

Almanac

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Annual Meeting of the Faculty Senate

Wednesday, April 17. . . 3 to 5:30 p.m. 200 College Hall

On the agenda of the Faculty Senate's plenary meeting Wednesday are reports on the size of the administration (*Almanac* March 19) and on the economic status of the faculty (*Almanac* April 9). Discussion is scheduled on issues relating to academic freedom and responsibility and on defining harassment. The President, the Provost and chairs of Senate committees will be available for questions from the floor. The meeting is open to all members of the Senate.

Guggenheims for Three

The members of Penn's faculty who won John Simon Guggenheim Awards this year, and the studies they will undertake, are:

Dr. Mark I. Green, professor of pathology and laboratory medicine and director of research immunology at the School of Medicine; *A crystallographic analysis of the structure of the neu receptor.*

Dr. Susan Naquin, professor of history; *Popular religion, public space, and urban identity in early modern Peking.*

Dr. Liliane Weissberg, associate professor of German and comparative literature; *A study of Rahel Varnhagen, Dorothea Schlegel, and Henriette Herz.*

At right,
Dr. Fay Ajzenberg-
Selove of Physics

Below,
Dr. Dennis DeTurck
of Mathematics



Above,
Dr. Norman Smith
of Music

At left,
Dr. Madeleine
Joullie of
Chemistry

Lindbacks1991: The Party's April 25

The entire University community is invited to a reception Thursday, April 25, from 4:30 p.m. to 6:30 p.m. in the Rare Books Room of Van Pelt Library. There, the traditional awards will be made to winners of the Lindback Awards for Distinguished Teaching, whose names were announced at Council last week.

Shown here are the four 1991 winners from health areas, (right), and four from the rest of the University (left). Below are the two winners of the Provost Awards for Distinguished Teaching, who also receive their awards at the party Thursday.

For background on the winners, and why they were chosen, see pages 4-5 of this issue.



Clockwise from above,
the winners
from the
health schools:

Dr. Raymond Sweeney
of Veterinary Medicine

Dr. Steven Galetta
of Neurology

Dr. Gary Gottlieb
of Psychiatry

Dr. Lois Evans
Nursing



The Provost Award



Dr. Elaine Simon
of Urban Studies



Dr. Arnold Weisgold
of Dental Medicine



Senate Committee on the Faculty Assessment of Affirmative Action at the University of Pennsylvania

April 4, 1991

The Office of Planning Analysis and Institutional Research of the University has prepared a report, dated January 25, 1991, entitled "Affirmative Action Report for the Current Standing Faculty, Fall 1990." The Senate Committee on the Faculty was charged with interpreting that report. In the comments and listings that follow, we consider only the underrepresentation of female (and in one case of male) faculty members.

We list below those departments in which at least two people have been hired in 1981-90 and in which women appear to be underrepresented. The number of "new hires" (1981-90) and the "pool" of PhDs (1981-88), are taken from the report.

We note also that the ratio of "Associate and Full Professor New Hires" to "Assistant Professor New Hires" in 1982-90 is appreciably different for male and for female faculty members in two areas of the

School of Arts and Sciences:

In the Humanities, this ratio is 9/25 for women and 21/42 for men. In the the Natural Sciences, this ratio is 0/7 for women and 15/47 for men.

Finally we list below:

1. Departments with NO women on the standing faculty in 1990:

Astronomy, Geology, Mathematics, Accounting, Statistics, Bioengineering, Systems, Mechanical Engineering, Architecture, Fine Arts, Animal Biology/Veterinary.

2. Departments with NO tenured women on the standing faculty in 1990:

American Civilization, Music, Oriental Studies, Philosophy, Slavic Languages, Insurance, Management, Chemical Engineering, Electrical Engineering, Materials Science, Clinical Studies/Dental.

3. Departments with ONE tenured woman on the standing faculty in 1990:

Classical Studies, German, Religious Studies, South Asia Regional Studies, Economics, Regional Science, Physics, Decision Sciences, Finance, Health Care Systems, City Planning, Basic Sciences/Dental.

The Chair of the Faculty Senate, Almarin Phillips, is discussing with the Provost a draft statement prepared by the Committee on the Faculty. In these, the committee suggests procedures designed to better implement the affirmative action policies of the University. One of the most important of these procedures is that "Whenever a search committee proposes to make recommendation for the appointments of a faculty member, a description of the procedures followed is to be submitted to the affirmative action officer (AAO) for approval. Until the AAO approves the description, the recommendation is not to be acted on by the department."

1990-91 Senate Committee on the Faculty

Fay Azjenberg-Selove (physics)

Charles S. August (pediatrics)

Vijay Kumar (mechanical engineering)

Joan Lynaugh (nursing)

Morris Mendelson (finance), Chair

David Stern (Oriental studies)

ex officio: Almarin Phillips (public policy & management)

Louise P. Shoemaker (social work)

Department	School	Standing Faculty (1990)		New Hires (1982-90)		Pool * (1981-8)
		M	F	M	F	
Classical Studies	SAS	10	1	4	1	38%
English	SAS	26	14	15	9	55%
Linguistics	SAS	7	2	60		50%
Music	SAS	14	1	5	1	32%
Philosophy	SAS	10	1	7	1	22%
Economics	SAS	36	2	35	1	16%
Biology	SAS	27	4	10	1	31%
Chemistry	SAS	26	2	9	1	18%
Mathematics	SAS	29	0	17	0	15%
Psychology	SAS	21	4	7	4	48%
Nursing	NURS	0	47	0	41	4% ^b
Accounting	WH	15	0	17	0	26%
Finance	WH	33	1	25	0	13%
Statistics	WH	15	0	6	1	19%
Bioengineering	SEAS	12	0	6	1	19%
School of Soc.Wk.	SSW	11	7	5	3	58%
Basic Sciences	DENT	16	1	2	0	34%
Basic Sciences	MED	76	16	32	8	32%

a) Women b) Men

\$2 Million for Art History's New Home

A gift of \$2 million will make possible the renovation of a coveted building—the "triangular" turn-of-the-century house at 3400 Walnut, just east of Van Pelt Library—as headquarters of the art history department, SAS Dean Hugo F. Sonnenschein has announced.

The gift was made by Elliot and Roslyn Jaffe. Mr. Jaffe is a 1949 alumnus who is chairman and chief executive officer of Dress Barn, Inc., a national retail clothing corporation based in Stamford, Connecticut.

"The renovated building will provide a home to one of the strongest art history programs in the country," said Dean Sonnenschein. "The Jaffes' generosity means that an excellent department will be housed in equally excellent surroundings."

Added the donor, "We are delighted that the art history program will have a home of its own after many years of being housed in separate areas. Roslyn and I are especially pleased that the renovation will make the entrance to the heart of the campus more inviting."

The architectural firm of Tony Atkin and Associates will undertake the renovation and expansion of the building, which dates from 1900 and echoes the architectural style of the Quadrangle. Certain areas will be restored, and an addition on the western side will increase total floor space by roughly one-third. Included in the new space will be two seminar rooms overlooking the Green and a wheelchair-accessible entrance and elevator.

The art history department was ranked in the top ten nationally by the Conference Board of Associated Research Councils in its most recent evaluation (1982) of art history programs. This recognition was particularly noteworthy given the fact that among those ranked in the top ten, Penn's department was one of the youngest (established in 1960) and one of the smallest. The last decade has further enhanced its reputation among



Almanac photo by Shauna Selly

those in the discipline. Each year the department awards approximately 25 bachelor of arts degrees. It has awarded doctoral degrees to 35 students in recent years. Many members of the faculty hold the Lindback Teaching Award, and two have received MacArthur "genius awards."

The Ombudsman's Report on Sexual Harassment *by D. D. Perlmutter*

Provost Aiken and President Hackney have asked the Ombudsman's Office to offer the University community further details on the content of the complaints of sexual harassment that have come forth in the last year. It is hoped that by characterizing the incidents that have been reported, with examples of the range of behavior and typical outcomes, the learning and work atmosphere of our community will be improved.

To this end of developing the best possible academic climate for all our students and staff, this report is intended to provide help especially to those in positions of authority by giving them a better overview of the types of behavior that have raised questions and have, in some instances, been found to be in violation of University policy. It seeks to sensitize us all to what we do by focussing on the range of behaviors that sometimes intentionally, sometimes unknowingly, create "an intimidating or offensive academic, living, or working environment."

A Brief History

Information on possible violations of the University's policies on sexual harassment comes to the Office of the Ombudsman by one of two routes: either as direct complaints from individuals, or as reports from other offices. This latter route was formalized and adopted as current policy following the University Council's recommendation to include a provision for central reporting of all alleged incidents to the Ombudsman's Office. The intention of this gathering of detail is to detect any informative patterns that might serve to improve our institutional response to harassment within the bounds of protecting individual rights, victims from unwanted exposure and respondents from unproved allegations. In keeping with this mandate, the President and Provost requested that Deans, Academic Officers, and Resource Center Directors collect and forward such information on all forms of harassment.

During the year ending June 30, 1990, 16 complaints of sexual harassment came directly to the Ombudsman's office. Information for the same time period that was forwarded from the various other University sources raised the total to 42 incidents that were characterized as Sexual (gender) Harassment in the statistical summary published in the *Almanac* of November 27, 1990. In all cases in this category the complainants were women.

Although the Ombudsman's Office is more familiar with the details of the cases that came to us directly, review of the forms that arrived from the several referring offices indicates that the patterns are largely similar. Accordingly, the following summary discussion refers to and includes the material from both sources. Before itemizing a list of problems, it should be noted that there is also good news. Many faculty members and supervisors do in fact develop supportive and appropriate professional relationships with their students and supervisees, and many alumni and alumnae recall excellent mentors and long-time friendships with former teachers.

Range of Behaviors in Complaints

It is of paramount importance to understand how our actions are perceived by others, for when the effects are not recognized, quite different behaviors can interfere with an individual's academic or work performance. Matters that are experienced as "unwanted sexual attention" often arise through abuse of power, clearly perceived as such by the more vulnerable party even if not always obvious to the one in the dominant position. Whether veiled or obvious, demands for sexual favors are rarely if ever experienced as compliments and can be very threatening to a person who is in the dependent status of youth, student, staff, or junior faculty. It should be noted, moreover, that even in the rare cases when sexual overtures are initially welcomed, relationships can change with time, sour, and interfere with an individual's academic or work performance, in spite of possible later regrets on both sides.

Less sensational but more common are a variety of behaviors short of explicit sexual approaches but certainly unacceptable in a community that depends on trust and civility. Complaints brought in the last year commonly stress the acute discomfort that can arise from either positive or negative comments on a person's physical attributes. This can be further compounded by uncalled-for close physical proximity, or by being touched on any part of one's anatomy. It does not diminish the discomfort to be told that it's all a joke, or that no serious approach was intended. A joking style may obscure the intention, but it does not remove the injury that can come from a statement with sexual innuendo. Some reports emphasize that the hurt feelings can be just as strong, if the target of the comment is a friend, classmate or colleague who is equally vulnerable.

Of the 16 complaints of sexual harassment that came directly to the Ombudsman's Office, 15 were brought by students, 12 of whom were graduate students. As has been noted before in several reports from the Ombudsman's Office, graduate students are, as a group, the members of our community most vulnerable to sexual harassment. In their student role they rely on close relationships with one advisor or at most with a very few mentors to develop professionally for what they hope will be their life's career. The student is almost entirely dependent on the faculty member's judgements, evaluations, and references, both during the years of University experience and thereafter on the job market. Staff members also experience the same feelings of helplessness and self-doubt when sexual harassment by a supervisor emphasizes their vulnerability.

Going out for a beer with a group of colleagues or students after a class or seminar may be a great idea during the day, but the circumstance is not the same if after hours only one individual is repeatedly singled out for invitation to a secluded spot. Inviting one or two individuals to one's home can also create unease, if on arrival the situation is one of potential intimacy. Repeated phone calls for non-business or non-academic reasons will create doubt, as will invitations to non-purposeful two-party closed door office meetings. Students and staff do not want to hear intimate details of their professor's or supervisor's lives, and they feel uncomfortable when they are encouraged to share personal information. We have heard repeatedly of the discomfort people felt when asked by a professor or supervisor whether they have a special (boy or girl, man or woman) friend, what they like about the person, or what they do together when alone.

Most people who have come to complain on these matters have a sense of what an appropriate student-faculty or staff-supervisor relationship should be. They feel it acutely when the boundaries have been crossed, experiencing anxiety and fearing loss of control over their futures. In view of these reports it is evident that each faculty member, supervisor, or anyone in a position of authority and power relative to students, staff, or junior faculty should be called upon to function with some care and self-awareness in his or her role, to maintain a mentoring relationship without going beyond the boundary of acceptable and desirable friendship.

Outcomes

In general, the Ombudsman's Office takes action in harassment cases (as in any other matter) only at the request of the complainant. During the period covered in this report, only five complainants of the 16 who came to us gave permission for the office to pursue their cases. It may be that some of the other 11 were able to handle their situations without direct help from the Ombudsman's Office, but we do not know whether the resolutions were entirely satisfactory or what residual effects remained. The five cases that were carried forward by the Ombudsman were pursued first by hearing the respondents and then as appropriate by further interviews and investigation of the circumstances.

Sometimes it was possible to obtain the relief that the complainant sought by means of these interviews. If not, the cases were brought to the attention of the appropriate administrator, Chair, Dean, or to the Provost. The remedies and/or sanctions in such cases varied considerably, according to the specific circumstances and the wishes of the complainant. When they have requested it, some complainants have been helped simply by having the Ombudsman's Office monitor an on-going situation. Others were helped to change jobs or academic advisors. For some it has been possible to arrange for counseling during the recovery period that followed traumatic events. Specific sanctions imposed for sexual harassment have depended on the nature of the offense. They are ordinarily imposed by the Chair, Dean, or supervisor of the School or unit involved, and have included letters of reprimand, zero salary increases, and separation from the University.

Regarding the many cases that were not pursued after initial complaints, it was not always clear what the complainant's reasons were for abandoning her grievance. It appears from our interviews, however, that some, if not most, of these cases were dropped out of fear of retaliation or fear of exposure to an unsympathetic community. Such outcomes will be less common when there is a wider awareness that there exists a clear University policy backed by an administration ready to be responsive at whatever level is necessary. Our academic community can be more protective and reduce the incidence of sexual harassment, if more injured parties elect to press well-founded complaints.

About the 1991 Winners of Lindback and Provost Awards

(Notes from the Nonhealth and Health Area Committees' Reports to the Provost)

The 1991 Lindback Committee on Distinguished Teaching in the non-health area is pleased to present the finalists for the Lindback and Provost Awards. The nominees for the Lindback are as follows:

Dr. Fay Ajzenburg-Selove, Professor, Physics, School of Arts and Sciences

Dr. Dennis DeTurck, Professor, Mathematics, School of Arts and Sciences

Dr. Madeline Joulie, Professor, Chemistry, School of Arts and Sciences

Dr. Norman Smith, Associate Professor, Music, School of Arts and Sciences

The nominee for the Provost Award is:

Dr. Elaine Simon, Assistant Director, Urban Studies, and adjunct assistant professor of city & regional planning, Graduate School of Fine Arts.

The following is a short summary of facts about the candidates which influenced the committee in its decisions:

Dr. Fay Ajzenburg-Selove began her long and distinguished career receiving her Ph.D. in physics from the University of Wisconsin in 1952 and has been teaching for almost forty years. She has been professor of Physics at Penn since 1973. While she currently serves as the Undergraduate Chair, professor Selove was cited by the Career Planning and Placement Office for both the impressive number and the thoroughness of letters she has written for University of Pennsylvania students applying to medical school.

Her students comment repeatedly that her courses, while extremely difficult and demanding, were made interesting through her witty and informative lectures. She is described as "someone who really enjoys teaching" and almost all commented on her warmth and charisma. One student even suggested Fay for President, and as one student comments, "she actually makes physics fun." Others mention her inspirations as a mentor and role model. "Physics is well known to have few females in the field; and Fay has been a constant source of encouragement and support to me in this area." "She discusses openly the tremendous opportunities available to women in physics as well as the potential pitfalls; and through it all she stands a great example that women can succeed as physicists." Fay Ajzenburg-Selove has succeeded as both a scholar and a teacher.

Dr. Dennis DeTurck began his career at Penn as a graduate student here, receiving his M.A. in 1978 and his Ph.D. in 1980. He returned to Penn in 1982 as an assistant professor and was promoted to full professor. He has worked not only with students in math, but he was responsible for organizing a course in modern mathematics for physics graduate students.

Dr. DeTurck was asked to give one of the first preparatory courses in the doctoral program in mathematics at the University of Rome. He learned Italian and proceeded to give half the course in that language. He is respected by both students and colleagues, one of whom wrote, "He had an amazing, and, in my experience here at Penn, unmatched concern for the welfare of his students." One student in describing his lectures commented, "his presentations are always motivated with examples and heuristics. The proofs are elegant, complete and original. One returning (older) stu-

dent remarked, "through images of automobile headlights and tables from the history of mathematics an enthusiasm for the subject was impossible to miss." Consistently his students commented on his helpfulness outside the classroom and one concluded "DeTurck is as good as his reputation—he's a passionate mathematician."

Dr. Madeline Joulie's history at Penn is indeed a long and distinguished one. She received both her master's and Ph.D. from Penn and has been a member of Penn's faculty since 1953, attaining the rank of full professor in 1974. Dr. Joulie's contributions to education have been acknowledged by the American Institute of Chemists who presented her with their Honor Award in 1985, in recognition of her commitment to both undergraduate and graduate education.

A former student writes, "Dr. Joulie is a woman who excelled in a highly competitive field at a distinguished university on her own merits long before the days of equal opportunity hiring of women." Another describes her "humanistic" approach to the education process. Repeatedly students comment on her extraordinary willingness to help and to her importance as a role model. One colleague in describing her wrote, "she is a tireless and dedicated teacher who has done yeoman service in both the undergraduate and graduate programs in our department."

Dr. Norman Smith started his career at Penn as an instructor in 1960 and served as director of graduate studies for sixteen years. A former chair of music describes Professor Smith as "the star teacher in our department." In more than 100 departmental forms he is characterized as "amazing," "brilliant," "extraordinary," "exceptional," and "unbelievable."

Fifty-three former students wrote in support of professor Smith and the large number who are now pursuing academic careers speak to professor Smith's continuous and permanent influence on his students. One student,

now an associate professor himself, wrote that, "students reacted not only to his engaging personality, but rather to the quality of the educational experience itself." Another student describes the care Dr. Smith takes in supervising the teaching assistants by writing, "he deserves credit for the number of successful instructors he has trained."

His undergraduate course evaluations are equally strong. One undergraduate described him as "the most organized, well-prepared, and lucid professor I have ever had." Many non-majors spoke of Dr. Smith's ability to make them listen to music in a different way. He is a teacher who has an abiding commitment to his class and to rewarding interaction with his students.

Provost Award

Dr. Elaine Simon is currently the assistant director of the Urban Studies Program where she does all of the major advising. A colleague who team-teaches with Dr. Simon comments "for many students in our program she is central to their education and the kinds of decisions that they make about their futures."

Her undergraduate students repeatedly cite her as the professor who has had the most valuable impact upon their education. Students see her as a mentor and deeply respect her opinion; they also view her as a colleague and friend. She is described as approachable, always accessible and demanding. One former student now in graduate school wrote, "her style of teaching challenged us not to take for granted the opinions and arguments of others but instead to be aware of the values and attitudes that shaped them." Another student responds, "Dr. Simon is the academic figure who, more than any other individual, was responsible for my graduation from the College of Arts and Sciences and the Graduate School of Fine Arts. The letters consistently point to the assistance she has given individual students, to her influence on their lives and careers, and to her combination of rigor and sensitivity as a teacher."

... And the Winners in the Health Schools

The 1991 Lindback Committee on Distinguished Teaching in the Health Schools is pleased to present its choice of finalists for the Lindback Awards. The nominees are:

Dr. Lois Evans, associate professor and director of gero-psychiatric nursing, School of Nursing

Dr. Steven Galetta, assistant professor of neurology, School of Medicine

Dr. Gary Gottlieb, associate professor of psychiatry, School of Medicine

Dr. Raymond Sweeney, assistant professor, School of Veterinary Medicine

The nominee for the Provost Award is **Dr. Arnold Weisgold**, clinical professor and director of the postdoctoral program in prosthodontics, and director of the implant center.

Dr. Lois Evans has been a member of the standing faculty in the School of Nursing, University of Pennsylvania, for seven years where she is presently associate professor and director of the gero-psychiatric nursing section. She was the recipient of the Edward B. Bunn Memorial Award for Outstanding Teacher,

at Georgetown University and was selected as Fellow of the American Academy of Nursing. She has served as a mentor and role model for a large number of students as a teacher who, "demonstrates by word and action that she is committed to her beliefs."

In describing her experience with Lois Evans, a former student writes: "to permit students to go charging off in new directions, to unleash their sense of inquiry, to open everything to question and explanation, to recognize that everything is in the process of change and these are the experiences I will never forget." A colleague describes Dr. Evans as "fair, ethical, spontaneous, persistent and creative. She exemplifies everything nursing should be." She also "commands and effectively uses a wide variety of teaching methods." In a field where she is doing both ground breaking teaching and research, gero-psychiatric nursing, Dr. Evans is clearly outstanding.

Dr. Steven Galetta received his B.A. from the University of Pennsylvania in 1979 and currently is assistant professor of neurology and residency coordinator for the department

of neurology. He is already the recipient of numerous teaching awards including the Louis Dinon Award for Teaching Excellence in the School of Medicine, a commendation for Outstanding Teaching, Class of 1993, and the Neurology Teacher of the Year Award.

Several students regard him as the best teacher they have ever had at the Medical School. Others comment on his strength in teaching the residents and students on rounds. Colleagues remark on his growing interest in the philosophy of medical education and his thoughtful and committed approach to the mechanics of student and resident teaching at all levels. Another states, "I have never before heard raves about grand rounds months after the fact except in the case of rounds given by Dr. Galetta. And I'm in New York hearing about grand rounds in Philadelphia. He has already inspired at least one of our best residents to go into neuro-ophthalmology, and perhaps this is the greatest tribute to his teaching abilities." Dr. Galetta is tireless, enthusiastic, and profoundly affects the medical students, residents and other faculty who work with him.

Dr. Gary Gottlieb received his M.D. from Albany Medical College in 1979 and his M.B.A. from the Wharton School in 1985. He is currently associate professor of psychiatry at the Hospital of the University of Pennsylvania. His students repeatedly stress the fact that Dr.

Gottlieb is more than just an excellent teacher who presents material in a well-organized and comprehensive fashion. In addition he addresses the emotional and inter-personal aspects of medicine. One student comments, "reflection can be an unfortunately rare commodity in medical school. My classmates welcomed the chance for reflection sparked by Dr. Gottlieb's classes. Dr. Gottlieb believes in the concept of collaborative learning always involving his students in the process of education, and indeed, meeting with them regularly to discuss the progress of the course and possible improvements. Several students commented on his passion for both teaching and learning. As director of the behavioral sciences course, he has used a variety of teaching methods including video tapes, patient interviews and small group discussions to enrich the students' experience." His energy seems limitless; he is a critical and dynamic thinker and one of those rare individuals who is a gifted teacher.

Dr. Raymond Sweeney received his Doctor of Veterinary Medicine in 1982 where he graduated *magna cum laude* and subsequently has served as an intern, resident lecturer, and assistant professor. His colleagues have supported his energetic teaching commenting, "he led his students in a non-threatening style through diagnostic steps, with all students participating, and feeling a sense of achievement in defining and solving the problem at hand."

He has won both the Norden Outstanding Teacher Award and Class Teacher of the Year in 1988 and again in 1990. Through his active participation in the American College of Internal Medicine Certification Program, Dr. Sweeney also contributes to the fairness and the quality of the board certification process.

His students remark on his breadth of knowledge but, more importantly, on his special ability to convey information to his students in an interactive fashion. In addition, Dr. Sweeney brought these same qualities to the continuing education programs giving presentations to practicing veterinarians, research workers and farmers. His versatility and adaptability are hallmarks of his excellence in teaching.

Provost Award

Dr. Arnold Weisgold has been at the University of Pennsylvania since 1967. Dr. Weisgold elected to leave the standing faculty to join the associated faculty as a means of improving his clinical expertise. His associate writes that it is important to note that, "after he joined the associated faculty he retained and executed all of his previous full-time duties which he performed with characteristic excellence. His influence has been long-lasting and students cite him as an influence in continuing their studies in his department. In short, Dr. Weisgold, over the years, has embodied all the qualities which define distinguished teaching."

Speaking Out

A Clutter of Bicycles

I am writing this letter to object to all of the bicycles that are cluttering the steps and front area of the Richards Building on Hamilton Walk. The bike rack is half empty and the railings going up the steps to the building are full. This hinders those who need to hold on to the rail for support while ascending the steps. The area surrounding the front doors of the building are also cluttered with bicycles. There are small stone seats but they are not accessible because the bikes are chained next to them. I think those who ride their bikes should either use the bike racks or take their bikes inside with them. This situation is not only a safety hazard but also an eyesore.

—Christine Massenburg,
Research Grants Specialist, Physiology

More on Oriental Studies

The Oriental Studies faculty have finally released a statement on whether they will change the department's name (*Almanac* 3/19/91). They have proclaimed that "Oriental" is not a derogatory term. This is the wisdom handed to us from a faculty that includes not a single Asian or Asian-American member. Since it is apparently the exclusive province of white people to teach about Asian and North African peoples and

cultures in that department, it follows that the faculty believes that it is also the exclusive province of white people to define our experience, to name it, and to tell us how we feel—or how we should feel.

If it was indeed a unanimous decision on the part of the OS faculty that "Oriental" is not derogatory, the OS Department is wallowing in a Eurocentric pathology that is even deeper than we had initially feared. One would have hoped that at least some of the faculty would have understood that it is not the place of white people to presume to sit in judgment of how Asian people feel about the names we get called.

The reality is that many—though not all—Asian-Americans find the term "Oriental" to be offensive. To us, "Oriental" brings back images of Asians as passive, servile and perhaps exotic people who act in accordance with the expectations of the white people who have power over them. "Oriental" brings us back to the good ol' days when Hop Sing's greatest joy was to serve the white boys of the Ponderosa. This is a stereotype, but it is also a pattern of behavior that Asian Americans have sometimes adopted so that we would be allowed to survive in this country (and a survival strategy that some students found useful in dealing with paternalistic faculty members). The expectations of the OS faculty—that we will be patient, that we will smile and

bow as they make pronouncements on whether our feelings are valid or not—are precisely the expectation of people who would call us orientals.

At the same time that the OS department has completely dismissed the concerns of Asian American students on this issue, it has announced that it will explore finding a more "accurate" and "inclusive" name. This is academic arrogance at its worst. The department elders pretend that their academic discourse is divorced from real life racial oppression. They pretend that what is at stake is some rarefied search for accuracy and truth. Well, the truth is that language is a weapon, and the Oriental Studies Department is choosing to continue to assault Asian Americans with its demeaning choice of a name.

The stark insensitivity of the Oriental Studies faculty in responding to our concern over the department's name highlights the obvious need for more basic changes in the department. This department has not even one Asian on its faculty. Asians are employed in only the lowest status and most insecure positions in the department. The OS faculty has, then, only to deal with Asians and Asian-Americans who are their subordinates; Asians are lecturers, students, and the subjects of their study, but never their equals. We have no faith that the existing faculty will make any serious attempt to change what must be for them a very

Speaking Out welcomes reader contributions; short, timely letters on University issues can be accepted until Thursday noon for the following Tuesday's issue, subject to right-of-reply guidelines. Advance notice of intention to submit is appreciated.

comfortable arrangement.

We have attempted to make changes through the appropriate channels. In return, the OS faculty has excluded us from the whole process of discussing the issue, imposed a gag order on its own members to prohibit them from talking to us, and ignored the opinions of Asian American community members and scholars. The Oriental Studies department apparently thinks that Asian-Americans have a higher tolerance for disrespect than in fact we do.

—Ellen Somekawa
Asian-American Student Alliance

Ed. Note: The department's chair declined the offer of space for reply at this time.

Clarification on 'Sharps'

Concerning Ms. Weisberg's statement (Speaking Out, *Almanac* April 2) that "the State of Pennsylvania is considering naming all "sharps as infectious waste," it is important to note that sharps ("broken glass that has been in contact with pathogenic organisms, hypodermic needles and syringes, suture needles, disposable razors, pasteur pipettes and scalpel blades) have been defined as infectious waste since April 9, 1988, when the State implemented its Municipal Waste Management Regulations.

However, the State is currently reviewing these regulations and we do encourage all faculty and staff to write to advise the State that the regulations as currently written and proposed are burdensome and expensive to the research community without providing any benefit to the health and safety of the public. Correspondence should be addressed to:

Ms. Gail Phelps, Assistant Counsel
Bureau of Regulatory Control
P.O. Box 2357
Harrisburg, PA 17120

Information on handling of "sharps" and other biohazardous materials is available to University personnel in the University's "Biological Safety Manual." Questions about biohazardous materials or requests for copies of this manual may be directed to the Office of Environmental Health and Safety at Ext. 8-4453.

—Harriet Izenberg,
Biosafety Officer, OEHS

Health and Safety Seminar

The Office of Environmental Health and Safety of the Medical School will present a seminar, "Occupational Exposure to Bloodborne Pathogens," Tuesday, April 30, 10:15-11:45 a.m., in Lecture Hall B of the John Morgan Building.

The program is designed to instruct personnel on protection from the Hepatitis B and Human Immunodeficiency Viruses. Information on free Hepatitis B vaccinations for all eligible personnel will also be available. Please call Barbara at Ext. 8-4453 for registration or any questions.

Council: Racial Harassment and Other Topics

University Council opened April 10 with President Sheldon Hackney's report on the Penn's Way decision to open the workplace charitable campaign to all qualifying federations (see *Almanac* April 9) and on reports that Penn and other leading research institutions' indirect cost recoveries will be investigated in the wake of inquiries begun at Stanford. On behalf of the Provost, Dr. Hackney also reported three Guggenheim Awards and named the winners of the 1991 Lindback and Provost Awards (see page 1 and pp. 4-5). In response to query about openness with respect to an alleged attempted rape at Zeta Beta Tau, listed in the University Policy Report in *Almanac* April 9, he said investigation is in progress and information will be released at its conclusion.

Acting on the unanimous resolution of the Council Committee on Safety and Security, taken March 22, the President presented the Committee's new award for contributions to safety—the 1991 Meera-Ananthakrishnan-Cyril Leung Award—to the members of STAAR (Students Together Against Acquaintance Rape).

Steering Committee Chair Almarin Phillips, recalling last year's Council resolution that ROTC not continue on campus past 1993 unless it adheres to Penn's anti-discrimination policy, said the Committee on Conduct is expected to present a report on the topic to Steering at its next meeting.

In its only action item, Council added the associate vice president for business services to the Communications Committee (below).

The remainder of the meeting was devoted to discussion of "Draft F," one of a series of talking papers distributed by the President's Office for use in campus meetings. The gist of these drafts has been to attempt to define harassment, since a policy at Michigan that resembled Penn's was found unconstitutionally broad in relation to first-amendment protection of free speech. The topic was also discussed in March, and will be on the May 8 agenda as well. The projected timetable is publication of a draft for comment late in April; discussion at Council May 8; and promulgation of a new racial harassment policy at term's end.

Revisions to University Council Bylaws

(Two actions with respect to Council Committees were taken this spring and are recorded below. Deletions are in brackets and insertions are underlined.)

Communications Passed 4/10/91

VI.1.c., pp.13-14, *Committee on Communications*. The Committee on Communications shall have cognizance over the University's communications and public relations activities. In particular, it shall monitor the University's internal communications, the operations of the [News Bureau] News and Public Affairs and Publications Office, and the interpretation of the University to its many constituencies. The Committee shall consist of eight faculty members, two administrators, two A-3 staff members, two undergraduates, and two graduate/professional students. The assistant vice president for university relations, vice provost and director of libraries, [and] vice provost for information systems and computing and associate vice president for business services shall be non-voting *ex officio* members of the Committee.

International Programs Passed 3/20/91:

VI.1.f., p. 15, *International Programs Committee*. The International Programs Committee shall [study] review and monitor issues related to the international programs and other international activities of the University, [and] The International Programs Committee shall advise [the Director of International Programs] and make policy recommendations in such areas as services for international students and scholars, foreign fellowships and studies abroad, faculty, staff and student exchange programs, and cooperative undertakings with foreign universities. The Committee shall consist of eight faculty members, two undergraduates, and two graduate/professional students. The Director of International Programs shall be a non-voting *ex officio* members of the Committee.

Lyme Disease Alert

As spring approaches and thoughts turn to flowers and the outdoors, it is time to consider the potential for exposure to Lyme Disease.

Lyme Disease is an infectious disease, caused by a corkscrew-shaped bacterium. It is preventable and easily treatable with the appropriate antibiotics, especially when detected in its early stages. In humans, symptoms that occur following a tick bite include: headaches, fever, tiredness, a characteristic red rash (not always present), aching muscles and joints and swollen glands. If left untreated, Lyme disease can result in arthritis, as well as heart and nervous system damage. Lyme Disease is transmitted to people and pets through the bite of an infected deer tick. In this area, the majority of Lyme Disease cases occur between March and October, with the peak in June, July and August. This peak coincides with the time when a stage of the infected tick, whose two-year life cycle is quite complicated, is attaching to hosts (animal and human) and with the time when people are spending the most time outdoors.

The best way to avoid Lyme Disease is to avoid fields and woods where deer ticks and their hosts reside. However, if this is not suitable to you, the following precautions will help reduce your risks of infection:

- Wear light-colored clothing so ticks can be easily spotted. (Because the deer tick is only about the size of a poppyseed, it can be easily overlooked on visual inspection).
- Wear long-sleeved shirts with tight cuffs.
- Wear long pants which are tied at the ankle or stuffed into socks.
- Wear light-colored socks and closed shoes.
- Use insect repellent which contains DEET on clothing (especially shoe tops and pant legs).
- Put tick-repellent collars on pets.
- Check yourself, children and pets for ticks before coming indoors.

For more information on Lyme Disease, call Ext. 8-4453.

— Office of Environmental Health and Safety



In the series of posters being distributed by the Office of Community Relations to promote West Philadelphia Day, no two are alike. Only the lettering is printed—the central design on each poster was hand-painted in color by a child from the neighborhood. The Colorful Earth, above, is by Natalie S., age 4, of the Infant Friendship Center.

Invitation to a Fair: April 25

The University and the neighborhood will celebrate the first West Philadelphia Day with an outdoor fun/food/information fair on Thursday, April 25.

Centered on the Annenberg School Plaza and stretching along Locust Walk, the fair will feature a variety of musical entertainment including the Penn Band, Gospel Choir and Jazz Ensemble, plus several dozen organizations, services and vendors of food and goods. (See details, right.)

All members of the University and the community are invited, noon to 7 p.m.

Who's Coming to the Fair...

Housing & Real Estate

A.R. Chamberlain & C.O.R.E.
Alan Klein R.E.
Alex Senderowicz
Arnold Pagano
Barry Davis R.E.
Cambridge Partners
Campus Apartments
City West R.E.
Clark Park R.E.
E.F. Campion & Company
Emerson Pine Hill Management
Gertzfeld Associates
Maclaren Management Company
Orens Brothers
RJS Associates
The Courts
UCA Realty Group
University City Housing
University Enterprises
Urban & Bye R.E.

Student Volunteer Organizations

Asian Connection
Empty the Shelters
Penn Volunteer Network
Philadelphia Hunger Reduction Action Team
Program for Student Community Involvement
Stand Up Against Homelessness
Stimulus
University City Hospitality Coalition

Banks

Fidelity Bank
Provident Bank

West Philadelphia Vendors

Campus Copy Center
Center For Information Resources
Computer Components
EMSCO
Fresh on 47th Street
Handisoft
International Services Inc. (ISI)
Jack Kramer's Catering
Marsin Medical Supplies
Moveable Feast
Penn Tower Hotel
SUMANCO

Sheraton University City
The Black Cat
University City Center for Eye Care

Penn Entertainments, Goods and Educational Offerings

Annenberg Center
Class of 1923 Ice Rink
College of General Studies Day and Summer Science Academy
University of Pennsylvania Dental School
Institute of Contemporary Art
Recreation and Intercollegiate Athletics
Morris Arboretum
School of Engineering and Applied Science
The Discovery Program at Penn
VHUP, the Veterinary Hospital
WEPIC Volunteers
West Philadelphia Tutoring Project

University and West Philadelphia Nonprofit/Helping Organizations

American Red Cross
Community Relations
Penn Medical Center
Pennlincs
Pennpals
Penn Women's Center
Philadelphia Child Guidance Clinic
Philadelphia Collaborative Program for Child Health
Stimulus
Say Yes to Education
Spruce Hill Community Association
Squirrel Hill Community Association
University of Pennsylvania
West Philadelphia Chamber of Commerce
West Philadelphia Partnership
West Philadelphia Enterprise Center
Wharton Small Business Development Center

Child Care

Good Shepard Day Care Center
ISI Caring Center for Children and Parents
Infant Friendship Center
Parent Infant Center
Penn Children's Center
St. Mary's Cooperative Nursery

Penn Plus: Spring Activities at a Discount for Faculty, Staff and Families

Penn Plus provides University staff and faculty with discount programs for off-campus recreational and cultural activities, or otherwise channels the discount offers received from area firms. It is open 9 a.m.-4 p.m. Monday-Friday, Ext. 8-7517. Penn Plus accepts cash or checks/money orders made out to the Trustees of the University of Pennsylvania. Tickets cannot be held unless full payment has been received, and all ticket sales are handled on a first-come, first-served basis. One may call Ext. 8-7517 to ensure that the preferred tickets are still available to Penn faculty and staff; Penn I.D. is required.

Penn Plus has these current offerings:

Tales of the Lost Formicans, a contemporary comedy-drama by Constance Congdon, is a Drama Guild presentation that previews April 19 and starts its three-week run April 24 at Zellbach Theatre, Annenberg Center. For the

April 26 performance at 8 p.m., Penn Plus has 2-for-1 vouchers for \$29.50 (orchestra seats) and \$12.50 (balcony seats). Vouchers can be exchanged for two tickets at the Drama Guild window at the theater of the night of the performance. For other performances, regular prices are \$29.50 (orchestra) and \$12.50 (balcony). Information at the Box Office, Ext. 8-6791.

Garden Passport is a guidebook containing coupons for discounted admission to the area's museums and gardens. They also provide substantial savings in museum/book stores, workshops, courses, trips, and special events. Discounted price of the discount book: \$5.50. Regular price, \$7.95.

Price Club is offering its Price Club Gold Star Membership to University of Pennsylvania employees. The nearest Price Club Warehouse is located in Maple Shade, New Jersey. Price

Club sells a variety of merchandise for businesses and families at wholesale prices—electronics, major and small appliances, sporting goods, housewares, hardware, tires and automotive supplies, food, clothing, and much more. Member services include an Auto Center, Optical Department, Photo Processing, and sidewalk cafe. Penn employees can obtain a Price Club Gold Star Membership by presenting their University of Penn ID card or a paycheck stub, along with the appropriate membership fees, to the nearest Price Club.

The primary card is \$25 with an optional card available for \$10. Membership fees are annual. The cards are non-transferable and may be used at any Price Club location. Penn Plus has a limited number of free, one-day shopping passes for anyone who wants to experience the Price Club first-hand before becoming a member.



Research Club's Arboretum Dinner

Reservations are due Friday, April 26 for the Faculty Research Club's Annual Dinner at the Morris Arboretum on May 2. President Sheldon Hackney will be the featured speaker at the event, which will include an Arboretum Tour led by the Arboretum's head of horticulture, Paul Meyer, at 4 p.m. The social hour begins at 5 p.m., dinner at 6:30 p.m., and program at 7:45 p.m. The evening is open to all members of the University at \$ 25 per person. For other details call Edward Thornton, Ext. 8-8309.

Update

APRIL AT PENN

TALKS

17 Pathogenesis and Treatment of Nephrotic Syndromes; William Couser, chief, nephrology section, University of Washington; 11 a.m., Medical Alumni Hall, 1 Maloney (SGIM).

Seeing Better through Gravitational Lenses; Irwin I. Shapiro, Harvard University; 4 p.m., Auditorium A-1, David Rittenhouse Laboratory (Department of Physics).

18 The Effect of Prenatal Maternal Smoking on Early Infant Lung Function; John Hanrahan, medicine, Channing Laboratory, Harvard; 9 a.m., Room 313, Nursing Education Building (SGIM).

The Fate of Our City: Philadelphia and the Future; Lucy Hackney, president and founder, Pennsylvania Partnerships for Children; Ira Harkavy, vice dean, SAS, and director, Penn Program for Public Service; Theodore Herschberg, director, Center for Greater Philadelphia; 6:30 p.m., Warwick Hotel, 17th and Locust Streets. Information and Registration: Ext. 8-5262 (College Alumni Society).

19 Academic Medicine as a Public Trust; Steven Schroeder, president, The Robert Wood Johnson Foundation; noon, Agnew-Grice Conference Room, 2 Dulles (SGIM).

22 Management of Coronary Artery Disease in the Elderly; William G. Kussmaul, cardiology section, HUP; 8 a.m., 1st floor conference room, New VA Nursing Home (SGIM).

Randomized Controlled Trial of Aspirin in the Prevention of LV Thrombosis—2D Echo Study; Jacob Jose, INCLEN Health Economics Fellow; noon, 2nd floor conference room, Ralston House (SGIM).

Characterization and Regulation of Dopamine and Excitatory Amino Acid Receptors; Paul McGonigle, department of pharmacology; noon, Pharmacology Seminar Room, M100-101 John Morgan Building (Department of Pharmacology).

Correction

In the "Relative Investment Performance on Tax-Deferred Annuities" published in *ALMANAC* March 19, the first line for the *CREF Funds—CREF Stock Account* was off by one column. The letter "D" should have been under philosophy and each of the numbers should be one column to the right. We are grateful to James Keller for spotting this error, and we regret any confusion it may have caused.

The 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 crime in the five busiest sectors on campus where two or more incidents were reported between April 8, 1991 and April 14, 1991.

Totals: Crimes Against Persons—0, Thefts—29, Burglaries—0, Thefts of Auto—0, Attempted Thefts of Auto—0

Date	Time	Location	Incident
34th to 36th; Spruce to Locust			
04/08/91	11:29 PM	Williams Hall	Bike taken from rack
04/10/91	7:05 PM	Williams Hall	Bike taken/actor apprehended
04/11/91	7:06 PM	Levy Park	Unattended sunglasses taken
04/12/91	10:14 PM	Levy Park	Bike taken/suspect apprehended
04/12/91	11:09 PM	Levy Park	Bike taken/suspect apprehended
38th to 39th; Spruce to Locust			
04/08/91	4:18 PM	3800 Block Locust	Unattended briefcase taken
04/09/91	7:43 PM	Harnwell House	Secured bike taken from rack
04/14/91	12:31 PM	Harnwell House	Secured bike taken from rack
39th to 40th; Locust to Walnut			
04/08/91	6:00 PM	High Rise North	Bike taken
04/08/91	6:31 PM	High Rise North	Secured bike taken from rack
04/09/91	11:04 AM	High Rise North	Secured bike taken
32nd to 33rd; South to Walnut			
04/09/91	5:18 PM	Hutchinson Gym	Clothing taken from locker room
04/10/91	4:36 PM	Lot #5	Speakers and tapes taken from auto
04/10/91	6:16 PM	Hutchinson Gym	Secured bike taken
34th to 38th; Civic Center to Hamilton			
04/08/91	4:07 PM	Johnson Pavillion	Unattended wallet taken
04/11/91	12:35 PM	Stemmler Hall	Purse and contents taken
04/12/91	11:13 AM	Stemmler Hall	Cash taken from unattended desk

Safety Tip: The University Police Department encourages your participation in a free bicycle registration program designed to reduce criminal opportunity on campus. Having a serial number on file facilitates the identification of a bike's rightful owner and increases the chance that the thief will be apprehended through police investigation.

18th District Crimes Against Persons Report

Schuylkill River to 49th Street, Market Street to Woodland Ave.

12:01 AM April 1, 1991 to 11:59 PM April 7, 1991

Totals: Incidents—12, Arrests—2

Date	Time	Location	Offense/Weapon	Arrest
4/01/91	2:40 AM	1228 S 48	Rape/strong-arm	Yes
4/01/91	4:05 PM	4600 Market	Robbery/strong-arm	No
4/01/91	11:15 PM	4800 Woodland	Robbery/strong-arm	No
4/03/91	10:15 PM	227 S 42	Purse snatch/strong-arm	No
4/04/91	9:43 PM	4200 Locust	Robbery/strong-arm	No
4/05/91	1:25 AM	4000 Ludlow	Robbery/strong-arm	No
4/05/91	1:22 AM	115 S 42	Robbery/strong-arm	No
4/05/91	5:44 PM	4612 Walnut	Robbery/strong-arm	No
4/06/91	2:30 AM	4900 Baltimore	Aggravated assault/knife	No
4/06/91	1:25 PM	204 S 46	Robbery/strong-arm	No
4/07/91	4:03 PM	3933 Market	Aggravated assault/gun	Yes
4/07/91	11:20 PM	4600 Chestnut	Robbery/strong-arm	No

Almanac

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