

Almanac

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Pullout: Faculty Affirmative Action

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Photo by Adam Gordon



Winning Teachers
SAS's Abrams Award winners are Dr. Wales, far left, and Dr. Daemmrich.

At right, reading left to right, are Nursing's Teachers of the Year: Dr. Grey, Dr. Thurber, and Ms. Garson.



SAS's Abrams Awards

The Ira Abrams Memorial Award for Distinguished Teaching in the School of Arts and Sciences goes this year to German Professor Horst S. Daemmrich and Professor of Physics Walter D. Wales.

The award, funded by and named for a 1931 College alumnus, carries a \$1000 prize. It is given on the basis of the intellectual challenge the professors offer students, and whether they give students an informed understanding of a discipline. They must be teachers who are found by students and colleagues "to embody high standards of integrity and fairness, to have a strong commitment to learning and to be open to new ideas." The names of all Abrams Award winners are posted in bronze outside the Dean's Office at 116 College Hall.

Dr. Wales, an alumnus of Carleton College, came to the University in 1959 as an instructor in Physics after receiving his Ph.D. from Cal-Tech, and rose to full professor in 1972. A Fellow of the American Physical Society and member of the American Association for the Advancement of Science, he is known as an astrophysicist in his field and in the University: a member since 1982 and chair since 1985 of the ETS Development Committee for Advanced Placement Examination in Physics; member of the visiting committee for physics at Lehigh; chair of his department, acting dean of the School of Arts and Sciences, chair of the Faculty Senate, chair of the 1977-80 Penn Task Force on Governance and currently, for the second time, Associate Dean of SAS.

Dr. Daemmrich, a graduate of Wayne State University who took his Ph.D. in Germanic languages and literatures at the University of Chicago, taught at Chicago and at Wayne State, where he rose to full professor before joining Penn in 1981, and has chaired his department since 1984. Author of nine books and some 150 papers, Dr. Daemmrich has taught a variety of introductory and advanced courses, graduate seminars and honors courses at Penn. In 1975 he also did a series of lectures on Goethe's *Faust* for public television. He has been undergraduate and graduate adviser in German, resident director of the Junior Year Institute at Freiburg, and adviser of the Junior Year Program at Penn.

Nursing Teaching Honors

The School of Nursing's 1990 Teacher of the Year Award has been made to Dr. Margaret Grey, assistant professor and director of the Primary Care Graduate Program, and to Dr. Frances Thurber, assistant professor in the Nursing of Children Division.

Dr. Thurber is program director of the BSN/MSN Program initiative as well as course director of the Undergraduate Nursing of Children course. After receiving her degree from the University of Michigan, she taught there from 1979 until joining the University in 1983. She is currently involved in research on children and AIDS.

Dr. Grey, described in a nomination as

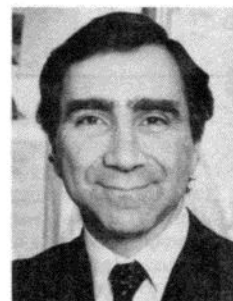
"exemplifying the Penn spirit of intellectual and professional excellence," is noted for her research and clinical work on the psychological effects of diabetes on children. Dr. Grey, who took her Ph.D. at Columbia, came to Penn in 1985 and recently received the 1990 Distinguished Fellow Award of the National Association of Pediatric Nurse Associates.

TA Award: Nursing's Teaching Assistant of the Year is Carolyn Garson, a doctoral candidate who assists in teaching research courses for both the doctoral and masters programs. The Vanderbilt alumna is responsible for orienting students to the use of computers and providing ongoing support in computer use. Her own dissertation is on the societal prescription for bereavement.



National Scene

At left, Dr. Shen.
At right, Dr. Callen and SAS's Dean Sonnenschein



National Science Board: Dr. Shen

The U.S. Senate last week confirmed the appointment of Dr. Benjamin S.P. Shen, Reese Flower Professor of Astronomy and Astrophysics, as a member of the National Science Board, which develops the nation's long-range science and technology policy and oversees the National Science Foundation. Nominated by President Bush in March, Dr. Shen has been as a consultant pending Senate action. He will deal particularly with federal policy for basic research and technological innovation, and will be involved with the announced national goal of making American students "the best in the world in math and science achievement by the year 2000." A leading expert on spallation nuclear reactions occurring in the astronomical setting, Dr. Shen joined Penn in 1966 as associate professor. He has served as department chair and acting provost, and has taught a freshman seminar on the nature of the universe every year since the inception of the seminar program in the 'seventies. He will continue full-time on the faculty.

National Academy: Dr. Callen, Dean Sonnenschein

Dr. Herbert B. Callen, professor emeritus of physics, and Dr. Hugo F. Sonnenschein, Thomas S. Gates Professor and Dean of the School of Arts and Sciences, have been elected to the National Academy of Sciences for their "distinguished and continuing achievements in original research." The National Academy is a private organization established by Congress in Lincoln's day to further science and its use for the general welfare, and acts as official advisor to the federal government, on request, in any matter of science or technology. This year's election of 60 U.S. members brings the total to 1601, of whom 30 are members of the Penn faculty.

Project Vanguard: An Apple Partnership for Penn

The University has entered into an agreement with Apple Computer to create Project Vanguard, a two-year effort including Apple and Macintosh equipment grants, special research and curriculum projects in four schools, and an arrangement for sharing materials with other educational institutions.

Under the equipment component of the program, SAS, Engineering, Wharton and Medicine will receive Macintosh equipment on Vanguard grants to implement special programs. A fifth component of the hardware portion of the project, for the University as a whole, will be administered by the Vice Provost for Information Systems and Computing.

The VPISC will also oversee the purchase of Apple equipment beyond the grant, including 20 Macintosh IIcx computers for the Rosen-garten Room at Van Pelt Library and additional equipment for student residence halls.

As part of Project Vanguard the University will convert much of its existing instructional software to an Apple-supported platform, in line with CRC Director Jeffrey Seaman's observation that "Macintosh has been the most popular computer for student purchases every year since 1984."

Underway or starting soon under the Project Vanguard umbrella:

- A General Engineering Workstation Laboratory at SEAS, to be in place this fall and to be followed by an Undergraduate Cognitive Science Laboratory.
- A Mac-equipped classroom in SAS, with innovative software being developed for use in 12 sections of language classes this fall.
- Award of computers to faculty for the creation of specific software, including HyperCard technology for diagnostics using patient simulation, and provision of more Macintoshes to be available to students.
- A new computer lab at Wharton—with 36

Macintosh SE/30s and two high-performance SE/30 servers—and the upgrading of another, moving toward full support of both a Macintosh and non-Mac environment. This fall students will be able to satisfy the MBA Computing Proficiency Requirement on Apple equipment.

Dr. Ronald Arenson, acting vice provost for computing, said many of the schools are now stimulating the appropriate use of computers in education and research. "Project Vanguard gives us the opportunity to further this work, and we hope that it will lead to more collaborative relationships in the future."

Search Committee: VP InfoSystems & Computing

Provost Michael Aiken has announced the following membership of the search committee to advise in the selection of a Vice Provost for Information Systems and Computing:

Dr. Paul Kleindorfer, Vice Dean, Wharton, *Chair*
Dr. Ronald Arenson, Acting Vice Provost for Computing
Dean Joseph Bordogna, SEAS
Dr. David Balamuth, Professor of Physics, SAS
William Davies, Information Systems Specialist, Office of the Senior Vice President
Dr. C. Martin Harris, Director of CPUP Information Systems, Med
Dr. Robert A. Kraft, Professor of Religious Studies, SAS
Dr. Paul Mosher, Vice Provost and Director of Libraries
Robert Pallone, Development Office Information Systems.

Speaking Out

Tenuring Women in Physics

As the only woman ever to have attained tenure in the Physics Department (following an intervention by the Commonwealth of Pennsylvania in 1973), I welcome Gino Segre's remarks in the April 24 *Almanac*. Indeed we must make every effort to increase the pool of women Ph.D.s in Physics and, yes, "more women faculty members in the sciences is clearly an important part of such a change."

—Fay Ajzenberg-Selove,
Professor of Physics

More on Fifth-Year Review

I am writing in response to the recent flurry of letters in *Almanac* concerning the proposed fifth year review of SAS graduate students. This topic seems to be subject to a great deal of hyperbole, generated, I think, by some of the leaders of GSAC—the graduate student council. In contrast, like many other graduate students, I have no objections to an annual review for advanced students and do not view this as an unfair and nefarious measure by Penn faculty or administrators. Although there are many difficulties and problems with the or-

ganization of graduate education, this is not one of them and there is nothing inherently wrong with accountability. I especially appreciated John McCarthy's letter of March 20 for its clear explanation of the rationale behind the proposed reporting procedure. It came as a breath of fresh air.

In light of this, I particularly deplore the attack by Elizabeth Hunt, the president of GSAC, on Dr. McCarthy in the April 10 issue. I found her letter unfair and a distortion of Dr. McCarthy's points. Contrary to her claims, he does not owe Penn's graduate students an apology. It seems to me that Ms. Hunt ought to make her demands and claims as an individual and not as the president of GSAC unless she first ascertains whether in fact such views are representative of the thousands of graduate students in SAS. I do not believe this to be the case. In my experience there is a large gap between the views of the leadership of GSAC and the majority of graduate students. It seems to me that some of these leaders have committed the same wrong of which they accuse the Penn administration—neglecting to represent the students.

—Richard Ingersoll,
Graduate Student, Sociology

Council: May 9 Topics

At its final meeting of the semester on May 9 in Hoover Lounge, the University Council will elect members to the Steering Committee; vote on proposed changes of bylaws introduced at the April meeting; take up GAPSA's motion to support U.S. House Bill 3267 granting "deferred departure" and work authorization for stranded Lebanese nationals, and consider other new business including:

Religious Holidays: Describing specific problems with the portion of University policy that requires students to inform instructors within the first two weeks of the semester that they intend to observe certain holidays, a student resolution urges

...that the delay for notifying instructors be reduced to two weeks before the holiday when the exact date for a given holiday cannot be determined at the start of the semester;

...that the Islamic holidays 'Id al-Fitr (3 days), 'Id al-Idha (3 days) and the Muslim New Year, Ra's al-Sana, continue to be covered by the revised University policy; and

...that a statement explaining the difficulty in determining the exact date of certain holidays also accompany the revised policy.

ROTC: A resolution submitted by GAPSA and separately by Dr. Larry Gross cites the University policy statement that Penn does not discriminate on the basis of sexual or affectional preference and resolves, "that the University will monitor the application of this policy to the Reserve Officers Training Corps (ROTC) and that the ROTC will not be permitted to remain at the University unless it affirms its commitment to the spirit and the letter of the University's nondiscrimination policy." The resolution also calls for Penn to join with MIT, Wisconsin, Minnesota, Harvard, Yale and other universities to press the Department of Defense to "abolish its policy of discrimination against gay men and lesbian women."

A Call for Hosts

Each fall the University welcomes more than 600 new international students and scholars. The Office of International Programs is ready to assist each new student or scholar through individual advising and a comprehensive orientation program.

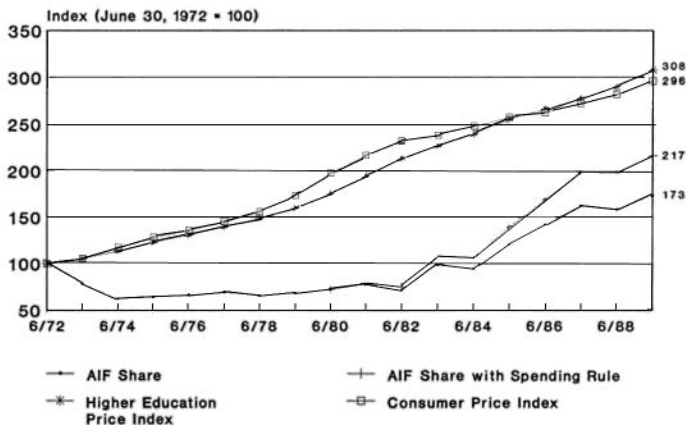
There is one area where we would like to solicit the help of the University community. Many new students and scholars have a need for temporary accommodations while they look for permanent housing or wait for residence halls to open. Often new students and scholars will arrive without having made arrangements for temporary housing and without sufficient funds for local hotels.

It is our hope that faculty and staff will be willing to open their homes to these new members of our community—not only to provide them with a place to stay, but also to offer a warm welcome to the University. The critical period is from early August to early September and their need will vary from one night to a week. The Office of International Programs will coordinate the placements of new students with hosts. The request from OIP will usually come without much advance notice. If you are able to host one or more new arrivals, or would like additional information, please get in touch with me at International Programs, Ext. 8-4661. Thank you.

—Ann Kuhlman, Associate Director,
International Programs

Correction: The graph below was inadvertently omitted from the article, *Managing the Endowment: FY '89 Performance*, which was published on page 9 of last week's issue. *Almanac* regrets the error.—Ed.

AIF Share Value vs. Inflation Indices
17 Years Ended 6/30/89



Supervisors, Staff and the New Homebuying Plan

Almost a hundred members of the staff and faculty have signed up to explore the new mortgage plan announced in *Almanac* April 10, according to Janet Gordon of the Treasurer's Office (where both the new plan and the continuing Penn Guaranteed Mortgage Program are administered).

But Treasurer Scott Lederman said he is concerned that not all Penn members who might be eligible for the below-mortgages—currently about 8.35% as compared to the market's 10.25%—know that they may qualify.

Centrally, the University records cannot determine which employees have family incomes in the required range of \$36,000 to \$41,000, he pointed out, because the records do not show spouses' or other income. Nor can central records flag which families would be meeting the other chief qualification—that the purchase be the first home they buy.

But he urged that supervisors bring the plan to the attention of any employees they believe might be able to benefit from the new opportunity to buy homes near campus.

Details, including an outline map of the neighborhoods covered by the plan, are on the inside back page of *Almanac* April 10.

For back copies, call Ext. 8-5274. For other information, call the Office of the Treasurer's designated line for inquiries, 898-2356.

OF RECORD

1990 Summer Hours and Compensation Practices

Beginning Monday, July 2, 1990, the University will alter its regular schedule of weekly hours worked for the months of July and August. The summer schedule of hours worked at the University, as referred to in this statement, is 9 a.m. to 4:30 p.m. Monday through Friday with a one-hour lunch period, resulting in a work week of 32.5 hours.

The following should serve as a set of guidelines in the implementation of summer hours for this year.

A. Effective Period

Summer hours resulting in the following time reductions will be observed Monday, July 2 through Friday, August 31, 1990.

- 1/2 hour per day totaling 2-1/2 hours per week.
- 35.0-hour work week is reduced to 32.5 hours;
- 37.5-hour work week is reduced to 35.0 hours;
- 40.0-hour work week is reduced to 37.5 hours.

B. Guidelines For Implementation

In recognition of the varying operating requirements throughout the University, a particular department or school may need to adopt a flexible schedule to meet its particular needs. However, the summer schedule of hours worked cannot exceed the reduced rate of weekly hours indicated above without additional compensation. Supervisors should advise employees as soon as possible what the summer schedule of hours worked will be in their department or school.

Departments are given flexibility in the scheduling of the reduced work week. Some examples follow:

Scheduled Work Week

(Using a 35-hour work week reduced to 32.5 hours)

- A. Monday through Friday, 9 a.m. to 4:30 p.m.
- B. Staggered hours to extend daily coverage:
- Employee I: Monday through Friday, 8:30 a.m. to 4 p.m.
- Employee II: Monday through Friday, 9 a.m. to 4:30 p.m.
- Employee III: Monday through Thursday, 9 a.m. to 5 p.m.
- Friday, 9 a.m. to 2:30 p.m.*

*Employees choosing to take the 2-1/2 hours off in any day must work the regularly scheduled hours on the remaining four days in order to accrue the 2-1/2 hours. Paid time off, i.e. sick, vacation, personal days, etc. do not count as days worked.

C. Compensation Practices

1. All employees working the summer schedule of hours are to be paid their regular weekly salary.

2. Any unit deciding to maintain the regular work week schedule throughout July and August should discuss this decision with the Office of Staff Relations prior to July 2, 1990.

a) If a weekly-paid employee works more than the summer schedule of hours, that employee is to receive, in addition to the regular weekly salary, extra compensation for those hours worked at straight time up to forty hours worked in the week.

b) If the supervisor and employee mutually agree, compensatory time may be taken equal to the additional straight-time hours worked (compensatory time must be taken before November 30, 1990).

3. If a weekly-paid employee works more than forty hours in a week, that employee is to receive compensation at time and one-half (1-1/2) for all hours worked in excess of forty (40).

Examples

Regularly Scheduled Hours	Summer Schedule	Hours Worked	Straight Time Hour Paid	Time and One-Half Hours Paid	Total Hours Paid
35 hrs.	32.5 hrs.	32.5	35.0	0	35.0
		35.0	37.5	0	37.5
		40.0	42.5	0	42.5
		42.0	42.5	2	45.5
37.5 hrs.	35 hrs.	35.0	37.5	0	37.5
		37.5	40.0	0	40.0
		40.0	42.5	0	42.5
		42.0	42.5	2	45.5
40 hrs.	37.5 hrs.	37.5	40.0	0	40.0
		40.0	42.5	0	42.5
		42.0	42.5	2	45.5

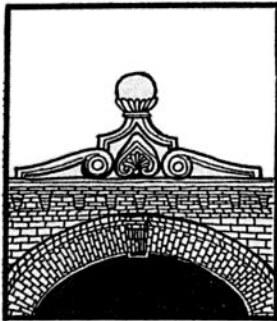
D. Exclusions

Regular part-time employees, temporary employees, University employees working at HUP whose unit does not observe the summer hours schedule, and employees covered by collective bargaining agreements are excluded from this reduced summer hours procedure.

E. Questions

Any questions concerning the above should be directed to the Office of Staff Relations at Ext. 8-6093.

—Office of Human Resources



University City House Tour: May 6

Penn Plus and the Franklin Field Ticket Office have advance tickets for this year's University City House Tour, *Victorian Cedar Park*, self-guided between 1 and 5 p.m. Sunday, May 6. The University City Historical Society, in conjunction with the 12th annual Philadelphia Open House, sponsors the tour of the "streetcar suburb" featuring 13 Victorian high-style twinhouses and two churches—St. Francis DeSales and Calvary Episcopal. In advance, tickets are \$12 for the tour, or \$17.50 with box lunch from the Firehouse Farmers Market. On tour day they cost \$2.50 more. Penn Plus is at Ext. 8-7517, and Franklin Field Ticket Office at Ext. 8-6151. Co-chairs of the tour are Denis Elton Cochran-Fikes of DRIA and Architect Steven Wiesenthal of Venturi, Scott Brown and Associates.

University of Pennsylvania Police Department

This report contains tallies of part 1 crimes, a listing of part 1 crimes against persons and summaries of part 1 crimes in the five busiest sectors on campus where two or more incidents were reported between April 23, 1990 and April 29, 1990.

Totals: Crimes Against Persons-2, Thefts- 27, Burglaries-3, Attempted Thefts of Auto-0, Thefts of Auto-0

Date	Time	Location	Incident
04/28/90	11:10 PM	4000 Blk Irving	Male and female robbed at knife-point by two males
38th to 39th; Spruce to Locust			
04/24/90	12:22 PM	Lot 14	Toolbox, umbrella taken from auto
04/24/90	8:15 PM	Lot 14	Folder taken from auto
04/28/90	3:25 PM	Lot 14	Suitcase, cassettes from auto
04/28/90	4:24 PM	Lot 14	Briefcase taken from auto
04/28/90	3:37 PM	Lot 14	Toolbox, gloves taken from auto
36th to 37th; Spruce to Locust			
04/25/90	11:10 AM	Steinberg/Deitrich	Unattended knapsack taken
04/26/90	8:35 PM	3600 blk Locust	Purse and contents taken
04/27/90	12:39 AM	Steinberg/Deitrich	Unattended knapsack taken
04/29/90	8:02 AM	Wistar Institute	Wallet taken from unsecured office
34th to 38th; Civic Center to Hamilton			
04/24/90	1:37 PM	Med Educ Bldg	Answer machine / unlocked room
04/26/90	1:43 PM	Johnson Pavilion	Items taken from display case
04/26/90	3:45 PM	Clinical Res bldg	Unattended wallet taken from desk
04/27/90	1:27 PM	Botanical Garden	Bush taken from area
34th to 36th; Locust to Walnut			
04/23/90	9:36 PM	Van Pelt Library	Secured bike taken from rack
04/24/90	12:14 AM	Phi Kappa Sigma	Stereo taken / forced entry
04/26/90	4:28 PM	Van Pelt Library	Purse taken / unattended knapsack
36th to 38th; Hamilton to Spruce			
04/23/90	2:04 AM	Stouffer Triang	Secured bike taken from rack
04/26/90	2:52 PM	Butcher Dorm	Box spring taken / unattended room

Safety Tip: Help prevent a crime by removing the opportunity—close and lock your windows and doors before leaving your room or house, even if you only intend to be gone for a short period of time.

18th District Philadelphia Police

Schuylkill River to 49th Street, Market Street to Woodland Ave
12:01 AM April 16, 1990, to 11:59, April 22, 1990

Total: 8 Incidents, 1 Arrest

Date	Time	Location	Offense	Arrest
04/16/90	3:29 AM	4800 Chestnut	Robbery/strong-arm	Yes
04/16/90	9:45 PM	4100 Walnut	Robbery/strong-arm	No
04/17/90	4:30 AM	4600 Locust	Robbery/strong-arm	No
04/19/90	1:55 AM	4319 Larchwood	Robbery/strong-arm	No
04/19/90	9:59 PM	4517 Pine	Robbery/strong-arm	No
04/20/90	12:10 AM	4400 Locust	Robbery/gun	No
04/21/90	7:55 PM	4000 Chancellor	Robbery/strong-arm	No
04/22/90	4:23 PM	100 S. 42	Robbery/knife	No

Social Work Turns 80: May 3-4

The School of Social Work will mark its 80th anniversary with a two-day celebration titled *Building on Our History: Bridges to the 21st Century* on Thursday and Friday, May 3 and 4, at the Penn Tower Hotel.

Edward Asner, noted actor and human rights activist, will be the speaker at the celebration dinner the evening of May 3. Participants in panel discussions on such issues as aging, child welfare, and mental health will include: PennTrustee Jacqueline Grennan Wexler, President, National Conference of Christian and Jews; Margaret Kuhn, Chairperson/Founder of the Gray Panthers; Ruth Middleman, Moses Professor at the Hunter College School of Social Work; Joan Reeves, Commissioner, Department of Human Services; and Helen-Ann Comstock, Executive Director, Alzheimer's Association of Greater Philadelphia.

All events are free and open to the public with the exception of the celebration dinner. For information call 898-8743.

Update

MAY AT PENN

FITNESS AND LEARNING

3 *You Are What You Dream!*; Experience different sides of yourself through your dreams; Frank Guarnaccia, F/SAP Counselor; 12 - 1 p.m., Room 301, Houston Hall. Also May 10 (Faculty/Staff Assistance Program).

8 *Summer Safety for Children*; Rosemary Noce-Murphy, Educational Nurse Specialist, CHOP; noon-1 p.m., Bishop White Room, 2nd floor, Houston Hall. To register call 8-0313 (Child Care Resource Network).

ON STAGE

9 *Magic Dances of Zaire*; troupe of 12 dancers and 6 musicians celebrates African culture with native songs, dances and instruments; 7 p.m., MTI Tabernacle Theatre, 37th and Chestnut. Tickets: \$20; Information: 382-0606 (Movement Theatre International). Also May 10 and 11, 8 p.m., May 12 and 13, 3 p.m. and 8 p.m.

Deadlines: For Update: Mondays a week before each issue goes to press. For Summer at Penn pull-out calendar: May 15. Submit in writing to our office, by E-mail to ALMANAC@A1.QUAKER, or by fax to X9137.

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