

Almanac

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Michael Ahearn



Dr. Anderson

SAS's Day Chair: Dr. Anderson of Sociology

Dr. Elijah Anderson, a leading urban sociologist and 1983 Lindback Award winner who has been at Penn since 1975, has been named the Charles and William L. Day Professor of Social Sciences in SAS.

The Day chair was endowed in 1973 as a professorship in economics and social sciences, created by a bequest of former Trustee Chairman William L. Day and honoring his father, Charles Day.

It is the second chair held by Dr. Anderson, who last year was the first to hold the Max N. and Heidi L. Berry professorship in the social sciences. In addition to urban sociology, Dr. Anderson teaches on race and ethnicity and on the social psychology of organizations. He is associate director of the Center for Urban Ethnography, a board member of the Center for Black Literature and Culture, a member of the Dynamics of Organization Program, and a former acting director of Afro-American Studies at Penn.

Dr. Anderson's first book, *A Place on the Corner*, became a classic in the study of black urban family life—and his latest, *Streetwise: Race, Class and Change in an Urban Community*, just won the 1991 Robert E. Park prize of the American Sociological Association. He is also widely known for a 1986 study called "Of Old Heads and Young Boys," done for National Academy of Sciences Commission on the Status of Black Americans and for "Sex Codes and Family Life Among Inner-City Youth," published in *The Annals*, 1989. Among his work in progress is the introduction to a new edition of W.E.B. Du Bois's *The Philadelphia Negro*, forthcoming from the University of Pennsylvania Press.

A 1969 graduate of Indiana University at Bloomington, Dr. Anderson took his M.A. in 1972 at Chicago and his Ph.D. in 1976 at Northwestern, where he was a Ford Foundation Fellow. He taught at Swarthmore for two years before joining Penn as assistant professor in 1975. Here he rose to associate professor in 1980 and to full professor in 1988.

Packard Award: Kyle Vanderlick of Chemical Engineering

Dr. T. Kyle Vanderlick, assistant professor of chemical engineering, is one of this year's 20 David and Lucile Packard Foundation Fellows—recipients of the five-year award of \$100,000 a year to support research in the areas of their choice.

Dr. Vanderlick joined Penn in 1989, and was named a Presidential Young Investigator that spring while she was completing a stint as a NATO Fellow in Germany and preparing to take up her Penn appointment in the fall. She is a graduate of Rensselaer Polytechnic Institute who took her Ph.D. in 1988 from Minnesota, where she was an IBM Fellow. Dr.

Vanderlick's work focuses on understanding and controlling phenomena characteristic of surfaces, interfaces and thin film—studying the molecular engineering of structured surfaces and coatings; the fundamentals of wetting, adhesion and interactions between surfaces; and the pattern formation processes associated with phase nucleation and growth. (See also the list of faculty and projects slated for the IAST, p. 5 of this issue.)

Her Packard Award is the second in a row for Penn. Dr. Gregory Voth, assistant professor of chemistry, was a recipient last year.



Dr. Vanderlick



Dr. Swain Cade

To Cheyney: Dr. Swain Cade

Dr. Valarie Swain Cade, assistant provost and assistant to the president, has been named interim president of Cheyney University of Pennsylvania.

She takes office October 1 at the institution founded in 1837 as Cheyney State College in Delaware County. Offering bachelor's and master's degrees, primarily in the liberal arts and teacher preparation, it has approximately 100 faculty and 1500 undergraduate and graduate students on its 275-acre campus.

Dr. Swain Cade is a 1973 alumna of Penn State who took her master's degree and Ph.D. from Temple. After teaching language arts and reading in Camden public schools, she was assistant professor of English at Rutgers before joining Penn in 1978 as faculty master of DuBois College House with faculty appointments in GSE and Social Work. Dr. Swain Cade has held several administrative posts here, primarily in the Provost's area where she has coordinated or directed programs such as the VPUL's Commonwealth Program, the all-University summer youth project, the Fontaine Fellowships and others.

Trustees: Thawing Some Funds

With the Commonwealth's vote to continue higher education funding at last year's level, the funds for construction, deferred maintenance and key projects in educational innovation and research support are being restored, President Sheldon Hackney said at the Trustees Executive Committee meeting on September 19. Again thanking the University community for sending messages to Harrisburg, Dr. Hackney cautioned that frugality and slowed growth will continue, and Vice President Marna Whittington echoed his caution in a Penngram message reprinted on page 7 of this issue.

The largest physical project on hold—construction of a new Law School library at \$27.9 million—was approved at Thursday's meeting along with motions covering five renovation/relocation projects such as temporary relocation of folklore, history of art and international relations to 3440 Market Street.

The following agenda is published in accordance with the Senate Rules.

**Agenda of Senate Executive Committee Meeting
Wednesday, October 2, 1991, 3-5:30 p.m.**

1. Approval of the minutes of September 11, 1991
 2. Chair's Report
 3. Nominations to Senate Nominating Committee
 4. Discussion with Provost Aiken of the Academic Planning and Budget Committee's agenda for 1991-92, including faculty salaries
 5. Procedure of consultative committees
 6. AAUP letter regarding misconduct procedures
 7. Discussion of faculty appointment to the Affirmative Action Council
 8. Other new business
 9. Adjournment by 5:30 p.m.
- Questions can be directed to Carolyn Burdon, Executive Assistant to the Chair of the Faculty Senate, Ext. 8-6943.

The following is a reiteration by the President of a policy published May 7, 1991.

Eleemosynary Policy

The University has had a policy since at least 1986 of not making charitable contributions from University funds to other eleemosynary organizations (i.e., any organization supported by charitable giving regardless of tax-exempt status), unless a written waiver is granted by the President. Because Penn solicits gifts for educational and research purposes of the University, it is inappropriate to transfer those funds to other uses or organizations, no matter how worthy. In light of the current budgetary situation, I wish to reaffirm this policy: payments by the University to other eleemosynary organizations in the form of a gift or contribution are prohibited unless approved in writing by the President. Effective July 1, 1991, I will no longer grant such waivers.

—Sheldon Hackney

FOR COMMENT

To the University Community:

As part of our ongoing efforts to foster ethical and equitable academic and employment environments, we are pleased to re-publish for comment, this proposed Acquaintance Rape and Sexual Violence Policy first published in Almanac July 16, 1991. The new policy will be an important addition to existing policies including the Sexual Harassment, Racial Harassment and General Conduct policies.

Please review the Policy and send comments and recommendations by October 2, 1991, to me at 200 Houston Hall/6306. —Kim Morrisson, Vice Provost for University Life

Acquaintance Rape and Sexual Violence Policy

Introduction

The University of Pennsylvania seeks a safe and healthy environment for all community members and visitors. Thus, Penn has developed the following policy on acquaintance rape/sexual violence to set forth definitions, to reaffirm Penn's commitment to providing resources and processes for prevention, education, support, reporting, adjudication, protection from retaliation, and to identify the range of sanctions. The University will also provide multiple access points for collection of information about incidents and a clear process for dissemination of acquaintance rape/sexual violence statistics to the community.

The University needs a specific policy on rape and sexual violence because the prevalence of rape and sexual violence on college campuses is alarming.

Statistics compel universities throughout the country to acknowledge that significant numbers of their members have been raped or will be raped.¹ Given Penn's history of providing national leadership with respect to rape and sexual assault education and counseling, it is timely for Penn to continue this role by adopting a specific policy on acquaintance rape and sexual violence. The personal trauma experienced by the victims/survivors and the nature and consequences of this crime undermine the trust essential to the process of education and the mission of the University. This crime also conflicts with our very basic standards of behavior. Indeed, this form of sexual violence is particularly damaging to our community because victims/survivors often are acquainted with and must continue to interact with their assailants. Moreover, for many men and women it is difficult to define this behavior as rape.

Definition

Acquaintance rape is a form of sexual violence. For the purpose of this policy, acquaintance rape/sexual violence is defined as any act in which a member of the university community forces another with whom he or she is acquainted to engage in sexual activity against her or his will or without her or his consent. Assent shall not constitute consent if it is given by a person who because of youth, mental disability or intoxication is unable to make a reasonable judgment concerning the nature of or harmfulness of the activity. This policy applies to groups as well as individuals.

Intervention

The University of Pennsylvania will provide resources to support victims/survivors, will utilize University fact-finding and disciplinary procedures with appropriate jurisdiction, will publish annual statistics on incidents of acquaintance rape and other forms of sexual violence, and will provide comprehensive education for the prevention of sexual violence including acquaintance rape at the University of Pennsylvania. Incidents reported to the appropriate departments will be addressed promptly and will be treated confidentially. In addition, the University will, as appropriate, inform members of the Penn community when an incident has been so reported. The procedures which implement this policy will take into account the need to investigate charges which may be filed and the right to confidentiality of all involved parties. When appropriate, after an incident occurs, outreach and support to faculty, students and staff affected by the particular incident will be part of Penn's response. This support may include release time, leaves, or other accommodations.

Sanctions

University sanctions will be imposed in accordance with appropriate University processes upon persons found to have violated this policy. These sanctions can include but are not limited to suspension, expulsion, and/or separation from the University. In addition, an individual charged may be subject to prosecution by the Office of the District Attorney under Pennsylvania Criminal Statutes.

¹ In a study of 32 colleges and universities, one in four college women reported being a victim of rape or attempted rape during the preceding year. Eighty-four percent of these victims/survivors were acquainted with their assailants.

—The National Institute of Mental Health (NIMH),
"Ms.", Project on Sexual Assault, 1987.

On Forming Acquaintance Rape Policy

Across the United States, campus-wide policy on acquaintance rape and sexual violence is needed now more than ever. As acquaintance rape grows to be the issue of the Nineties, colleges and universities are being relied upon by students, their parents and faculty to develop a comprehensive and proactive approach to addressing this salient issue. In order for our campuses to provide the safety that is expected, promised, and deserved, we must have sensitive and effective systems for safe reporting, support for victims/survivors, and adjudication of perpetrators. Most important, these systems need to be reflected in institutional policy and supported by well-coordinated procedures and adequate resources.

The almost two-decade history of Penn's response to rape, creating a safer campus and providing support to victim/survivors, sets the stage for the next step in realizing the University's commitment to stop sexual violence. Penn's proposed Policy on Acquaintance Rape and Sexual Violence emerged from the collaborative efforts of concerned faculty, staff and the leadership of a student-initiated and student-managed peer education group, Students Together Against Acquaintance Rape (STAAR). STAAR has been nationally recognized as a model program for the prevention of acquaintance rape.

The campus-wide Acquaintance Rape Working Group, mandated by President Hackney to oversee Penn's response to acquaintance rape, is

comprised of students, faculty and staff from all areas of the University. Its most notable accomplishment was the drafting of an acquaintance rape policy and procedures for its implementation.

Faculty, staff and student members of the Acquaintance Rape Working Group will be presenting Penn's comprehensive approach at two upcoming national conferences:

- 1st International Conference: Sexual Assault on Campus, October 3-5, 1991, Orlando, Fla.
- Sixth National Conference on Campus Violence, February 6-8, 1992, Baltimore, Md.

For information, or to schedule a workshop or classroom presentation, call STAAR at the office of Student Health Services, 662-7126.

—Susan Villari, Health Educator

Confidential Counseling on Rape

The Penn Women's Center offers free confidential counseling to all members of the Penn community. If you or someone you know needs assistance regarding rape, including acquaintance rape or other sexual assault, or if you need counseling on other such personal issues, please call Alyce Jackson, Ph.D., or Robin Lynk, M.S., at 898-8611.

—Penn Women's Center

Speaking Out

On Graduate Studies

The short article on page 9 of your May 28th issue, is, so far as I know, the first public announcement at Penn concerning the new Mellon funding project for graduate studies. As a student in the English department and a recipient of funds from this program, I feel it important to comment on one important issue raised in that announcement.

Your article declares the purpose of this program to be to "support improvements in the structure and organization of Ph.D. programs in the humanities," which the Mellon Foundation says will be achieved by "lower[ing] the average time of completion from the present eight years to five." But in fact, there is much anecdotal evidence to support the contention that less time would not be conducive to future academic and professional success.

Dean Fitts, in your article, refers to a two-year study performed by the Mellon Foundation which is supposed to verify the program's assumptions; yet that study, in my understanding, ignores crucial variables in the career of academics. It fails to correlate professional success (tenure, publications, salary, teaching evaluations, committee appointments) with length of time of graduate study, and specifically fails to demonstrate that brief school careers promote such success, or that long careers hamper it.

Such a lack seems glaring because many of our most successful professors, chairpersons, and even deans took much more than the "target time" of five years to complete their studies. Indeed, a brief study of hiring in my department reveals that even our own recent faculty appointments, at both the junior and senior levels, have not tended to favor persons who completed their studies in a short period of time. Furthermore, it is clear that many of the most successful professors in our department do not favor such a strong push toward a uniform five-year degree.

Indeed, by favoring students with projects whose central virtue is their manageability, the grant threatens ideals of thoroughness and intellectual responsibility on which the academy is built. It threatens to flood the market with candidates whose intellectual identities, to say nothing of their academic projects, have not met the tests of maturity which ensure depth of understanding and clarity of method. In sum, by concentrating almost solely on the financial aspects of graduate education, the Mellon grant augurs badly for the future of graduate study in our universities.

—David Golumbia
Graduate Student, English

More on Holiday Policy

I feel obliged to respond to the Provost's reply to my letter regarding religious holidays as the Provost completely misconstrued the intent of my remarks. I was not complaining about the lack of extensive consultation on his part; on the contrary there has been too much consultation on a matter that should only concern the faculty: at what times we should give exams and how we should handle make-ups, etc. As far as I know, we are still a non-religious university. Therefore, I do not believe that we have any obligation to treat absences due to religious beliefs any differently than other absences. To accommodate students for such reasons is a courtesy that most of the faculty extends to the students. It is not an obligation, and if the administration wants to treat it that way, this is indeed an infringement on the prerogative of the faculty members to handle their classes as they judge best. Let me remind the Provost that I have spent many years at this university when there was no memorandum on the subject and these problems were handled individually with no complaints. I strongly urge a return to this system. The present memorandum is divisive; it is impossible to accommodate all factions,

and, in fact, the memorandum disregards very large constituencies. The question of how many holidays we should have is also one that should be decided by the faculty. Over the years, we have cut the normal four years of college by six months. In addition to having to deal with shortened semesters, are we to be expected to accommodate all religious beliefs? Are we here to educate and stimulate students or are we here to serve their religious needs? I would like to know from the Provost and the President what they consider our mission to be.

I find comparison of complaints about parking with those about religious holidays very inappropriate. Parking is a service offered by the university, and we all pay plenty for it. Therefore, we are entitled to complain, although not to the Provost but to the Parking Director. The only service the faculty should offer is to educate students to the very best of their ability. Policy on religious holidays is a courtesy—not a service—offered by the faculty, and complaints should not come to the Provost either. I believe the Provost has enough important problems without trying to solve those which are properly the responsibility of the faculty.

—Madeleine M. Joullie,
Professor of Chemistry

The Provost Responds:

I do not wish to become involved in a protracted argument over the issue of the Academic Calendar and our policy on religious and secular holidays as it is my understanding that the Faculty Senate will be reviewing these matters. I would note, however, that my files on religious holidays go back at least to 1964, that the University has continuously had a somewhat similar policy since that year, and that there were Provost's memoranda issued about it (the first one in my file is from David Goddard and is dated November 5, 1964).

—Michael Aiken

Dr. Otto Springer, 1905-91

Dr. Otto Springer, Dean of the College of Arts and Sciences from 1959-68 and Vice-Provost of the University from 1963-68, died September 15 in Bryn Mawr at the age of 86.

Born in Aalen, Germany, Dr. Springer studied at the Protestant theological seminaries of Malbourn and Blaubeuren, Germany, then attended the Universities of Berlin, Munich and Tübingen, taking his Ph.D. at Tübingen in 1927. He emigrated to the United States in 1930, teaching and heading the German departments at Wheaton College in Massachusetts and at the University of Kansas. He joined Penn in 1940 as a professor of Germanic Languages. A naturalized citizen of the U.S., in 1945 he was commissioned a temporary lieutenant colonel in the U.S. Army for a special mission to locate and restore to their owners art treasures hidden by the Germans in Europe.

At Penn, Dr. Springer chaired the department of Germanic Languages from 1946 to 1957, and held several visiting professorships at Princeton, Salzburg and other universities. Along with other scholarly memberships he was a Fellow of the Medieval Academy of America and an honorary member of Phi Beta Kappa. A prolific author of articles and papers—some of them collected in a retrospective published in the mid-seventies—Dr. Springer was especially known for his dictionaries. He was editor-in-chief of the standard work in German, the four-volume *Langenscheidt's Encyclopedic Dictionary of English-German* and its sister edition in German-English.

On leaving the deanship in 1968, Dr. Springer was named University Professor of Germanic Languages. He was called back to administration, in 1970 as acting director of libraries and again a few years later as chair of a committee to harmonize academic regulations of the College and College for Women during the merger that produced SAS.

After taking emeritus status in 1975, he was honored by his colleagues and former students with a *Festschrift*. Until a few days ago he had continued to work with Dr. Albert Lloyd on an etymological dictionary of Old High German; the first of a projected eight volumes was issued in 1988 and the second volume is in progress. As a hobby, Dr. Springer had also written a grammar of Old Icelandic.

Dr. Springer is survived by his widow, Herta; two sons, Wolf Ernest and John Ulrich; a daughter, Lauren Barbara; and a brother, Julius.

Dr. Juris Saulitis, researcher in the Chemistry department, died September 10 at the age of 33. Dr. Saulitis had come to the U.S. in August from his native Latvia, where he had taken his undergraduate degree at the Latvian State University and his Ph.D. at the Institute of Organic Synthesis. At Penn he was working on the development of a method for understanding the structure of proteins.

He is survived by his wife, Erica, and daughter, Anda, both of Riga.

Dr. Schuyler V. R. Cammann, professor emeritus of Oriental Studies, died September 10 at the age of 79. Dr. Camman, who received his B.A. at Yale, M.A. at Harvard and Ph.D. at Johns Hopkins, joined the University faculty in 1949, becoming a full professor in 1966. He was made emeritus professor in 1982.

He is survived by his wife, Mary, of Philadelphia.

HONORS &...Other

Portraits

Unveiled this summer at the School of Nursing was the J. Nelson Shanks portrait of *Dean Claire Fagin*, who announced last year her plan to step down and take up her term as president of the National League of Nursing. As the third dean of the School, she is credited not only with expanding but also reshaping nursing education and research at Penn.

Coming Thursday, September 26 is the unveiling of a portrait of *Dr. Robert E. Davies*, Benjamin Franklin Professor and University Professor of Molecular Biology. Mary Whyte's portrait of the recent past chair of the Faculty Senate will be presented by colleagues at a 5 p.m. reception in the Rare Books Room of Van Pelt Library; friends are welcome.

Awards

The 1991 Steele Prize of the American Mathematical Society has been given to *Dr. Eugenio Calabi*, the Thomas F. Scott Professor of Mathematics, for his fundamental work on global differential geometry—work that has “profoundly changed the landscape of the field,” according to the Society. “His pioneering work in the complex of Monge-Ampere equation and Kahler Einstein metrics, followed by later work of Aubin and Yau, led to the resolution of a number of problems in algebraic geometry beyond the reach of other methods.”

Dr. Martin Seligman, professor of psychology and director of clinical training, received the 1991 William James Fellow Award of the American Psychological Society, given for internationally recognized outstanding scientific contribution.

The Philadelphia area “Transportation Engineer of the Year” for 1990-91 is *Dr. Vukan R. Vuchic*, the UPS Foundation Professor of Transportation at SEAS. He was singled out by the Philadelphia Section of the American Society of Civil Engineers for significant contributions to civil engineering.

Boardman Lecture: CA 100th

The Christian Association's 100th anniversary celebration continues Wednesday, October 2, with a centennial lecture at 4:30 p.m. in the CA auditorium at 36th and Locust Walk.

The George Dana Boardman Lecturer will be Dr. Rosemary Ruether, professor of religious studies at the Garrett Evangelical Theological Seminary. Her topic is “Liberating the Future: A Cross-Cultural Feminist Perspective.” The Rev. Mr. Richard R. Fernandez, executive director of the Northeast Interface Movement and a former CA acting director, will discuss the Christian Association and the University, and Dr. Ann Matter of Religious Thought will give a history of the Boardman Lecture tradition. Provost Michael Aiken, the Rev. Dr. Beverly Dale, and organist Kevin Chun will participate. All members of the University are invited.



Dean Fagin, by Shanks

The worldwide Lucy Wharton Drexel Medal of the University Museum was awarded in May to *Dr. William R. Coe*, curator emeritus of the American Section and research director of the Museum's Tikal Project. He is the 23rd recipient of the award, established in 1889 and given for achievement in excavation or publication. Its earlier recipients include the Chinese archaeologist Kwang-Chieh Chang, Gordon Randolph Willey for Mayan research, Sir Leonard Woolley for Near Eastern archae-

(HONORS continue past inserts)

It Started in College Hall: On December 27, 1891, in 200 organizational meeting of the American Psychological Association (right) came to College Hall to unveil a plaque that will mark the occasion. Dr. William D. Dillman, professor emeritus; Dr. Florence Denmark, an alumna; Dr. John Sabini, professor of psychology.



Things

ology and Sir Richard Mortimer Wheeler for work in Europe and India.

The Museum as a whole was honored in Guatemala this summer, in a special ceremony at the ancient Maya ruins at Tikal. Dr. Coe's six-volume study of the landmark excavation in the jungle between 1956 and 1970 was one of the achievements celebrated. Nine mayors of the region's municipalities, along with scores of school children whose donations helped pay for the celebration, came to welcome Museum Director Dr. Robert H. Dyson, the Tikal Project epigrapher Dr. Christopher Jones and Research Associates Rudi Larios, Miguel Orrego, and David Sedat. A brass plaque was unveiled, bearing the names of over 200 investigators from the U.S., Guatemala and other countries. Among others cited were figures who originated and found backing for the massive project, Drs. Froelich Rainey, Edwin Shook, John Dimick, Percy Madeira and Samuel B. Eckert.

Honorary Degrees

The Ohio State University conferred the honorary degree Doctor of Humane Letters this summer on President Emeritus Martin Meyerson, citing him as scholar, author, educator, administrator, diplomat and public servant. "His contributions to our understanding of the urban condition are unequalled," the citation said. "He continues to foster the international exchange of ideas, sharing the knowledge gleaned through his vast experience with the global community."

Dr. Edward B. Shils, the George W. Taylor Professor of Entrepreneurial Studies at the Wharton School, received the Honorary Doctorate of Philosophy from Tel Aviv last year, and delivered the opening lecture inaugurating the David and Anne Warsaw Entrepreneurial Center in Jerusalem.

College Hall Dr. William James called to order the first citation. This month, the APA's Dr. John Popplestone (far left) took the spot. At the ceremony, left to right: Dr. Henry Gleitman and past head of the APA; SAS's new dean, Dr. Rosemary F. psychology; and Dr. Popplestone.



Photo by Michael Waxman

To Federal Role

Dr. Joseph Bordogna, former SEAS dean who is now the Albert Fitler Moore Professor of Engineering, has been named head of the Engineering Directorate of the National Science Foundation. In this role he will oversee the engineering portfolio of NSF-sponsored research, including the Foundation's interdisciplinary research centers, and will be responsible for integrating the Directorate's education and research programs.

President George Bush has appointed Dr. Dennis Yao, associate professor of public policy and management at Wharton, to the five-member Federal Trade Commission.

The Law School's Emeritus Professor Martin J. Aronstein and Professor Charles W.

Mooney, Jr., are two of the 12 members named to the Securities and Exchange Commission's new Market Transactions Advisory Committee, which will advise on the exercise of newly delegated S.E.C. power, under the Market Reform Act of 1990, to issue preemptive federal regulations concerning the transfer and pledge of securities on findings of necessity. These matters have been governed by state law, principally by Article 8 of the Uniform Commercial Code. For revision of that code in the light of the 1990 reform act, Professor Curtis R. Reitz, the Algernon Sydney Biddle Professor of Law and former Provost, has been named to chair the drafting committee of the National Conference of Commissioners on Uniform State Laws.

IAST: Faculty and Projects

In a press packet issued last week by the Office of News and Public Affairs, the Institute for Advanced Science and Technology's purpose was described as providing "many distinguished scientists...with a state-of-the-art facility to continue an interdisciplinary and collaborative approach to research. The faculty will pursue work that has already produced applications in health-related chemistry and engineering, educational aids, design of commercial vehicles and development of new materials." The following was given as a preliminary list of researchers and projects slated for IAST:

Dr. Norman Badler, chair of Penn's Computer Information Sciences Department, has designed software that depicts how humans will function in a specific environment, such as a car or cockpit. Called "JACK," it takes into account variables such as different shapes of humans to define the surrounding structure. It can consider variations in clothing and flexibility of limbs, as well as eye view and motion.

Dr. Ruzena Bajcsy, a professor of computer science who studies robotic vision, works with systems modeled after the way the human brain processes vision. Her work in how machines can perceive sensory images has applications in medical diagnostics.

Dr. Paul Ducheyne, a professor of bioengineering, works in developing materials that not only stimulate the healing properties in bones and teeth, but become part of the bones and teeth themselves, and do not have to be replaced.

Dr. Leif Finkle, a computational neural scientist, designs computer systems that mimic the function of the human brain, recognizing and responding to sensory perception.

Dr. Ray Gorte, associate professor of chemical engineering, studies catalysis, the process of speeding up reactions. He also studies zeolites, structures that act as a sieve in chemical compounds which have applications in the oil and chemical industries.

Dr. Robin Hochstrasser, a professor of chemistry, works with lasers to understand chemical reactions, particularly reactions on an extremely fast time scale such as the time involved in a single atomic vibration. He also examines how energy flows from one molecule to another.

Drs. Aravind Joshi, Mitchell Marcus, and Lila Gleitman: the first two researchers are computer scientists; the third is a psychologist. Together they are attempting to understand and replicate in machines how humans use speech to communicate ideas and commands. The computers would recognize patterns in human speech. Possible applications would include machines that could be "talked to"—VCRs, microwave ovens, that could be programmed verbally.

Dr. Madeline Joullie, a professor of chemistry, is attempting to synthesize enzymes with anti-cancer properties found in nature. These enzymes have side effects harmful to humans, and Dr. Joullie is seeking to replicate the enzyme's anti-cancer properties without toxic effects.

Dr. Michael Klein, a professor of chemistry, studies the physical properties of solids, liquids, and gases by using computer simulation techniques. One of his research interests is studying membrane-bound proteins to acquire a better understanding of the molecular basis of diseases. He is also investigating aggregates of long-chain molecules on various surfaces. Understanding the behavior of such aggregates is important in the development of new materials.

Dr. Alan MacDiarmid, a professor of chemistry, has been studying plastics that conduct electricity. This work could lead to a revolution in airplane and automobile manufacturing and a cleaner environment. He is now at work on solving one of the project's biggest obstacles: how to prevent the altered plastics that conduct electricity from decaying when exposed to air.

Dr. Solomon Pollack, a professor of bioengineering, and his colleagues use small dosages of electricity to reverse osteoporosis in animals. In preparation for future studies in humans, Dr. Pollack is now conducting research in the mechanisms of interaction between electric and electromagnetic fields and the cells that influence bone growth and maintenance. The use of very small electromagnetic signals to "communicate" with cells is a new branch of bio-engineering.

Dr. Amos Smith, chair of the chemistry department, works in developing anti-tumor agents by developing compounds that inhibit cell division, thus preventing tumors enlarging.

Dr. Kyle Vanderlick, an assistant professor of chemical engineering, is researching the development of artificial chemical membranes that have applications in the separations of chemicals and gases. She is also investigating novel coatings of solids, such as chemical films on surfaces.

Dr. John Vohs, an assistant professor of chemical engineering, also studies catalysis for uses with metal oxides and semiconductor surfaces.

On October 9 at Dunlop Auditorium, 3-4:20 p.m., a panel of leading Penn scientists will discuss ethical conduct in research [see under Talks in October at Penn for details]. The discussion, open to all members of the University community, coincides with the production of *Handbook on Ethical Conduct in Biomedical Research* now being provided to biomedical graduate students. Below, published by permission, are excerpts from the new Handbook.

From the Foreword by Dr. Saul Winegrad, Director of Biomedical Graduate Studies: In the last several years considerable attention has been given to a small number of incidents in which there have been major violations of the generally accepted but uncodified philosophy of the ethical conduct of research. These incidents, which have involved a small fraction of one percent of the professionals engaged in biomedical research, have led to an examination of methods for the conduct of research by agencies of the government, by the scientific community, and by the media. Scientists in particular have begun to address the complexities of research with particular focus on the issues of honesty, bias, credit, responsibility, and attribution. The efforts so far have not led to exposure of any sizable number of episodes of fraud or conscious attempt to deceive, but they have begun to make investigators more aware of certain problems including subjectivity, unconscious bias, and attribution of responsibility as well as credit, that appear to be inherent in the conduct of research. These problems cannot be totally eliminated for they are a product of the fallibility of human beings, but they can be recognized, openly acknowledged, and constructively addressed by discussion among scientists and with trainees. The consequences of these problems can be sharply reduced by good habits of research as should be exercised in the design and execution of the experiments and analysis of data. Education of this nature is the major goal of the program in the Ethical Conduct of Biomedical Research.

The contents of [Penn's] handbook are meant to serve as a guide in discussing matters concerned with the proper conduct of research. Material has been assembled to identify important aspects of this pursuit. In doing so, it has been judged appropriate to include not only material dealing with the execution of research but also with the contributions of the government, the legal community, and the scientific administrative community to this topic.

A trainee in biomedical research should be taught to maintain the highest standards of scientific integrity and ethical behavior in all phases of the conduct of research. Equally important for a trainee is the realization that scientific data collected with the greatest care and ethical considerations may contain errors unrecognized at the time because of the limitations of knowledge or technology. Interpretation of results represents the best thinking of only a small number of investigators at a particular point in time. These limitations are inherent in the conduct of research and the generation of new information. In an open scientific community exercising healthy skepticism and with freedom to discuss, dispute, and disagree, the errors will be recognized and corrected as the research and the scientific literature evolve.

From the Handbook: Ethics of Biomedical Research at the University of Pennsylvania

A. Defining Ethics and Scientific Misconduct

At the most basic level, scientific ethics relates to trust, as trust in prior research is an essential component in scientific advancement. Scientific trust relates to honesty in experimental conception and design, and in the recording, evaluation, and reporting of data. Misconduct can occur at any stage from the inception of an idea to the reporting of results. Misconduct is defined as fabrication, falsification, plagiarism, or other practices that deviate from accepted standards of observing, conducting, or reporting of research. Misconduct is distinguished from fraud, which is criminal in its intent. For example, plagiarism is fraud, while consistently poor experimental design is misconduct. Since misconduct is not defined in the criminal sense, the definition of "burden of evidence" as opposed to "beyond a reasonable doubt" is applied.

B. The Incidence of Misconduct

Misconduct has always occurred in science. Examples abound, including the notebooks of famous and respected scientists such as Mendel and Millikan. Is there more misconduct today? We can't say absolutely, but there is little question that it is a serious problem. The unproven perception is that misconduct is on the rise due to increased pressures on scientists for job security and funding. The motivation for misconduct is, however, not always obvious, and often appears in the form of a drifting of the perceived ethical norms. The Office of Scientific Integrity (OSI/NIH), which was established in 1990 to oversee management of investigations, handled 80 investigations of alleged misconduct in its first 15 months. These ranged from cases of repeatedly misquoted references, to plagiarism of the written word, to manipulation or fabrication of data. There was no evidence of misconduct in 75% of these cases. Thus, 20 cases yielded convictions from a total of over 24,000 grants funded by NIH during this period. One might also question the ethical standards of students. A recent national survey showed that 12% of students in postgraduate level training programs admitted to personal misconduct at some level: 12% reported they would engage in misconduct to publish data; 10% reported firsthand knowledge of fabrication in the research of others. The most common form of misconduct was manipulation of data, e.g., leaving out data points. Thirty percent reported knowledge of inappropriate authorship or plagiarism.

C. Organization of the Instructional Program at Penn

The philosophy of the University of Pennsylvania as it pertains to research ethics and postgraduate training is first to establish an awareness of the most basic principles of scientific ethics, and then to provide a practical framework for the maturation of high ethical standards. The instructional program at Penn employs a combination of approaches that focus on three main areas: (1) instruction in ethics and morality;

(2) instruction in data collection, management, and reporting and; (3) case studies of scientific misconduct

Ethics and Morality: Whether ethical behavior can be taught remains open to question. However, we can help students develop an appreciation of what constitutes ethical behavior in particular situations. At best, however, this is only fine tuning, as ethical behavior is established quite early by role models. So called "morality-reasoning tests" show that the concepts of morality deepen with age for the first thirty years and then level off. Instruction in ethical behavior is best handled by a combination of philosophers and historians with expertise in both ethics and scientific history and methodology. This interdisciplinary approach should create an appropriate framework for defining basic ethical standards, the relationship of these standards to ethical behavior, the unique role of scientists in today's society, and the pressures within the scientific community that influence ethical behavior.

An illustration of ethical behavior is only relevant in the context of the moral environment. To assist the development of ethical conduct we must also try to reduce the pressures that influence misconduct. This could be accomplished by evaluating students and faculty on the basis of scientific quality and insight, in addition to the more standard and easy benchmarks of publication number and funding level. This is more easily accomplished for the progression of students. In particular, thesis committees should be interactive, and thesis committee meetings should be examples of scientific discourse, not formal presentations intended largely to convince.

Instruction in Proper Data Management: Many instances of misconduct, as defined and reported by OSI/NIH, reflect improper training in data analysis and interpretation. The distinction to be made here is one of unconscious bias. These errors are not evaluated by morality tests, and instruction in these areas should be a great benefit. Instruction should include all areas of data management. These areas include: experimental design, collecting data, and reporting findings. This should not be a review of statistical methods; rather, the rationale for application of statistical methods should be emphasized.

Use of Case Studies: This is one of the most beneficial areas. A collection of case studies are available that range in severity and intent from unintentional neglect to malicious plagiarism or fraud. These should be read and discussed in small groups. The discussion should focus on the nature of the misconduct, the reasons for the misconduct, and ways to avoid misconduct.

Almanac Ed. Note: The above is a portion of the *Handbook's* Section II. Other sections give historical information, case studies, and definitions and interpretations of misconduct and of due process as seen by the research community and major funding agencies.

Attention Penn Faculty:

Do you have roots in the state? Do you hail from a Pennsylvania town (excluding Philadelphia/ Pittsburgh)?

If so, I'm interested in your career profile. Please call me at Ext. 8-4830.

—Kerry Williams,
Commonwealth Relations

Class of '90 Careers & Choices

Teaching was the first job of choice among 1990 graduates of the College of Arts and Sciences, followed by scientific research and paralegal work, according to a survey done by the Career Planning and Placement Service (CCPS).

The average starting salary for students opting to teach rose to \$21,208, a \$2,000 increase over 1989. Salaries in other nonprofit organizations rose comparably, according to Peggy Curchack, CCPS's career counselor for the College.

"Teaching fulfills students' desire to do something useful with their degrees and is also a very realistic career choice these days because it is less recession-prone than most jobs," Ms. Curchack said. Among the 1990 career survey's other findings:

— For the first time in recent years Penn students cited the "tight job market" as a major factor influencing their selection of a position. "Although the dismal job outlook for new grads has received an enormous amount of media attention this year, the real pinch started last year," said Ms. Curchack.

— 1990 graduates from Penn's School of Nursing, the only undergraduate nursing program in the Ivy League, earned an average starting salary of \$31,461, second only to that of engineering graduates, which was \$32,746. The corresponding figures for Wharton and Arts & Sciences graduates were \$30,300 and \$22,600, respectively. "There has been an incredible demand for trained support people as medical technology has skyrocketed," explained Ann Glusker, career counselor for Education, Nursing and Social Work. Ms. Glusker said the School of Nursing had a 100 percent employment rate for 1990 graduates.

— The percentage of students entering law or medical school decreased from 75 percent in 1989 to 63 percent in 1990; the number of students pursuing Ph.D.s increased concurrently. Ms. Curchack suggested that these figures reflect students' response to the marketplace: layoffs in the legal profession have been "staggering," while the enormous number of professors nearing retirement age has spurred a high demand for Ph.D.s expected to last over the coming decade.

*[From a press release
by Donna Waselus,
Penn News and Public Affairs]*

The following message was sent by Penngram to all members of the faculty and staff.

To the University Community:

Beyond the Commonwealth Funding Restoration

The Pennsylvania state legislature recently passed a budget that fully restores state support for the University of Pennsylvania to FY'91 levels. This is very good news after the Governor's proposal in February to cut Penn's aid by approximately 50 percent. Through the hard work of many people, we have shown Penn's significant economic impact on the state and the importance of maintaining support for the University—the largest private employer in Philadelphia and the fourth largest in the state. Thank you for your support here on campus and in Harrisburg.

The funds are critical to supporting Penn's Veterinary School, long-term capital projects, and the continuation of deferred maintenance projects. In addition, the restoration of funds helps the University recover costs and balance its budget, which has remained balanced for the last 16 years.

After the Governor announced his intent to cut support, we began trimming back in many areas of the University. We discouraged unnecessary use of discretionary funds, left positions vacant, and reconfigured departments to manage with fewer staff members.

Unfortunately, the good news about the budget does not change our need to be more frugal.

1991 will be remembered as a transition year for higher education. After two decades of rapid growth and expansion, colleges and universities are now trimming back. Although Penn has practiced cost containment for the last decade, we are not exempt from the trend. Plain and simple, we have to change the way we do business in order to remain economically healthy. We must stay lean and maintain a balanced budget.

Many of you have seen some of the changes in our business practices in the Total Quality Management presentations. TQM is one way that we can improve the quality of our work while containing our costs. The appeal of TQM is that it has nothing to do with cutting corners and everything to do with fostering an effective and cost-efficient system.

Naturally, we will be looking for other ways to continue what we are doing without unnecessary spending. The University will only be able to flourish within the new budget with the support of all Penn employees. Thank you for your support for and commitment to keeping Penn strong and financially healthy.

—Marna C. Whittington, Senior Vice President

Vice President for Finance Training Seminars 1991

All University staff members are invited to attend a series of training seminars sponsored by Vice President for Finance Selimo Rael. There is no charge for the seminars. All are two-hour morning sessions and all will be held at Van Pelt Library.

Intro to University Accounting and Business Functions	Tuesday, October 1
Purchasing Department/Accounts Payable Department	Tuesday, October 8
General Accounting/Resources Planning and Budget	Tuesday, October 22
Travel and Entertainment Policies and Procedures	Wednesday, November 6

Room numbers and exact times will be furnished on registration by phone with Barbara Murray, Manager, Field Communications and Training, at Ext. 8-1733.

Changes at the Penn Mail Service

Over the summer Penn Mail Service implemented a series of changes aimed at improving service and reducing cost.

Two major changes have been the presorting of one- and two-ounce first-class letters, and contracting with UPS to provide ground service for first class packages over 11 ounces. These two services are expected to save the University over \$100,000 annually and require no changes in the way the University community prepares or sends its mail, Penn Mail Service Manager Jim Bean said.

He added that through a Total Quality Management (TQM) project, completed in conjunction with the Office of the Senior Vice President and the Quality Council, Mail Service identified several other areas for change.

One of these changes is in the handling of overnight express letters and packages. Although Penn has used Federal Express as its primary carrier for many years, recent entertainment of competitive bids has resulted both in a new agreement with UPS to provide a "next day air" service and in further reductions in Federal Express rates, Mr. Bean said. Brokers Worldwide of Philadelphia has been retained as a consolidator of incoming international mail, preparing mail for the mainstream.

Penn Mail Service is currently planning lunchtime seminars across the campus to educate the University community on the best and most cost-effective ways of mailing. For more information about the seminars or about mail service, contact Mr. Bean at Ext. 8-8665.



Celestial Sirens: Director Mary Anne Ballard, sopranos Karen Clark-Young and Rebecca Broberg, and harpsichordist Josephine Gaeffke offer music Sunday to close the weekend Italian Studies conference. Conference and concert are free; see details in Update, right.

Update

SEPTEMBER AT PENN

CONFERENCES

27 *Treating the Chronically Stuck Couple*; day-long series of seminars designed to address those mired in unsatisfying relationships; 8:30 a.m.- 4 p.m., Marriage Council of Philadelphia, 4025 Chestnut. Fee: \$95. Information: 382-6680.

Creative Women in Medieval and Early Modern Italy; Scholars from Italy and the U.S. discuss plays, poetry, prophetic and mystical works and music; Penn Tower Hotel. Information: 463-6303. *Through September 28* (Center for Italian Studies et al).

FITNESS/LEARNING

26 *Getting To, From and Around Penn Safely*; noon, Police Training Room, 3914 Locust (Div. of Public Safety, Victim Support and Special Services).

MUSIC

25 *Musical Tribute in Honor of Congressman Bill Gray*; Patti Labelle and Cab Calloway; 7:30 p.m., Annenberg Center. Tickets: \$60, benefit United Negro College Fund. Reservations: 843-9253 (The Friends of Bill Gray).

28 *Celestial Sirens: Music by Women from Italian Courts and Convents*; 8 p.m., Church of the Saviour, 38th/Chestnut (Center for Italian Studies, Pennsylvania Humanities Council).

Andres Jimenez with Taller Campesino and Los Pleneros de la 21; traditional Puerto Rican songs, rhythms and dance, part of Festival Latino; 8 p.m., Hopkinson Hall, International House. Tickets: 898-6791. (I- House).

SPECIAL EVENTS

27 *Fall Open House*; 3-5 p.m., Treatment Research Center, 3900 Chestnut.

TALKS

25 *Tango, Sexuality, and Nationalism*; Jorge Salessi, Dept. of Romance languages; noon, Bishop White Room, 2nd floor Houston Hall (Latin American Cultures Seminar).

Physician Psychotherapist Collaboration; Joellyn Ross, staff therapist, Marriage Council of Philadelphia; 1-2 p.m., 2nd floor Seminar Room, 4025 Chestnut St. (Marriage Council).

26 *Molecular Basis of Potassium Channel Diversity: The Structural Limits of Mixing and Matching*; Manuel L. Covarrubias, Jefferson Medical College; 4 p.m., Department of Physiology Library, Richards Building.

27 *Molecular Diversity of Lyssa Viruses*; Herve Bourhy, Institut Pasteur, Paris; 4 p.m., Wistar Auditorium (Wistar Institute).

Comparative Status of Women in Developing Nations; Lucy Creevy, 3-5 p.m., Rm. 306, Furness Bldg.

28 *Hopeful Resistance*; Jesuit and social activist Dan Berrigan; "Dessert and Dialogue with Dan," 6:45 p.m., lecture 8-9:30 p.m., 3701 Chestnut (*The Other Side Magazine*).

30 *Quasi-rational Economics*; Dr. Steven J.C. Gaulin, Room B-26 Stiteler Hall, 4 p.m., coffee 3:45 p.m.

With Green in Mind; Peter and Alison Smithson, architects from Great Britain; 6:30 p.m., Rm. B-3, Meyerson Hall.

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 **September 16, 1991 and September 22, 1991**.

Totals: Crimes Against Persons—0, Thefts—22, Burglaries—7
Thefts of Auto—1, Attempted Thefts of Auto—0

Date	Time	Location	Incident
Expressway to 32nd; University to Walnut			
09/18/91	4:47 PM	Lot# 33	Stereo taken from auto
09/18/91	9:44 PM	Lot# 29	Cash taken from auto
09/19/91	5:59 PM	Lot# 33	Auto's window broken/items taken
09/20/91	6:08 PM	Lot# 33	Cassette stereo taken from auto
33rd to 34th; Spruce to Walnut			
09/19/91	12:45 PM	Bennett Hall	Unattended purse taken
09/18/91	2:47 PM	Chemistry Bldg	Secured bike taken from rack
09/20/91	10:19 PM	Moore School	Secured bike taken from rack
38th to 42nd; Walnut to Market			
09/16/91	1:13 PM	Sigma Alpha Mu	Secured bike taken
09/16/91	1:53 PM	Sigma Nu	Bike taken
09/19/91	12:44 PM	Sigma Alpha Mu	Bike taken
34th to 36th; Spruce to Locust			
09/20/91	10:40 AM	Logan Hall	Cash taken from locked drawer
09/20/91	4:11 PM	College Hall	Franklin bust & lithograph taken
38th to 39th; Spruce to Locust			
09/16/91	7:51 PM	Harnwell House	Secured bike taken
09/21/91	1:11 PM	Dining Commons	Burglary/door kicked in

Safety Tip: Protect your property—Engrave your property and keep a record of serial numbers... Don't leave your valuable items unattended or unsecured... Register your bike free with the University Police and use a Kryptonite lock to secure it.

18th District Crimes Against Persons

Schuylkill River to 49th Street, Market Street to Woodland Avenue
12:01 AM September 9, 1991 to 11:59 PM September 15, 1991

Totals: Incidents—18, Arrests—7

Date	Time	Location	Offense/Weapon	Arrest
09/09/91	12:05 AM	4514 Springfield	Aggravated Assault/gun	No
09/09/91	1:45 PM	4301 Walnut	Robbery/strong arm	Yes
09/09/91	2:25 PM	4800 Osage	Robbery/strong arm	Yes
09/10/91	3:45 AM	3000 South	Robbery/gun	No
09/10/91	11:56 AM	3600 Sansom	Robbery/strong arm	No
09/11/91	10:55 PM	4145 Baltimore	Aggravated Assault/fist	Yes
09/12/91	6:45 AM	4600 Market	Robbery/strong arm	Yes
09/12/91	7:50 AM	4822 Florence	Robbery/knife	Yes
09/13/91	10:00 AM	4200 Pine	Robbery/gun	No
09/13/91	9:46 PM	200 S. 40	Robbery/strong arm	Yes
09/13/91	10:55 PM	3600 Walnut	Purse Snatch/strong arm	No
09/13/91	11:07 PM	300 S. 41	Robbery/strong arm	No
09/14/91	12:07 AM	4400 Locust	Robbery/gun	No
09/14/91	3:20 AM	219 S. 41	Robbery/gun	No
09/14/91	6:00 AM	4600 Springfield	Robbery/strong arm	No
09/14/91	6:00 AM	4600 Springfield	Aggravated Assault/knife	No
09/15/91	3:00 AM	4800 Chestnut	Rape/strong arm	No
09/15/91	2:45 PM	4500 Kingsessing	Robbery/gun	Yes

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