculty participation in Council. SEC voted overwhelmingly "that continued participation in the University Council serves the interests of the faculty."

SEC also adopted unanimously the motion "that the Senate Executive Committee shall monitor the progress of the implementation of the revised Council Bylaws for 1990-91 and vote no earlier than March 1991 and no later than the end of the academic year 1990-91 whether to continue its participation in University Council."

2. Completion of discussion of Provost's ten working group reports. SEC agreed that there was a continuing need to maintain major increases in the funding of traditional modes of information acquisition as well as in electronic information and investments in the computing infrastructure.

3. Revision of faculty child care leave policy. Approved a revision from the provost of the Faculty Senate's January 31, 1989 proposal to simplify the calculation for reduction in duties and salary for faculty in a tenure probationary position.

4. Function of the Medical Faculty Senate. MFS Chair-elect, and SEC member, Stanton Segal described the operation of the Medical Faculty Senate and hoped that it could work in concert with the Faculty Senate.

5. Analysis of Affirmative Action. Following a brief discussion of the report from the Committee on the Faculty (see page 4) SEC tabled the report. The Senate Chair stated that it will appear on the agenda of the plenary meeting of the Faculty Senate.

6. Proposal for a Provost's Committee on Undergraduate Admissions. Noting that the Provost understands that the Faculty Senate will continue to have lively involvement in admissions, SEC adopted the following:

In an effort to rationalize the committee structures responsible for reviewing undergraduate admissions policy, the Senate Executive Committee recommends that a standing Provost's Committee on Undergraduate Admissions be established, in lieu of the current committee structures outside the schools associated with admissions policies. This committee should be composed of the President, Provost, Dean of Admissions, four faculty members (one to be selected by the deans of each of the four undergraduate schools with the advice of the school's admissions committee), and one undergraduate student. The committee should meet at least twice per year to discuss both long-range and short-range admissions policies and goals at the University. This committee will be responsible for reviewing Penn's undergraduate admissions in the broadest sense, i.e., the types of students we want to have at Penn and what must be done to encourage them to matriculate at Penn.

At Final Exam Time, A Message on Academic Integrity

Dear Students and Colleagues:

As we approach the period of final examinations, I want to underscore the meaning and importance of academic integrity for all members of the University community and the responsibilities and obligations that it imposes on all of us. Upholding academic integrity is among the most important obligations we as members of the University community bear.

The academic experience at Penn has been described as "a process of discovery and a search for meaning." This effort to gain and transmit knowledge and understanding, whether among scholars or between students and teachers, rests on a singular premise: honesty. Academic life, at every level, assumes that honest effort and honest reporting of results will lead us collectively towards the truth. On the other hand, misrepresenting data, stealing the work of others, and dealing falsely with our peers, mentors or students, subverts the academic process quickly and completely.

Students at Penn, particularly the Student Committee on Undergraduate Education (SCUE), have called forcefully for greater emphasis on the centrality of "academic integrity" in the classroom and laboratory. The University has a well thought out Code of Academic Integrity by which all students and faculty members are bound.

The following actions are among the violations of this Code and will be fully prosecuted under its procedures:

- Plagiarism
- Use or Performance of Another Person's Work
- Cheating During an Examination
- Prior Possession of a Current Examination
- Falsifying Data
- Submission Without Permission of Work Previously Used
- Falsification of Transcripts or Grades

These and similar actions may result in serious consequences, including transcript notations, suspension and/or expulsion from the University.

It is important that all students and faculty recognize the importance of academic integrity in their own actions and the behavior of others. No form of discipline or sanction is more effective than the opinions and reactions of peers when the behavioral standards of a community are breached. In the final analysis, every member of this community is responsible, through acts of omission or commission, for the academic integrity of campus life. The Code of Academic Integrity defines those standards at Penn, and I urge you to help students, faculty and administrators make them a living and vital component of academic experience.

You should feel free to contact SCUE, faculty members, your undergraduate dean's office, the Judicial Inquiry Officer, or the office of the Vice Provost for University Life, if you have questions or comments regarding academic integrity, the Code, or instances of its possible infraction.

With best wishes for a successful semester and an enjoyable summer.

—Michael Aiken, Provost

Policy to Deal with Incidents Concerning Laboratory Animals

Recent events have demonstrated the importance for the University of Pennsylvania of establishing an effective mechanism to protect against and respond to incidents of illegal entry, violence, and harassment of faculty, students, and staff by animal rights activists.

Accordingly, effective immediately, we are establishing the following mechanism:

1. Incidents involving laboratory animals should be reported immediately to University of Pennsylvania Police Department (898-7333 or 511), to the appropriate department chair and dean, and to the Director of University Laboratory Animal Resources, Dr. Harry Rozmiarek, 898-9026.

2. The incident will be immediately reported by Dr. Harry Rozmiarek to all members of the Laboratory Animal Incident Committee, which will be responsible for coordinating the University response to the incident. The members of this committee are:

- Michael Aiken (Provost)
- Ruth Clark (Assistant Director Regulatory Affairs)
- Barry Cooperman (Vice Provost for Research), Chair
- Carol Farnsworth (Assistant Vice President, University Relations)
- Aron Fisher (Chair, Institutional Animal Care and Use Committee)
- Jim Galbally (Associate Dean, School of Dental Medicine)
- John Gould (Executive Director, President's Office)
- Michael Hindery (Director, Resource Planning & Analysis/Med)
- John Logan (Director, Public Safety)
- Harry Rozmiarek (Director, University Laboratory Animal Resources)
- Barry Stupine (Director, School of Veterinary Medicine)
- Walter Wales (Associate Dean, School of Arts & Sciences)

3. The Attending Veterinarian for each school will be immediately notified by Dr. Rozmiarek and will take appropriate measures to assure the security and well-being of any animals involved.

4. Key individuals in each of the four schools housing laboratory animals will also be immediately notified by Dr. Rozmiarek. A list of such individuals will be provided to ULAR by each school Dean. Members of the Animal Awareness Advisory Group will also be notified subsequently by mail.

5. Each school will take appropriate security measures in coordination with the University of Pennsylvania Police Department.

Notice on Distribution of Article Concerning PETA

On February 20, 1990, *Almanac* published a News and Public Affairs press packet which referred to an article entitled "Beyond Cruelty" that originally appeared in the *Washingtonian* magazine. Since that date, the University has become aware that that article is the subject of a lawsuit claiming, among other things, defamation and trade libel. (*Alex Pacheco and People for the Ethical Treatment of Animals v. Katie McCabe*, Superior Court of the District of Columbia, Civil Division, Civil Action No. 90CA01627). Accordingly, until the issues in that lawsuit are resolved, the University will cease distributing the article and will not make available press packets concerning that article.

From President & Provost

The following letter from Dean Lee Copeland of the Graduate School of Fine Arts foreshadows the closure of a dramatic and successful period in that School's history.

Lee Copeland has been an energetic and effective Dean with a record of important accomplishments in his School. He has enhanced both the quality of its faculty and its educational programs. Equally important, he has distinguished himself as a collegial and gracious member of the University community.

We note the end of his tenure as Dean with gratitude and respect, and look forward to his continued engagement in the affairs of the Graduate School of Fine Arts and the University.

—Sheldon Hackney and Michael Aiken

Text of Dean Copeland's Letter of Resignation

I will complete my appointment as Dean of the Graduate School of Fine Arts at the end of June 1991. Please appoint a committee and initiate a search soon in order for a new dean to take over July 1, 1991.

I am proud of what has been accomplished over the past eleven years and I have much to complete during the next year. In the mid-80's we inherited two dormant programs, Energy Management and Policy and Government Administration, both of which have since grown and developed very well. We initiated two others, Historic Preservation and International Development and Appropriate Technology which have become outstanding while also providing vehicles for interaction within our School. Most important we have made faculty and chair appointments over the years that have provided energy and direction to our traditionally excellent programs in Architecture, Landscape Architecture and Regional Planning, City Planning and in Fine Arts.

In the coming year the restoration of Furness will be completed, but we have some distance to go to raise funds and I intend to devote more of my energy to meeting the goals of our campaign while celebrating our Centennial and accomplishing improvements in Meyerson Hall. We have many important faculty searches underway including the chair of Fine Arts. I list these priorities recognizing they are but a few of the many actions and decisions which I must be involved with. I want you to know that I will remain fully involved with all my energy through the term of my deanship.

Over the years I have been fortunate to have the strong support of the two of you, and the faculty, staff and administration of our School. This has enabled me to achieve our goals within a positive, enjoyable environment. I am grateful.

—Lee Copeland, Dean, Graduate School of Fine Arts

The Report below (continuing on page 5) is by the Committee on the Faculty and is on the agenda of the plenary meeting April 18, 3-6 p.m. in 200 College Hall. Also on this page (gray box) are recommendations scheduled for presentation at the meeting.

Report on Assessment of Affirmative Action at the University of Pennsylvania

Our goal is to assess affirmative action at the University and to make recommendations. We begin with the November 8, 1989 *Affirmative Action Report for the Current Standing Faculty* prepared by the Office of Planning and Institutional Research. The numbers it lists for the standing faculty are as of Fall 1988.

Affirmative action guidelines have been in effect since the early seventies. The University has had nearly twenty years to be in compliance. However, there are departments within the University which do not appear to have a reasonable record on affirmative action as is evident in the composition of their faculties, and their recent hiring records.

The quantitative information is taken directly from the report. We have considered only the under-representation of female faculty members in this response. While the representation of Afro-Americans and Hispanics is also very important, we have not been able to address explicitly their representation at Penn. These groups comprise only a small percentage of the Ph.D. pool, and it is obvious that a comprehensive set of actions is needed to make a difference, e.g., visiting professors, trustee chairs, preparation of scholars, provision of fellowship support, etc. Except for the Graduate School of Education and the School of Social Work, Afro-Americans and Hispanics comprise less than 10% of the pool. In these two schools they are appropriately represented. We must leave to subsequent committees the task of exploring a feasible comprehensive set of actions that might indeed make a difference. Henceforth, references to minorities are to be understood as meaning under-represented minority faculty, primarily Afro-Americans and Hispanics.

We wish to point out that in some departments a generation of students and colleagues, because of lack of diversity, has been deprived of the opportunity of working with female faculty and under-represented minorities. The University has the right to expect these departments to achieve or maintain excellence just as it expects that of every other department. Insofar as these departments fall short of the goal of balance, they are also likely to fall short of the goal of academic excellence. To achieve the levels that can reasonably be reached, they must attract the best faculty and the best students from the under-represented populations. While having a critical mass of women and minorities would greatly facilitate attracting the best people, there is no excuse for not making a maximum effort to remove the imbalance even if its results fall short of that critical mass.

The table below lists those departments where there appears to be a substantial difference between the number of *available* female scholars

and the number hired by the department in 1982-88. We have excluded departments where the number of new hires is 2 or lower, unless those departments have no female faculty members whatsoever. Departments whose composition appears to us to be egregious are marked by an asterisk (*).

We have not dealt with the clinical departments in the School of Medicine. The pool, as listed, is based on the M.D.s who are on the 1988 faculty at U.S. medical schools rather than on the number of women M.D.'s trained in the various specialities. The number of women new hires appears to be appropriate to the pool, as listed.

To be sure, the period 1982-88 used for *new hires* is arbitrary since the University has been subject to affirmative action requirements for over 15 years. Column 7, *Percent in Pool*, is based on 1981-87. It is not quite as relevant to University hires which were initially made as associate and full professors since, at least in some areas, there have been substantiated changes in the pool. If the University wishes to examine the pool for each

(continued past insert)

| Department | School | Standing Faculty | | New ¹ Hires | | Pool ² |
|---------------------|--------|------------------|----|------------------------|---|-------------------|
| | | M | F | M | F | |
| * Classical Studies | SAS | 9 | 0 | 3 | 0 | 38% |
| * German | SAS | 6 | 0 | 1 | 0 | 56% |
| Linguistics | SAS | 8 | 2 | 4 | 0 | 50% |
| * Music | SAS | 13 | 0 | 4 | 0 | 32% |
| * Philosophy | SAS | 11 | 0 | 6 | 0 | 21% |
| * Economics | SAS | 37 | 3 | 27 | 1 | 16% |
| Political Science | SAS | 14 | 3 | 10 | 1 | 24% |
| Biology | SAS | 23 | 4 | 6 | 1 | 31% |
| Chemistry | SAS | 24 | 2 | 6 | 1 | 18% |
| Geology | SAS | 6 | 0 | 2 | 0 | 18% |
| * Mathematics | SAS | 29 | 0 | 14 | 0 | 15% |
| * Physics | SAS | 40 | 1 | 15 | 0 | 8% |
| Psychology | SAS | 22 | 5 | 6 | 3 | 48% |
| * Accounting | WH | 14 | 0 | 15 | 0 | 24% |
| * Finance | WH | 37 | 2 | 22 | 0 | 12% |
| * Marketing | WH | 18 | 2 | 10 | 1 | 27% |
| * Basic Science | MED | 81 | 14 | 23 | 4 | 31% |

¹ New Hires for 1982-88.

² Percentage of women in the Ph.D. pool 1981-87.

Suggested Senate Resolutions On Affirmative Action

A report of the Senate Committee on the Faculty, which has been placed on the agenda for the April 18 plenary session of the Senate, clearly establishes that the University's hiring of women faculty in the 1982-1988 period fell seriously short of what would be expected on the basis of the pool of recent Ph.D.'s. Particularly notable problems occur for 9 departments in SAS, which as a group hired 89 faculty of which only 3 were women (whereas 17 women would have been expected), and 3 departments in Wharton, which hired 47 faculty of which only 1 was a woman (whereas 8 women would have been expected). It is our understanding that forthcoming data will show new hires of women in some departments, but the problem of disparity remains a major one.

From the data presented, it does not appear that affirmative action policies are being adequately implemented. As faculty members, we are deeply concerned over this failure. Since the ultimate responsibility for correcting the underrepresentation of women and minorities lies with the existing faculty, who determine the qualifications for appointment of new members, we plan to offer the following resolutions, related to the Committee's report, for consideration and action by the Senate.

Resolved that:

1. The Senate supports the Affirmative Action policy of the University and acknowledges the propriety of requiring departmental search committees to make significant special efforts to identify and recruit qualified female and minority candidates, in order to increase

the representation of such women and minorities within the Faculty.

2. The Senate encourages the Provost to hold the various Schools responsible for correcting current deficiencies in their implementation of the University's policy and to assist the Schools in improving the effectiveness of their procedures for recruiting female and minority faculty.

3. The Senate charges its Committee on the Faculty with annual monitoring of the progress made toward an increased presence of women and minorities on the faculties of the various Schools.

4. Since the representation of women and minorities depends on retention, as well as hiring, the Senate recommends to the Administration that procedures be developed for confidential exit interviews with women and minorities who leave the faculty.

—June Axinn, Professor of Social Welfare

Howard Arnold, Associate Professor of Social Work

—Fay Ajzenberg-Selove, Professor of Physics

—Jean Crockett, Professor of Finance

—Helen C. Davies, Professor of Microbiology/Med

—Adelaide M. Delluva, Professor of Biochemistry/Vet

—Drew Gilpin Faust, Annenberg Professor of History

—Janice F. Madden, Professor of Regional Science

—Morris Mendelson, Professor of Finance

—Peggy R. Sanday, Professor of Anthropology

—Walter Selove, Professor of Physics

of the senior new hires it can do so, but in the meantime it does not appear to us unfair to use the 1981-87 pool numbers for all new hires.

For purposes of our proposal, below we define as "delinquent" any department in which the ratio of women and minorities hired to total hirings is less than one-third of the ratio of women and minorities in the pool generated in the preceding 7 years, as well as those departments in which there are neither female nor minority faculty members of the standing faculty except where the expected representation is less than one faculty member.

1. We urge the provost to continue to instruct the deans to insist that delinquent departments redress the imbalances of women and minority faculty in their departments with all due speed. We commend the provost for his efforts but they have clearly not yet borne sufficient fruit. This must be considered a matter of the highest priority.

2. If a department states that the pool is not adequate in the subfield in which they wish to appoint faculty, the provost, in consultation with the dean, must establish promptly a visiting committee which includes tenured women and minority faculty members from this and other universities. This committee is to determine if the subfield preference is sufficiently important to override the redressing of the balance and increasing the diversity of role models. The committee shall also determine, where relevant, whether the subfields embraced by the department reflect the degree of academic diversity recommended by the President's Task Force on University Life. The provost must not approve a search in the subfield until the committee has reported its findings.

3. If a department states that it cannot attract women or minority faculty, the provost and the dean are to take appropriate action to make that department more attractive to women and minority faculty.

4. The provost should distribute through the deans to the chair of every personnel and search committee a statement on the urgency of redressing any imbalances that may exist in these departments in order to address the issue of imbalance early in the hiring process.

5. The provost must move on all these fronts with a sense of urgency.

6. At the end of every academic year the dean shall report to the provost, with a copy to the Council on Affirmative Action and the Chair of the Faculty Senate, of the action the dean has taken with respect to the above measures and the provost shall report to the Council on Affirmative Action and the Chair of the Faculty Senate on the action he or she has taken with respect to the above measures.

We further urge that the Chair of the Faculty Senate charge the Senate Committee on the Faculty with monitoring affirmative action insofar as it relates to the faculty. The charge should include developing a procedure for determining the reasons for the departure of those women and minorities classified as A-2's who leave the University prior to retirement, and reporting to the Chair of the Faculty Senate who will take appropriate action to disseminate the findings.

It is the right of a faculty to determine who is qualified to become a colleague and therefore a major responsibility for redressing such imbalances as may exist must adhere to the faculty itself. While we think it is time for the faculty itself to take stronger action, there is no effective mechanism for it to do so. The most effective role the faculty at large can play is to make clear to their colleagues that the present imbalances are unacceptable, to take action to eliminate the imbalances, and to monitor the administration's attempts to eliminate them. It is up to the Faculty Senate and its Chair to implement that role. However, without attaching clear responsibility to the provost and the deans, there are no effective ways of implementing the necessary remedial measures.

1989-90 Senate Committee on the Faculty

| | |
|---|-------------------------------|
| Linda Aiken (nursing) | Martha Dore (social work) |
| Fay Ajzenberg-Selove (physics) | Richard S. Dunn (history) |
| Howard Arnold (social work) | Ezra Krendel (statistics) |
| Charles S. August (pediatrics) | Daniel Malamud (biochem/dent) |
| Morris Mendelson (finance) Chair | |
| ex officio: Senate Chair, Robert E. Davies (animal biology) | |
| Senate Chair-elect, Almarin Phillips (public policy & mgmt) | |

Speaking Out

The two letters below arrived independently and are published in the order received. —Ed.

Dissent as Bigotry

In the past two months, several gatherings promoting diverse points of view occurred at the University. One would think that the intellectual atmosphere of Penn would be enriched by such discussions. However, in each case, the situations were marred by the presenters and/or participants who permitted the argument to be seasoned with slurs reflecting prejudice both toward people and toward religious belief and practice. Some instances:

—Kallid Abdul Muhammad charges that the media and "old wicked, gray-haired Jews" perpetuate charges of Farrakhan as anti-Semitic by misquoting him (DP, 2/12/90).

—Members of the pro-choice commemorative demonstration on the anniversary of the Roe vs. Wade decision derisively chant "Pro-life, anti-gay, born-again bigots go away!" to silent dissenters from the Penn Coalition for Life. (DP 1/23, and 2/8/90).

—The Stephen Freind lecture is visually scarred by anti-Christian posters declaring "spread your legs for Christ" (DP 2/20, 3/1/90), causing a member of the housekeeping department to exclaim "what upsets me is that in a so-called educated environment, that the name of my God can be slandered in the guise of protest" (DP 2/27/90).

As members of different religious traditions, we agree to disagree on many issues. However, we as a group take offense with this kind of language and defamation of peoples and traditions. In a community that rightly rejects harassment based on race, gender, or sexual orientation, we find equally offensive, language which slanders religious traditions. Such remarks are not only inappropriate and painful to a large segment of the University community, but undermine the basic values of the University. They attempt to replace reasoned discussion with innuendo and name-calling.

As an interfaith council, we call on all groups to return to the best traditions of spirited argument and debate over issues without the accompanying mud-slinging and harassment which only demean our community.

—Reverend Beverly Dale,
Christian Association
—Lawrie Hurtt,
Episcopal Campus Minister
—Jeremy Brochin, Rabbi,
Bonnie Goldberg and
Susan Day, Hillel Foundation
—Father James McGuire and
Sister Barbara Bamberger, IHM,
Newman Center
—Reverend John Scott,
St. Mary's Church
—Reverend Stanley Johnson,
University Chaplain

Protesting Criticism

We are writing in response to a statement issued by Sheldon Hackney and Michael Aiken (DP 3/27/90 and *Almanac* 3/20/90) decrying our "undignified and unbecoming" behavior during Stephen Freind's presentation at Meyerson Hall last month. As "Friends of Freind," we sought to ridicule Freind's dangerous, nonsensical, highly anti-woman propaganda through a sarcastic version of the highest form of flattery—imitation. We simply mirrored and espoused Freind's own special brand of philosophy. If people were disturbed by our comments, they should take a good look at what, in fact, Stephen Freind stands for.

There has been much controversy about the "religious slur" on one of the posters carried during our demonstration. While this poster was carried by a man from the Philadelphia community who is not a member of the Progressive Student Alliance, we take responsibility for his statement as he was participating with us in our protest. We assume that his intent was to point out the hypocrisy of a segment of "pro-lifers" who have taken it upon themselves to make abortion into a religious issue. These people corrupted their own religious doctrine long before the incident in Meyerson Hall by hiding behind religion in a struggle which is clearly political and personal and has absolutely nothing to do with Christ,

From the Search Committee for Vice Provost for Graduate Education

The Search Committee for the Vice Provost for Graduate Education is seeking nominations of potential candidates for this important new position. The Vice Provost for Graduate Education should be a tenured professor, active in a graduate group of the University, with substantial experience in the supervision of dissertations, who would be willing to undertake a vigorous leadership role for doctoral education at Penn. The Vice Provost will be a facilitator and coordinator of the efforts of the individual schools and graduate groups, and an advocate for the maintenance of the highest standards of quality, treatment and support in our graduate programs.

A full description of the new position is available from the Office of the Provost and has been distributed to graduate group chairs and deans of the Ph.D. program schools. Please direct any suggestions or nominations to the Chair of the Search Committee, as follows:

Robert H. Dyson, Jr., Chair
Vice Provost for Graduate Education Search Committee
c/o Office of the Provost
102 College Hall/6303

UPS Chair Search Committee

A search committee has been formed for the vacant United Parcel Service Chair in the Transportation Program. Members of the committee are as follows:

Robert E. Davies, Vet Med, Chair
Jere Behrman, SAS
Louis A. Girifalco, SEAS
William P. Pierskalla, Wharton
Daniel Rose, GSFA

Suggestions or nominations for this chair should be directed to the chair at 150 Vet/6048, Ext. 8-7861.

Christians, Catholics, Jews, or the Bible. The history of the abortion issue shows unequivocally that debate over its legality has centered upon a power struggle between men and women. We know that the story of reproductive freedom is truly the story of frightened men and the women who began to want more out of their lives than being baby machines. Religion has never had anything to do with abortion except when right-wing zealots like Freind, attempting to obfuscate their own cowardice and ignorance, drag it into the arena. We know, too, the Religious Coalition for Choice is a multi-denominational and powerful group which has actively worked for choice. Thus, being pro-choice does not mean being anti-religion; being savvy to Stephen Freind's pseudo-religiosity does not mean that we are anti-Christian. We regret that the intent of this poster was misunderstood and we are sorry for the hurt that was caused by this misunderstanding.

—Laura Meister, C'90, on behalf of
the Progressive Student Alliance

More on 5-Year Review

In response to Professor John McCarthy's letter defending the implementation of annual reports for advanced graduate students, I would like to point out two errors that Professor McCarthy made.

In the first place, according to an article in the current issue of *American Scholar*, the median time for the completion of Ph.D.'s in the United States is 10.4 years, not 8 years as Professor McCarthy stated.

Secondly, Professor McCarthy writes that, "Penn has been particularly blessed with [late bloomers.]" This is a patent falsehood, and Professor McCarthy should have been more careful with his thoughtless mudslinging at Penn's outstanding graduate students. According to Associate Dean Donald Fitts, Penn's graduate students complete their degrees in less time than the nationwide median, not more. Penn has been unusually blessed with early bloomers, it seems, and has been so without the burden of reviews at the level of the graduate school. Departmental reviews work, they allow greater flexibility for students and faculty, and they are not unnecessarily bureaucratic. Professor McCarthy, who owes Penn's graduate students an apology, should realize that you don't tamper with success.

—Elizabeth Hunt, President, GSAC

Response from Dr. McCarthy

The following is a response to Elizabeth Hunt's "response" to my response to Dr. Rutman's response to Dean Fitt's response to Elizabeth Hunt's original response to the news of the graduate faculty efforts to fully fulfill its oversight functions. Actually, I am not fond of such written responses since they strike me as a highly inefficient way of communication. Nor do I feel that mutual understanding is much enhanced with each of us sitting at our individual terminals.

Be that as it may, I will respond just this once (more) and then shut down the computer. Before I begin, however, I would like to point out that I do not know Ms. Hunt and would not recognize her if I were to run into her on Locust Walk or recognize her voice on the phone. I wish to make this point clear because one could easily assume from the tone of her response to me that she is angry at me personally for something I have presumably done to her. I thought I had argued *ad rem* in my letter and apologize to anyone who thought my argument was *ad hominem*.

While it may be true that my letter of March 20, 1990, contains factual error (I do not claim to be omniscient), Ms. Hunt seems to have latched on to the wrong facts and seems to want to place my letter into a context it doesn't fit.

First of all, I did not conceive of my response to Dr. Rutman primarily as a *defense* of the new reporting procedure but rather as an explanation of how the decision was reached. I had hoped to allay Professor Rutman's fear that the administration was intruding upon the prerogatives of the faculty. Thus, my remarks should not be read as a commentary upon the state of Ph.D. education in these United States. I addressed myself only to Penn's situation and how it might (should?) compare to its *peer* institutions. Consequently, I do not argue that the median time for completing the doctorate in the United States is 8 years; rather I draw upon Dean Fitt's data to state that the median at Penn is 8 years. The 10+ years I mention refers to the 28% of graduate students at Penn who needed that much time to complete degree requirements.

As a literary critic I am aware of how important it is to quote people and ideas in context. And since I am fond of the subjunctive mood as a means of expressing caution and for leaving open the possibility

of a contrary view, I feel it would be more accurate for Ms. Hunt to cite the introductory statement to my formulation: "*It would seem that Penn has been particularly blessed with [late bloomers].*" Whether Penn has a plethora of late bloomers or not is a moot point. I did not wish to argue with Dr. Rutman as to whether students who take more than a "reasonable" amount of time to complete their degrees (and where extenuating circumstances cannot explain the delays) are late bloomers or not. I personally do not know; I have not looked into it, nor do I care to. If, however, blooming late means taking an "unreasonably" long time to finish, then Penn would appear to have its share of late bloomers.

In order to determine whether the dissertations produced are truly signs of genius and represent significant contributions to their fields of study, one would have to engage in a comparative analysis of dissertations completed over the years in SAS and try to determine whether there is any corollary between length of gestation and brilliance of end product. One might then want to interview MacArthur Fellows, Guggenheim recipients, etc. to determine how much time they needed to complete their dissertations (presuming, of course, that such distinctions are signs of genius). Such a project might strike some as being worthwhile and might even provide a dissertation topic for someone. In any event, I really did not see my remark as a detailed contribution to the semantic ramifications of the term "late bloomer" as I thought I found it used in Dr. Rutman's letter. Thus, I fail to see wherein "the patent falsehood" lies here. While not a semantic treatise, my remark can hardly be construed to be "mudslinging at Penn's outstanding graduate students." Far be it from me to sling mud; it only means that you get dirty. If any outstanding graduate student out there feels personally offended by my remark about Penn being blessed with late bloomers, then please accept my apologies for any unintentional hurt it might have caused. I have no desire to besmirch anyone's character and/or genius.

If I have gotten the "facts" wrong once again, why not try calling? It's a lot quicker...and a lot more personal.

—John A. McCarthy, Professor of
German and Chair, SAS Committee
on Graduate Education

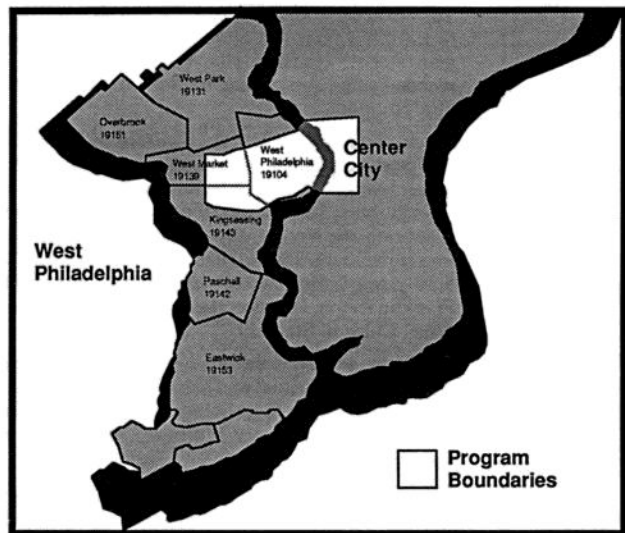
Home Mortgages for Faculty and Staff: Now There Are Two Plans

Alongside the 25-year-old Penn Guaranteed Mortgage Program for purchase of homes near campus, the University will add this week a new, below-market-rate mortgage homebuying program with wider geographic limits. In partnership with the Pennsylvania Housing Finance Agency (PHFA), which has set aside \$3 million for Penn and HUP employees who are eligible under its rules, the program will offer mortgages that cover up to 95% of the purchase price or appraised value of house—if the employee:

- (a) is a first-time home buyer, and
- (b) has a low/moderate family income (up to \$36,500/year for one- or two-person households, or \$41,000/year for larger households).

As in the Guaranteed Mortgage Program, the home purchased under the new plan must be the buyer's principal place of residence. While "below-market" rates may change with the market, the first \$1 million lent will be at 8.35%, almost two points below the current market. (Similarities and differences in the two programs are summed up below the maps on this page)

Opening April 12 with a briefing at the Faculty Club (see box, below right), the new plan is a pilot program and the first of its kind in the Commonwealth. PHFA approached Penn with the offer to launch the pilot on a first-come, first served basis in an effort to increase the ability of low- to moderate-income families to own their first homes, President Sheldon Hackney said. Penn was chosen because it is the largest private employer in Philadelphia, with 17,000 full-time personnel in the University and Hospital combined. Also participating in the plan are Mellon Bank and the Philadelphia Council for Community Advancement (PCCA).



Penn Guaranteed Mortgage Program Founded 1965

Area Covered: University City and portion of Center City (to 20th Street).

Portion of Mortgage Covered: 100% of purchase price or appraised value, whichever is lower.

Occupancy: Single or double. Must be principal residence of buyer.

Mortgage Rate: Current market (now c. 10.25%)

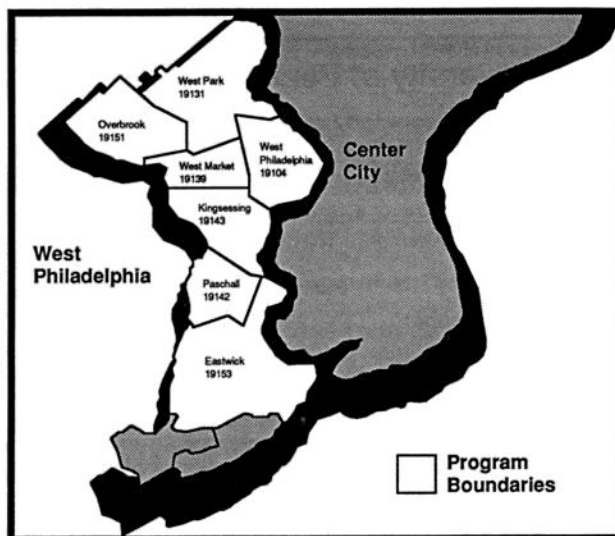
Buyer's Income Limits: none

Eligibility: On hiring, for assistant professor and above and PA9 and above. Others after 3 years.

How to initiate: Ask information, Office of the Treasurer, 737 FB, Ext. 8-2356.

Some 1200 members of the University have made use of the original Guaranteed Mortgage Program since its inception, according to Janet Gordon of the Treasurer's Office, where both plans are administered. Adopted as a companion piece to the building of dormitories to make Penn a residential University with more faculty living nearby, the guaranteed mortgage program is credited with stimulating West Philadelphia's economic growth as well as enhancing campus life.

Penn Senior Vice President Marna Whittington and the PCCA's Executive Director Jeffrey Cruse have similar hopes for "strengthening the residential communities of West and Southwest Philadelphia" through the new plan, while helping more Penn people own their homes. If successful, the plan may be replicated throughout the Commonwealth.



New Below-Market-Rate Program Added as Pilot 1990

Area Covered: West Philadelphia, West Park, Overbrook, West Market, Paschall, Eastwick.

Portion of Mortgage Covered: 95% of purchase price or appraised value, whichever is lower, on property up to \$109,000 for existing home or \$120,000 for new construction.

Occupancy: Single family housing only. Must be first home purchased by the employee as well as buyer's principal residence.

Mortgage Rate: Initially 8.35% (subject to change in relation to market).

Buyer's Income Limits: Family income of one- or two-person household, up to \$36,500; family income of larger household, up to \$41,000

Eligibility: Completion of probationary period of employment; meeting requirements of Pennsylvania Housing Finance Agency.

How to initiate: (1) Attend April 12 briefing (see box below); and/or (2) ask for information at the Office of the Treasurer, 737 FB, Ext. 8-2356.

April 12 Briefing on New Plan: PHFA representatives will host quarterly meetings with members of the faculty and staff of the University and the Hospital of the University of Pennsylvania, starting with one **Thursday, April 12**, from noon to 1 p.m. in the Faculty Club. Representatives will advise prospective homebuyers on ways to evaluate affordability, the role of lawyers and brokers, and options for financing the purchase. Individual counseling is also provided by PHFA; call Ext. 8-2356 for information.

Faculty Positions in Penn's House System

Residential faculty positions are available in King's Court/English House and in Ware College House for the Fall, 1990. Tenured faculty members are invited to express their interest in the Senior Faculty Resident position at King's Court/English House.

King's Court/English House is one of Penn's seven First-year Houses and is home to three hundred first-year and forty upperclass students. The House has a rich, active educational program and includes an on-site library/classroom, a computer room, and the Science and Technology Wing, where student rooms are connected to PennNet. The House is managed by a full-time Assistant Dean for Residence with a staff of twelve RAs and a number of student managers. Prospective

Senior Faculty Residents should have a commitment to undergraduate education and to the ideal of a community of scholars, and the ability to exercise intellectual leadership.

All faculty are invited to express interest in the resident faculty fellow position at Ware College House, a small House in the quadrangle of 160 undergraduates, three faculty and their families and six graduate staff, emphasizing an interest in a broad range of health and society issues.

There may well be additional positions in the College Houses that are not yet confirmed. Women and minority faculty are especially urged to apply. Interested faculty should direct a letter and current c.v., by **April 20, 1990**, to:

Dr. Christopher Dennis, Director, Academic Programs in Residence
College House Office, 3901 Locust Walk (HRN)/6180

A Workshop on Victim's Rights and the Media

In anticipation of the upcoming National Victim Rights Week, April 22-28, the University's Police Department is sponsoring a program on Victim's Rights and the Media, noon-1 p.m. April 18. The facilitator will be Ruth Wells, director of Penn's Victim Security and Support Service. The panelists will include: Karen C. Gaines, *Almanac* editor; Nick King, Students Together Against Acquaintance Rape (STARR) educator and a junior in the College; Carol Tracy, executive director of the Mayor's Commission for Women; a *Daily Pennsylvanian* representative and a Penn student who is a crime victim. They will discuss such issues as: What is the role of the media when reporting a crime or sensitive information? What are the victim's rights when dealing with the media? Workshop topics will also include: "the good, the bad and the media"; the media and its emotional impact on victims; and the role of the victim advocate and the media. The program will be held in Penn Tower Hotel. To register call Rose Hooks at Ext. 8-4481.

The University of Pennsylvania Police Department

This report contains tallies of part 1 crimes, a list of part 1 crimes against persons, and summaries of part 1 crime in the three busiest sectors on campus where two or more incidents were reported between April 2, 1990 and April 8, 1990.

Total: Crimes Against Persons-1, Thefts-13, Burglaries-0
Attempted Thefts of Auto-0, Thefts of Auto-1

| Date | Time | Place | Incident |
|---|----------|-------------------|-----------------------------------|
| Crimes Against Persons: | | | |
| 04/04/90 | 7:50 PM | 3400 Blk Spruce | Female's purse taken by force |
| 34th to 38th; Civic Center to Hamilton | | | |
| 04/02/90 | 4:31 PM | Richards Building | Wallet taken from unsecured desk |
| 04/04/90 | 7:50 PM | 3400 Blk Spruce | see entry: crimes against persons |
| 04/06/90 | 11:02 AM | Johnson Pavilion | Wallet stolen from library |
| 36th to 37th; Locust to Walnut | | | |
| 04/07/90 | 8:23 PM | Delta Psi | Leather jacket taken |
| 04/07/90 | 10:16 PM | Phi Sigma Kappa | ID's taken from coat |
| 30th to 34th; Walnut to Market | | | |
| 04/07/90 | 4:04 AM | Zeta Psi | Keys & ID taken |
| 04/07/90 | 2:45 PM | Zeta Psi | ID's taken from coat |

Safety Tip: Get rich quick—avoid these schemes. If you are approached by a stranger and asked about your personal finances, or for you to show them how to use an instant cash card, or to give them cash in order that you might get rich—don't do it! Call the Police immediately.

18th Police District Philadelphia Police

Schuylkill River to 49th Street, Market Street to Woodland Ave
12:01 AM March 19, 1990 to 11:59 PM April 1, 1990.

Totals: 19 Incidents, 3 Arrests

| Date | Time Reported | Location | Offense/Weapon | Arrest |
|----------|---------------|----------------|--------------------------|--------|
| 03/19/90 | 3:24 AM | 3925 Walnut | Robbery/gun | No |
| 03/20/90 | 6:55 PM | 4832 Baltimore | Robbery/gun | No |
| 03/20/90 | 4:12 PM | 4300 Larchwood | Robbery/board | Yes |
| 03/21/90 | 12:35 PM | 38 S. 40 | Robbery/knife | No |
| 03/22/90 | 12:19 AM | 3900 Walnut | Robbery/strong-arm | Yes |
| 03/22/90 | 12:19 AM | 3900 Walnut | Robbery/strong-arm | Yes |
| 03/22/90 | 4:35 PM | 4200 Spruce | Robbery/strong-arm | No |
| 03/25/90 | 11:35 AM | 1248 S. 45 | Purse snatch | No |
| 03/25/90 | 4:16 PM | 4000 Market | Robbery/gun | No |
| 03/27/90 | 8:10 PM | 4500 Osage | Robbery/simulated weapon | No |
| 03/28/90 | 6:45 PM | 3100 Market | Robbery/screwdriver | No |
| 03/28/90 | 6:50 PM | 33 S. 40 | Robbery/wrench | No |
| 03/28/90 | 7:30 PM | 4200 Sansom | Robbery/stick | No |
| 03/29/90 | 7:00 PM | 4500 Baltimore | Robbery/gun | No |
| 03/29/90 | 9:45 PM | 4200 Chester | Robbery/strong-arm | No |
| 03/30/90 | 6:00 PM | 42 S. 40 | Robbery/strong-arm | No |
| 03/30/90 | 9:00 PM | 4700 Windsor | Robbery/rifle | No |
| 03/31/90 | 12:40 PM | 134 S. 34 | Robbery/simulated weapon | No |
| 03/31/90 | 11:00 PM | 4111 Walnut | Purse snatch | No |

Update

APRIL AT PENN

EXHIBITS

18 *Light: The Energy of Form*; an installation of glass sculpture by Lucartha Kohler; Monday-Friday 9 a.m.-5 p.m., Esther M. Klein Art Gallery, 3600 Market Street. Opening Reception: 4-6 p.m.

FILMS

18 *Kuma Hula, Keepers of a Culture*; Philadelphia premiere of the 1989 Robert Mugge film; 8 p.m., International House. Tickets: \$5, \$4 students, members, senior citizens (International House).

MEETINGS

12 *A-1 Assembly Open Forum*; the Executive Board will discuss the purpose and bylaws of the organization; noon-1:30 p.m., Room 285-287, McNeil Building (A-1 Assembly).

TALKS

12 *The Postmodern Era: A Society Transparent to Itself?*; Gianni Vattimo; 4 p.m., Smith-Penniman Room, Houston Hall (Department of Romance Languages, Comparative Literature, Cultural Studies).

14 *Modernity and the Postcolonial Predicament*; first session, *Writing the Postcolonial*; Joan DeJean, Dipesh Chakrabarty, Manthia Diawara, Dain Borges; 10 a.m.-12:30 p.m. Second session, *Rewriting the Nation*; Gyan Pandey, Talal Asad, Presenjit Duara, Partha Chatterjee, Jane Caplan; 2-5:30 p.m., both sessions held in the Benjamin Franklin Room, Houston Hall (Center for Transnational Cultural Studies).

17 *Here and Now in the Nineties*; an evening reflecting on spiritual and social questions of this decade; Ram Dass, psychologist; 7 p.m., Harrison Auditorium, University Museum (Seva Foundation).

18 *Victim's Rights and the Media*; a panel discussion with media representatives from campus and the city; noon-1 p.m., Penn Tower Hotel. Registration: Ext. 8-4481 (Victim Security and Support Services).

Deadline: For Update: Mondays a week before each issue goes to press. For May At Penn pullout calendar: April 10. Copy must be submitted in writing to *Almanac* (by mail, fax or e-mail, address below).

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